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Updated Casual Employment Fact Sheets

Hello Everyone,

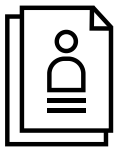
Recent updates to casual employment laws may impact your business and workforce. Please be sure to stay ahead by understanding key changes, including rights, entitlements, and compliance requirements. Our latest guide explains what these updates mean for you and how to navigate them effectively.

This email provides key information about the changes in casual employment laws you may not be aware of:

- Casual Conversion: Employee rights to request permanent employment and employer obligations.
- Engaging Casual Employees: Defining casual employment and understanding entitlements.
- Casual Employment Information Statement (CEIS): The employer is responsible for providing this document to casual staff.

Below is some information provided on the key changes around casual employment laws:

1. Employee Choice Casual Conversion Fact Sheet



New casual conversion rules from 26 August 2024 allow employees to request a change from casual to permanent.

- Employees who have worked for 6 months (or 12 months in small businesses) can request conversion if they believe they no longer meet the casual employee definition.
- Employers must respond to a request within 21 days, either accepting it or providing written reasons for rejection.
- A rejection can only be based on legal or operational grounds (e.g., business restructuring, compliance with laws).
- So that you know, the request and response must be in writing.

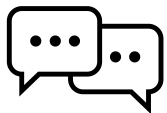
2. Engaging Casual Employees Fact Sheet



Defines a casual employee as someone without a firm advance commitment to ongoing work.

- Casuals receive a casual loading instead of entitlements like annual leave.
- When hiring casual staff, employers should be clear on rosters, flexibility, and entitlements.
- Casual employees must receive a Casual Employment Information Statement (CEIS) when they start.
- Awards and agreements may provide additional rights for casuals.

3. Casual Employment Information Statement (CEIS)



Employers must provide this document to all new casual employees and again after 6 months (12 months for small businesses).

- Defines casual employment based on work patterns, employer flexibility, and casual loading.
- If eligible, employees can transition to permanent under the National Employment Standards (NES).
- Dispute resolution steps include workplace discussions, mediation, and Fair Work Commission intervention if needed.
- Employers cannot reduce hours or terminate employment to avoid conversion obligations.

Please take some time to review the information discussed above about the casual employment laws to ensure compliance when engaging or managing casual employees. We have provided each document below that details the updated casual employment laws.

Here is the link to our website where you can view the relevant information about the changes to casual employment laws: <https://explorepotential.com.au/casual-employment-fact-sheet/>

Please feel free to contact us if you have any questions about this. We will be happy to help in any way we can.