



KNOW YOUR RIGHTS:

CASUAL CONVERSION (Fair Work Act 2009)

Under this legislation an employer must make an offer to a casual employee if:

- ▶ The employee has been employed by the employer for a period of 12 months, which begins on the day that the employment started AND;
- ▶ During at least the last 6 months of that 12 month period, the employee has worked a regular pattern of hours on an ongoing basis, that without significant adjustment, the employee could continue to work either on a full time or part time basis.



The offer must be in writing and it must provide an appropriate offer of conversion.

Meaning:

- ▶ If during the last 6 months of your employment, you worked hours equivalent to a full time employee – your offer must be to convert to full time employment.
- ▶ If during the last 6 months of your employment, you worked hours equivalent to a part time employee – your offer must be to convert to part time employment.

If your employer fails to give you notice of your right of conversation, you may have a residual right to request conversion.

Remember, your employer is not required to make an offer to you if there are reasonable business grounds not to, which need to be explained to you in writing.

What if there is a disagreement?

Contact your union /organiser/delegate if you and the club have a disagreement about casual conversion, like:

- *...I worked as a full timer for the last six months, why am I being offered a permanent part time position..., or*
- *...the club says there are reasonable grounds that my job won't continue to exist in a year or so – but I don't agree..., or even*
- *...I've been employed as a casual for 12 months, why didn't I get a letter?*

If we can't come to an acceptable agreement with the club we can request the assistance of the Fair Work Commission to help determine the matter.

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