

Quick fire information

Casual Employment



What is a casual employee?

Casual employment is not defined in legislation. It involves an employee who works for an employer intermittently or irregularly, for example, someone called in at short notice to cover for sickness. Casuals, do not have any commitment in advance about how long they will be employed for, or the days and hours they will work. A casual employee does not have to accept an offer of work. They can accept or decline offers to work and should have no expectation that they will be offered work. The start of each shift is seen as the beginning of the employment relationship and the end of each shift is seen as the end of the employment relationship. Casual employees need to have an employment agreement just like any other employee. The agreement should clearly outline that the employee is casual.

Casual Employees Entitlements

Casual employees have different entitlements to permanent employees. Some of these include:

- Annual holidays, however because they do not have set hours, they should be paid holiday pay as they go
- No notice of termination
- No obligation for the employee to be available to work (that is they can reject shifts as they please)
- Have no guaranteed hours of work

If you are thinking about hiring a casual employee or have a question regarding casual employment, please give Helpline a call to discuss the circumstance and if a casual employee is the right fit. **0800 737 827**

How are annual holidays paid to casuals?

Casual employees should be paid 8% of their gross earnings with and on top of their regular pay, rather than accruing annual holidays like a permanent employee would. This payment must be identifiable as a separate component of the employee's regular pay and will need to be outlined in the employment agreement.

Are casuals entitled to paid sick/bereavement leave?

Casual employees may also be entitled to sick leave and bereavement leave after six months of starting work if during that time they have worked: An average of at least 10 hours a week; and At least one hour each week or 40 hours each month.