

Questions & Answers about Interims and Contractors for Hiring Managers and HR Personnel

What is the difference between a 'temp', interim and a contractor?

- A temp is anyone who works on a temporary contract and is a term predominantly used for people on short-term, short notice roles.
- The term, interim is used for mid-to-senior level staff who work on medium to long-term day rate roles. This is a lifestyle choice and professionals who choose to be interims are used to being dropped into roles with little or no direction and delivering actionable targets.
- Contractors are usually professionals who are employed in fixed term contracts by the organisations. These candidates are effectively permanent employees on a fixed term with the organisation.
- It is worth noting that these terms are often used interchangeably in the recruitment and HR industry.

Why should we hire a day rate interim over a fixed term contract (FTC)?

- Interims will give you a much wider pool of candidates who may not necessarily look at fixed term contracts.
- You also have no legal obligations or on-boarding responsibilities with the interim, it is the agency's (in this case Vertical Advantage) responsibility to handle the insurances, payments etc.
- Many people think that day rate employees are more expensive than fixed term contracts, which is not the case.

Aren't interims more expensive than FTC's?

- Once you take into account onboarding costs, NI, holiday pay, sick pay, notice periods and legal obligations interims are comparable in costs to fixed term contracts. Please see the attached illustration, which breaks down the cost.
- Vertical Advantage would employ the interim and would invoice you the total cost every 14 days.

Why would I not to employ them directly?

- By employing them through an agency your only responsibility is to pay the invoice from the agency.
- From taking care of the onboarding, paying the contractor, holding the insurance certificates to adhering to any worker legislation will be taken care of by the agency.

What do I need to do to on board the new interim?

- Provide a start date and the logistical ability for the interim to do the role.
- You will need to provide the agency details of your invoicing policy.
- No dealing with insurance certificates, no chasing the interim for invoices or interims chasing you up for money, no negotiating interim contracts.

What is my legal obligation as an employer to the interim?

- As an agency we will provide all of the legal expertise around employing interims to make sure that you are complying with UK employment law.

- If there any changes to legislation, we will make sure that you are aware and advise you of any actions to take.
- You do not need to stipulate their hours of work within a contract either.

Do they need to work full-time?

- The interim will work within the budget that you have available.
- You can decide the length of contract, number of days and seniority of the candidate to suit your budget.
- You also have the knowledge that you are paying for member of staff over a period of weeks of months as opposed to a fixed term contract where the agency fee is immediately due, as soon as the contractor starts.

If you would like to discuss any other questions or specific hiring needs around interim or contract solutions please contact Taz Vaid at Vertical Advantage.