

## Example 2

### Example 2 – Covert to ongoing and retain great talent

Armin employed Luke as a Communications Officer to cover a 12-month period of maternity leave following comparative assessment after external advertising. Luke proved to be an exceptional performer and was highly valued by Armin. After 12 months in the role, senior management decided to offer Luke ongoing employment in a newly created marketing role at the same grade. Armin was able to convert Luke's employment to ongoing as there was strong alignment between the two roles (i.e. both are in the same occupation stream) and he had met all the requirements set out in **Rule 12** to convert temporary employment to ongoing employment.