

IN THE FAIR WORK COMMISSION

In the matter of:

**Section 156 of the Fair Work Act 2009 (Cth) 4 Yearly Review of Modern Awards
AM2014/196 &AM2014/197 Casual and Part-time Employment**

Vehicle Manufacturing, Repair, Services and Retail Award 2010

SUBMISSION BY THE MOTOR TRADES ORGANISATIONS

February 2016



Table of Contents

Introduction	3
Automotive Industry	4
Relevant legislation	4
Modern award objective	7
ACTU and unions' claims	7
Casual and part-time employment survey	8
Minimum engagement period for casual and part-time employees	9
Member views on minimum engagement period	11
Casual conversion deeming provisions	13
Breakdown of the proposed AMWU Vehicle Division casual conversion clause	13
Current casual conversion provisions in the VMRSR Award	15
AMWU Vehicle Division rationale for proposed change in casual conversion provision	17
Member views on deeming provisions.....	20
Effect of changes to the existing casual conversion clause	22
History of casual conversion in Vehicle Industry Awards	24
Award modernisation period.....	24
Prixcar "dispute"	27
Offering additional hours of work	29
Member views on offering additional hours of work.....	30
Other claims affecting casuals and part-time workers	30
Conclusion	31
Attachment A	32
ABS Statistics	32
Attachment B	32
Member Survey	32
Attachment C	32
List of Affidavits	32

Introduction

1. This submission is prepared on behalf of the Motor Traders Association of New South Wales, the Motor Trade Association of South Australia Inc, the Motor Trade Association of Western Australia Inc, the Victorian Automobile Chamber of Commerce and the Tasmanian Automobile Chamber of Commerce (the Motor Trades Organisations). The Motor Trades Organisations are the peak industry employer associations in each State for the automotive industry representing over 12,000 automotive businesses across Australia. This covers businesses that operate in over 30 industry sectors set out below.

2. Members of the Motor Trades Organisations provide services in the following sectors in the automotive industry.
 - Auto-transmission specialists
 - LPG specialists
 - Automotive electricians
 - Alternative fuel specialists
 - Service stations and convenience stores
 - Tyre retailers
 - Smash repairers
 - Towing operators
 - Roadside service contractors
 - Automotive recyclers and dismantlers
 - Car hire and rental
 - Engine re-conditioners
 - Windscreen fitters
 - Automotive accessory retailers
 - Motor trimmers
 - New car dealers
 - Used car dealers
 - Commercial vehicle dealers
 - Truck repairers
 - Motorcycle dealers
 - Farm machinery and agricultural equipment manufacturing
 - Commercial vehicle body builders and trailer manufacturing
 - Specialised vehicle manufacture/rebuild/modification
 - Component /parts/automotive product manufacture
 - Vehicle restoration/rebuild
 - Radiator repairers
 - Air-conditioning specialists
 - Automobile repairers
 - Exhaust and undercar
 - Car wash businesses specialists
 - Roadhouses and truck stops
 - Diesel specialists
 - Vehicle painters
 - Car detailers

3. The majority of businesses represented by the Motor Trades Organisations are small businesses striving to trade profitably, provide a valuable service to the community and employ people. Our members are located in every type of community throughout Australia and provide essential transport, servicing and supply needs for the running requirements of all types of vehicles.

Automotive Industry

4. The automotive industry in Australia is largely made up of small businesses. According to the Australian Bureau of Statistics (ABS), in June 2014, 42.4% of automotive businesses have no employees, 53.9% of businesses have 1 – 19 employees, 3.6% have 20 – 199 employees and only 0.17 % have more than 200 employees (See Attachment A).
5. The businesses range from automotive repair (35.7%) and body repair (17.8%) to agricultural machinery and equipment manufacturing (1.4%), motor vehicle body and trailer manufacturing (2.2%), automotive electrical services (5.1%) and vehicle sales (7.3%).
6. The automotive industry is a unique industry. It is a vibrant, fast moving industry that must respond quickly to constant change to remain relevant. It can be distinguished from other industries because of its size and contribution to the Australian economy and its specialisation. It is also an industry that must respond to the peaks and troughs of workflow. In many sectors, there will be busy periods and slow periods, depending on the season or on the work coming in. For example, roadhouses and passenger car hire and rentals are likely to be busiest around school holidays; farm machinery dealers will respond to seasonal agricultural cycles.

