Employment options and their potential benefits

A GUIDE ONLY

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| Desired outcome | Secondment | Internal transfer at level | Higher duties | Entry level | Fixed term contract under 6 months | Fixed term contract  6 months + | Permanent employment | Recruitment Pool |
| **Attract a wide range of candidates** |  |  |  | Yes |  | Yes | Yes | Yes |
| **Introduce new and diverse skills, knowledge and perspective** | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| **Build internal capacity** | Yes | Yes | Yes |  | Yes | Yes |  |  |
| **Fill a role quickly** | Yes | Yes | Yes | Yes | Yes |  |  | Yes |
| **Low cost** | Yes | Yes | Yes | Yes |  |  |  | Yes |
| **Fill a large number of roles** |  |  |  | Yes |  |  |  | Yes |
| **Meet a short / medium-term need** | Yes | Yes | Yes | Yes | Yes | Yes |  | Yes |
| **Fast process** |  | Yes | Yes | Yes | Yes |  |  | Yes |
| **Staff retention** | Yes | Yes | Yes |  | Yes |  | Yes | Yes |