

A typical secondment example

SKILLED EMPLOYEE



EMPLOYER WITH EXCESS SKILLS



EMPLOYER NEEDING MORE SKILL



A Corporate has a Financial Officer, who has recently completed a project and is awaiting redeployment to manage a new programme but that project has now been delayed considerably.

A charity is approaching its financial year end and needs to implement a re-organisation of its accounts department. It requires additional support for 6 months to assist with relatively complex accounting/tax provisions but does not have a budget for a new head.

The Financial Officer has already been introduced to the idea of a period of 'secondment' either inside the same organisation or within another suitable role with an external organisation.

The Financial Officer wanted to secure a suitable and challenging work activity, so has agreed to a temporary transfer and has helped their HR Manager to complete a Profile & more detailed CV* and is now registered as a candidate on *StaffShare* by their corporate employer who is a registered '*Skill Seller*'.

The officer's skills and experience, can be viewed and accessed as a free Profile and also as a paid for CV* by the charity (once Registered as a '*Skill Buyer*'), and so an expression of interest is made by the charity by contacting the *Skill Seller* employer using the details supplied on the CV. *NB.
No name, sex, age or any identifying personal information has yet been exchanged.

A transfer fee (reflecting a % of salary as a monthly, weekly or daily rate) is agreed between both employers (normally this is a % proportion of the full employee's costs e.g. 50% of salary and employee benefits / allowances) – **although there is no significant change to the income package enjoyed by the employee.** Now the Employee is given the opportunity to meet the new employer, visit the place of work to evaluate the project and new duties and if content can consider taking up the new role.

At the end of the secondment period (6 months in this case) the Financial Officer returns to the original position with their original employer. Alternatively if the Employee is keen to continue their new role they may talk to both employers to agree an extension to the secondment period or even the prospect of taking up a permanent post at the new company.

Analysis

The costs?

This transfer amounts to a total secondment cost to the *Skill Buyer* Charity of just £120.00 plus VAT and includes an annual Membership for future individual secondments at just £20.00 for each downloaded CV. Once Registered (at £500.00 p.a.) there are no further costs to the *Skill Seller* (or for a *Corporate Member* £2,000.00 p.a. - larger corporates with both services and 5 Members). **No recruitment fees, no percentage placement fees and no complex or expensive legal fees.**

The speed?

So long as the employee (seconded) is fully pre-prepared, available and agreeable, secondment through *StaffShare* can be almost immediate- a week or two perhaps as there is no break in the Contract of Employment and their work availability is continuous.

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The simplicity?

The secondment or temporary employment agreement is entirely made between the two employers and is the business of these two parties, however **StaffShare** can provide a basic legal guideline to Members that do not have standard forms or HR /legal support. The Financial Officer suffers no loss of income or benefits from this change and in some cases may find their new temporary role suits their home location or lifestyle better than their original post.

The result?

Both employers gain a reduction in their costs- the original employer cuts his overheads by perhaps a half or more, the new employer gains financial skills and experience at perhaps half of the going employment rate. The employee or secondee has no loss of income or disruption of employment but can gain substantially in the added experience and application of their skills in a new and rewarding post.

This external secondment experience, company reference, and new role description are all added to the Financial Officer's employment record and CV and demonstrates their ability to be flexible and adaptable in their performance.

Next Steps- there are three choices?

- 1. Employees interested in secondment** as a way to develop your career or add challenge and change to your present role should firstly contact your Manager, Personnel Officer, or HR representative to discuss secondment and the services available through **StaffShare**. www.staffshare.com
- 2. Employers interested in advancing the idea of secondment** as an alternative to wasted salary costs and contracted but under-utilised skilled employees; should contact **StaffShare** directly or simply Register on-line for the **Skill Seller** service or select 'Corporate' Membership for both uploading and searching for skills and up to 5 Members. www.staffshare.com
- 3. Employers interested in adding skilled employees** to their growing organisation or to take up a temporary programme should try the free Search facility and Register on-line. Alternatively feel free to contact **StaffShare** directly for the **Skill Buyer** service or select 'Corporate' Membership for both uploading and searching for skills and up to 5 Members. www.staffshare.com

Please use the **StaffShare** website to illustrate the service and choices available. www.staffshare.com

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