

Example 1

Example 1 – Extend the length of temporary employment

Adam was looking for a project manager to manage the installation of conferencing facilities in 3 regional locations. The project was expected to take a maximum of 12 months. Adam knew Alina from previous work she had done as a contractor for the Department and thought she could be a good fit. So, he undertook a suitability assessment then engaged her in temporary employment for 12 months (refer to **Rule 21**).

Not long into the project there were changes in the Department's priorities which meant that they had additional funding to roll out the conferencing facilities to a further 5 locations. This added at least 6 more months to the length of the project.

Adam could not extend Alina's employment beyond 12 months without advertising and a comparative assessment.

Given the project length was initially estimated at 12 months, Adam could have used external advertising and a comparative assessment from the outset to ensure he had a competitive field and the option to extend the temporary employment beyond 12 months if needed (refer to **GSE rule 22**).