Relevant legislation

7. The ACTU and AMWU Vehicle Division are making this claim is made within the 4-yearly modern award review process. Section 156 of the Fair Work Act 2009, as amended (FW Act) sets out the requirements that the Fair Work Commission (the FWC) conduct a 4-yearly review and what may be done in such a review. The ACTU

set out a summary of the nature and scope of the 4-year review by a Full Bench of the FWC in the *4 Yearly Review of Modern Awards: Preliminary Jurisdictional Issues decision* [2014] FWCFB 1788 (the Preliminary Jurisdiction Issues Decision) which provides as follows:

[60]...3. The Review is broader in scope than the Transitional Review of modern awards completed in 2013. The Commission is obliged to ensure that modern awards, together with the NES, provide a fair and relevant minimum safety net taking into account, among other things, the need to ensure a 'stable' modern award system (s.134(1)(g)). The need for a 'stable' modern award system suggests that a party seeking to vary a modern award in the context of the Review must advance a merit argument in support of the proposed variation. The extent of such an argument will depend on the circumstances. Some proposed changes may be self evident and can be determined with little formality. However, where a significant change is proposed it must be supported by a submission which addresses the relevant legislative provisions and be accompanied by probative evidence properly directed to demonstrating the facts supporting the proposed variation. In conducting the Review the Commission will also have regard to the historical context applicable to each modern award and will take into account previous decisions relevant to any contested issue. The particular context in which those decisions were made will also need to be considered. Previous Full Bench decisions should generally be followed, in the absence of cogent reasons for not doing so. The Commission will proceed on the basis that prima facie the modern award being reviewed achieved the modern awards objective at the time that it was made.

8. In this submission, the Motor Trades Organisations will be arguing that the modern awards objective was met at the time that the Vehicle Manufacturing, Repair, Services and Retail Award 2010 (the VMRSR Award) was made.
9. The ACTU and AMWU Vehicle Division are proposing significant changes to the VMRSR Award however they have not submitted "probative evidence demonstrating the facts supporting the proposed variation". The Motor Trades Organisations submit that previous Full Bench decision should be followed and the casual and part-time clauses should be left as decided by the Award Modernisation Decision [2009]

AIRCFB 826 (4 September 2009) (the Modern Award Decision). There is no cogent reason for departing from this decision.

10. If the changes proposed by the ACTU and AMWU Vehicle Division were necessary to meet the modern awards objective, they would have been implemented by the Full Bench in the Modern Award Decision. It has only been a relatively short period since the making of the modern award. It is unnecessary for such a claim to be entertained when there is little or no evidence of the need for a change.
11. Further, the Motor Trades Organisations submit that the ACTU and AMWU Vehicle Division's proposed amendments to the casual and part-time provisions in the VMRSR Award should in any event be rejected on the basis that they are not supported by the modern awards objective.
12. The modern awards objective is set out at section 134(1) of the FW Act. Section 134(1) provides that the FWC must ensure that modern awards, together with the National Employment Standards, provide a fair and relevant minimum safety net of terms and conditions, taking into account:
 - a. relative living standards and the needs of the low paid; and
 - b. the need to encourage collective bargaining; and the need to promote social inclusion through increased workforce participation; and
 - c. the need to promote flexible modern work practices and the efficient and productive performance of work; and
 - d. the principle of equal remuneration for work of equal or comparable value; and
 - e. the likely impact of any exercise of modern award powers on business, including on productivity, employment costs and the regulatory burden; and
 - f. the need to ensure a simple, easy to understand, stable and sustainable modern award system for Australia that avoids unnecessary overlap of modern awards; and
 - g. the likely impact of any exercise of modern award powers on employment growth, inflation and the sustainability, performance and competitiveness of the national economy.

