

Temps essential to the UK economy

Overview

In February this year temporary placements in the UK increased at their fastest rate in four years and commentators speculated that temporary staff and contractors would lead the recovery in the jobs market in 2011. As we approach the end of 2011 it seems that the temporary market has lived up to its expectations.

The latest JobsOutlook report by the Recruitment and Employment Confederation (REC), released in October, shows that 82 per cent of UK employers are planning to maintain or increase their use of temporary staff in the short and longer term.

This also confirms that businesses have not been put-off from hiring temporary staff, since the Agency Worker Regulations came into force in October.

Why hire temps?

- Temporary employees can make an immediate impact with little or no training. You can generally expect higher standards in terms of experience, the right qualifications and motivation. On the whole, there is less risk involved in hiring a temporary worker.
- Every business can benefit from being reactive to change. Planning for the use of temporary resource, if managed correctly, can significantly reduce cost in the long term. It allows businesses to afford someone that they wouldn't necessarily be able to afford to hire permanently.
- Temporary candidates can act as true business advisors, and add enormous value in the short term. They are adept at assimilating into new environments and driving change, turning projects around and communicating with key stakeholders without fear of raising sensitive issues.

The importance of a non permanent workforce to the economy

Non permanent employment is essential to the UK economy. The number of temporary agency workers to overall employees is around 5% of the total workforce. This is more than double the European average.

In every UK region, temporary employment is a key stepping stone to finding permanent employment. If employers are uncertain about making permanent hires, hiring someone on a temporary basis can not only boost business performance but it can also contribute to economic growth.