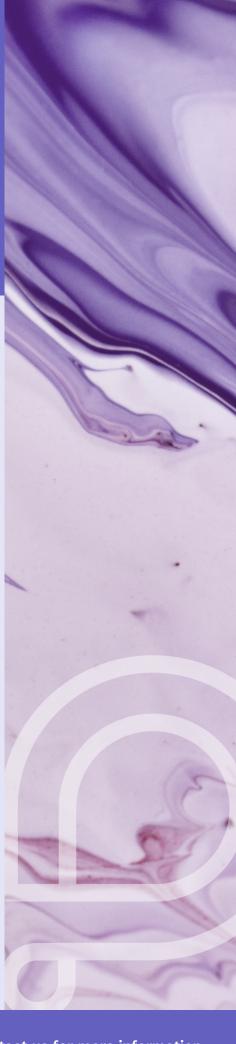
DOES CASUAL CONVERSION APPLY TO MY BUSINESS AND EMPLOYEES?

Labelling an employee casual, doesn't necessarily mean they are casual. Alongside the new definition of casual employment under the Fair Work Act 2009, the Fair Work Commission have implemented a range of considerations when analysing the casual employment relationship, which may dictate employer and employee rights and obligations under law, when it comes to converting casual employees to permanent employees.

Are you a Small Business Employer? YES-· NO (less than 15 employees?) You don't have an obligation to offer Do you have casual employees who casual conversion (even if employees have been employed with you for 12 meet the criteria), however months or more? employees have the right to request casual conversion. Read more here NO on employee rights to request and Set a reminder for casual employees' employer obligations to respond 12 month anniversary, at which point within 21 days. you should reassess your obligation. YES Has the employee worked a regular The employee may meet the pattern of hours at least for the last 6 NO definition of a true casual employee, months on an ongoing basis? for which you are not obligated to (Review rosters and timesheets) offer casual conversion. **↓** YES Can you reasonably forsee a need for and You may not be obligated to offer NO the ability of the employee to continue casual conversion based on working those hours in the same position reasonable business grounds. without significant changes? **↓** YES

Sounds like you may have an obligation to offer casual conversion to eligible employees.





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