



NC Office of State Human Resources *Temporary Solutions*

Referral Policy

Temporary Solutions is a receipt-supported program, operating as a business within North Carolina State Government. The success of Temporary Solutions is dependent upon the satisfaction of its state government clients. Client satisfaction is contingent upon the provision of qualified temporary employees whose skills solidly match the work performed in an assignment. It is also necessary that temporary employees are successful within the business protocol of the client work environment.

In order to provide the highest quality service to our customers, Temporary Solutions reviews the employment history of all persons applying for temporary placement. Applicants who have been dismissed from any state agency or university on the basis of unacceptable personal conduct will not be accepted for placement.

Applicants who have been dismissed from any state agency or university on the basis of unsatisfactory job performance or separated during the probationary period may be accepted for placement, but only after a full review of the facts and decision by the manager of Temporary Solutions that the placement is appropriate.

Applicants who are untruthful concerning their employment or separation will not be accepted for placement. If such untruthfulness or concealment of relevant information is discovered after placement, the employee will be separated immediately and barred from any further placement through Temporary Solutions.