

Temporary versus permanent employment

26th SASRO Annual Meeting, Baden / 02.09.2022





Contents

- Kantonsspital Aarau AG
- Permanent and temporary employment today
- Temporary employment – advantages and disadvantages
- Permanent employment – advantages and disadvantages
- Summary
- Strategies to retain employees and reduce temporary employment in companies
- Time for questions

Kantonsspital Aarau AG

Kantonsspital Aarau



50

Hospitals,
departments
and institutes

36

of which have
further training
status A

28313

Inpatients
annually

5670

76 nations
Proportion of
women: 78%
KSA Aarau: 4894
KSA Zofingen: 776

958

Number of trainees
Assistant doctors: 393
Nursing: 264

787199

Outpatient
treatments
annually

824

CHF million
turnover
annually

76382

Number of
emergencies
Children's
emergencies:
26548

169

million outpatient
tax points annually



Permanent and temporary employment today

- Many temporary workers in Swiss hospitals in the following areas: nursing, therapies, IT and administration
- No great demand for temporary contracts for doctors
- Temporary workers are employed via a third-party company and usually provide short-to-medium-term work to cover absences, holiday leave and periods with high volumes of work
- The period of notice is usually very short (3-5 working days)
- Since the Covid-19 pandemic, temporary assignments have doubled or tripled in many hospitals



Temporary employment

Advantages	Disadvantages
Determination of working hours and the assignment period	No or low cover of social insurance benefits
Choice of employer	Job security
Free time	Team spirit is low
Income level	CV attractiveness
High flexibility	No enjoyment of fringe benefits from the employer



Permanent employment

Advantages	Disadvantages
Good financing/cover by social security contributions	Contractual commitment during periods of high work volume
Secure income	Greater ability to cope under pressure expected by employer
Continued payment of wages in the event of illness by sick pay insurance (if present)	Responsibility for training, induction of new employees and temporary workers
Enjoyment of fringe benefits from the employer	
Internal training opportunities	
Work plans and work assignments can be planned	
Team affiliation	



Summary

- The lack of talents has reinforced the trend towards temporary employment and increased its costs
- The desire for flexibility and more free time is reflected in more freelance assignments and more temporary employment
- There is a trend towards the poaching of talent
- The qualification of temporary employees is not always guaranteed
- The commitment of employees to work permanently for an employer decreases



Strategies to retain employees and reduce temporary employment in companies

- Working hours models made more flexible
- Remuneration of flexibility with increased wages (Flexpool KSA for nursing)
- Granting of unpaid leave and sabbaticals
- Personnel development to retain permanent working talents



Time for questions
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