



TYPES OF WORK

Full-Time Work

Employment that is based upon a contract of employment for a standard hours engagement (generally between 35 to 40 hours per week). Full-time employees are paid either a wage based upon an hourly rate or a set salary.

Part-Time Work

Work performed by any employee who is engaged for a number of hours, fixed or varied, but are fewer than those specified as standard hours in the relevant award. Some awards stipulate the maximum as well as minimum hours for which part-time workers can be engaged. Part-time workers are entitled to accrue holiday and other leave entitlements on a pro rata basis that is, the ratio of hours worked to standard hours.

Casual Work

A casual worker is someone hired by an employer on an hourly or daily basis. Casual workers should be employed to perform work of a short-term, irregular or seasonal nature, either working full-time or part-time hours. Casual workers usually receive a flat hourly rate plus an hourly loading ranging between 15% and 35%. The casual loading compensates for the lack of annual leave and sick leave.

Temporary/Contract Work

Temporary employees are often employed for a specific time period to complete a particular project or to replace employees absent on leave. They generally accrue entitlements such as annual and sick leave on a pro-rata basis.

Employment status and the type of contract of employment will determine whether a temporary worker has access to unfair dismissal provisions in the event that you are dismissed.