

## Know Your Rights: Casual/Temporary Employment

Dear Member,

It is important that Casual/Temporary public health workers know their rights. Job security is a major issue affecting workers and an issue that the HSU takes very seriously. Insecure employment is not only bad for individuals and their families, it also affects the entire workplace, creating feelings of insecurity, increased vulnerability and higher turnover of staff.

Your Award rights include:

- Employees who are engaged in meaningful work on a continuing basis are entitled to an expectation of permanency of employment.
- It is the responsibility of the employer to ensure that all employees, upon engagement and at all appropriate times, are correctly classified as exempt, casual, temporary, or permanent.
- During the period of continuing employment, the status of an employee cannot be changed from permanent to temporary or casual, or from temporary to casual, without the prior written consent of the employee.
- Where the employee is retained beyond a continuous period of 13 weeks in the same position the employee is deemed to be permanent (excluding exempt employees).
- Casual employee means a person who may be engaged on an hourly basis, for a period which **does not extend beyond one week**, to provide services related to the unexpected absence of temporary, permanent or exempt employees.
- Temporary employee means a person who is engaged as an employee for a period not exceeding 13 weeks, provided that fixed term contracts of employment, whether for periods greater or lesser than 13 weeks, must not be offered in preference to ongoing contracts.

If you are concerned about job security at your workplace:

- Contact your local Organiser, phone 1300 478 679 or email [memberservices@hsu.asn.au](mailto:memberservices@hsu.asn.au) for advice and representation.
- Encourage your workmates to join the HSU today: [www.hsu.asn.au/join](http://www.hsu.asn.au/join) or call 1300 478 679. Strong job security can only be built by strong union membership.

In unity,



Gerard Hayes  
Secretary, HSU NSW/ACT/QLD