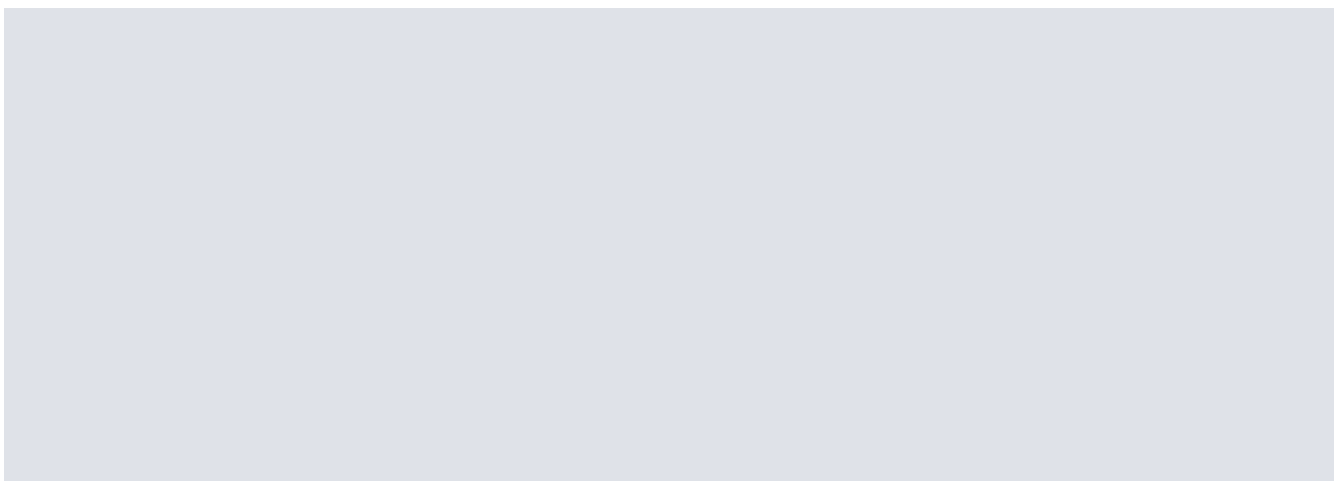


STAGE 1 - CASUAL RECRUITMENT (iC trSTcerman5n524Tu&E)2t (i4t)11 55ET0eer ti20.1 c -1

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Casual Factors

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STAGE 2 - CASUAL EMPLOYEE ONBOARDING

What do you need to do when onboarding a casual employee?



What do you need to do when onboarding a casual employee?

Before the employees first day ensure:

1. Obtain the employee's details from the HR system and ensure they are correct.
2. Obtain the employee's details from the HR system and ensure they are correct.
3. Obtain the employee's details from the HR system and ensure they are correct.
4. Obtain the employee's details from the HR system and ensure they are correct.

Common Questions

1. Do employers have to provide the Casual Statement to current employees, who were employed before the Closing Loopholes changes and new casual definition?

Yes, employers must provide a Casual Statement to all casual employees, regardless of when they were employed, including those employed before the Closing Loopholes changes and the new casual definition.

2. How long does an employer have after an employee's anniversary date (after six months, 12 months of employment etc.) to give the employee the Statement?

Employers must provide a Casual Statement to casual employees within 12 months of their anniversary date (or 24 months if the employee has been employed for less than 12 months).

3. What if an employer is classified as a small business when a casual employee commences employment but later (for example after six months of the casual being employed) the business has grown, and is no longer classified as a small business (employing 15 or more employees)?

The employer must still provide a Casual Statement to the casual employee, even if the business is no longer classified as a small business. The requirement to provide a Casual Statement applies to all casual employees, regardless of the size of the business.

4. What about casuals who are engaged seasonally, during the Christmas period or holidays etc.? Does an employer have to provide a new Casual Statement every new time they are engaged?

Yes, employers must provide a new Casual Statement to casual employees engaged seasonally, during the Christmas period or holidays etc., each time they are engaged.



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Important commencement information

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employed prior to 26 August 2024

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- **26 February 2025** 26 A 2024 -
- **26 August 2025** 26 A 2024 26 A 2024.

Overview of the new regime for employee changing from casual to permanent employment

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'Employee Choice' Process (replaces the casual conversion process)

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STEP 3 – Responding to a notification



Accepting a notification



