The most common reasons for proceeding with permanent staffing are (but not limited to):

Permanent vacancies and planned departures

New initiatives, programs or projects

Appointment of PSC priority employees or [WFA](http://iservice.prv/eng/hr/wms/index.shtml) employees

Stabilize workforce

Career development opportunities for existing employees

Attraction and Retention

A deployment is the movement of an employee from one position to another at the same occupational group and level or equivalent occupational group and level, which cannot constitute a promotion or change the person’s tenure of employment from a specified term to indeterminate.

An indeterminate appointment is when an employee is appointed on a permanent basis, such as an appointment from a pool of qualified candidates, as a result of a non-advertised process, the hiring of a former student or the a hire using the Post-Secondary Recruitment Program. Indeterminate appointments generally result in a promotion and can lead to a change in tenure. There is no fixed duration, whether part-time, full-time or seasonal.

[**Indeterminate Deployment**](http://iservice.prv/eng/hr/staffing/topics/staffing-actions/deployment.shtml)

[**Indeterminate Appointment**](http://iservice.prv/eng/hr/staffing/topics/staffing-actions/indeterminate.shtml)

Indeterminate appointments are subject to merit and the appointed person must therefore meet the essential qualifications and other merit criteria identified for the position.

Internal appointments are subject to recourse.

Priority clearance IS required.

Consult [ESDC’s Guidance on Staffing](http://iservice.prv/eng/hr/staffing/managers_corner/direction/guidance-staffing.shtml) for additional information.

**Need more information?** Contact your HR Advisor by submitting a request in the [Human Resources Service Centre (HRSC)](http://hrsc-csrh.prv/)

The employee must agree with the deployment and may file a grievance if they are deployed against their will.

There is no requirement to assess an individual against merit criteria. Individuals must meet the official languages, education (occupational certification, if applicable) and conditions of employment (including security requirements).

Priority clearance is NOT required.

Advertised

Non-Advertised

Internal

Internal

External

Non - Advertised

Advertised

Non-Advertised

Advertised

Indeterminate appointments are subject to merit and the appointed person must therefore meet the essential qualifications and other merit criteria identified for the position.

Priority clearance IS required.

One Pager

**Permanent Staffing Options**