Modern award objective

13. Section 134 of the FW Act requires the FWC to take account of eight factors to ensure that modern awards together with the National Employment Standards, provide a fair and relevant minimum safety net of terms and conditions. This is the modern award objective.
14. Whilst all the factors set out in section 134(1) of the FW Act are important, the Motor Trades Organisations submit that significant attention should be paid to section 134(1)(g) of the FW Act and the need for a “simple, easy to understand, stable and sustainable modern award system”. Employers and employees are finally familiar with the new modern awards system. Stability should be a priority.
15. With respect to the other factors in section 134(1) of the FW Act, the Motor Trades Organisations will be producing evidence that the proposed changes will work against the modern awards objectives of promoting social inclusion and flexible modern work practices. Further, the proposed changes will also impact on employment growth in the automotive industry.
16. The Motor Trades Organisations also submit that it is there is no need to view casual employment as a problem to be overcome. Casual employment does not have to be characterised by terms such as “informality, uncertainty and irregularity”. This is an unnecessarily negative view of the nature of casual employment. The experience in the automotive industry is that part-time and casual employment provides flexibility, the ability to meet the changing needs of employees and employers. It provides the opportunity to implement a flexible and sustainable modern workplace in a diverse industry.

ACTU and unions’ claims

17. The ACTU and AMWU Vehicle Division are seeking the following changes to casual and part-time employment under the VMRSR Award:

- *Insert a provision that would require a minimum engagement period of four hours for casual employees.*
 - *Insert a provision that would require a minimum engagement period of four consecutive hours per shift, per day for part-time workers.*
 - *Amend the casual conversion provision so that a regular casual is automatically deemed to be a permanent employee after six months, unless the casual employee elects to remain as a casual.*
 - *Insert a provision that would require an employer to first offer additional hours of work to existing part-time and casuals employees before increasing the number of part-time and casual employees in employment.*
 - *Insert a provision that the employer must advise a casual on engagement of the type of employment, classification, rate of pay and right to convert to full-time / part-time under casual conversion clause.*
 - *Insert a provision providing that an employee must not be engaged and re-engaged or work outsourced to remove any obligation under the award.*
18. The Motor Trades Organisations will be producing evidence from witnesses and survey material that demonstrates that the above changes proposed by the ACTU and AMWU Vehicle Division are neither necessary nor consistent with the modern award objectives.

Casual and part-time employment survey

19. In early January 2016, a survey was prepared for members of the Motor Trades Organisations to obtain information about the use of casual and part-time

employees in the automotive industry and to obtain their responses to the proposed changes to the VMRSR Award (the Casual and Part-time Employment Survey).

20. The Casual and Part-time Employment Survey was distributed among the Motor Trades Organisations' members on 25 January 2016. The survey concluded on 8 February 2016 in which a total of 403 completed responses to the survey were received. This constitutes a $\pm 4.87\%$ margin of error at a 95% confidence level. The margin of error is the amount by which the percentage or proportion obtained from the sample, a sample statistic, will differ from the population percentage or proportion. (See Attachment B for survey questions and results.)
21. In response to the question about the nature of employment in RSR Industry workplace, it is clear that a significant majority of employees are employed on a full-time basis.¹ The survey results show that on average, 78% of an automotive organisation's employees constitute full-time employees. Casuals on average, comprise 25% of an automotive organisation's employees. Part-time employees on average, comprise the lowest, constituting 16% of an automotive organisation's employees.

Minimum engagement period for casual and part-time employees

22. The ACTU and AMWU Vehicle Division is seeking to insert a provision that would require a minimum engagement period of four hours for casuals and four consecutive hours per shift, per day for part-time workers. No minimum period of engagement currently exists in the VMRSR Award.
23. The impact of introducing these provisions into the award would be disastrous for many small businesses. The Affidavit of Maria Meilak of Melita Auto Electrical Services illustrates the adverse impact it would have on their business. They currently have a number of students working after school who work either from 3.45pm to 5.00pm or 5.30pm depending on their opening hours. They have

¹ Question 12, Casual and Part-time Employment Survey, February 2016

employed several school students in past few years with three of them becoming outstanding apprentices in the business. This would not have been possible if a four-hour minimum period of employment had been required.

24. Maria Meilak states in her Affidavit:

14. *I urge the Commission not to insert a four hour minimum engagement provision into the modern awards. This amendment will diminish potential job opportunities for junior employees and school students seeking to enter the automotive trade and undertake an apprenticeship. The proposed provision will mean that these young workers can no longer be retained after school and within business hours, particularly in small automotive repair and service businesses. In turn, potential opportunities for junior apprenticeships will dry up.*
15. *The proposed provision will also close the door on valuable workplace social interaction, communication and life skills a young person requires in preparation for entering the workforce.*
16. *With the ongoing loss of vehicle manufacturing offshore, it is a worthwhile investment into the future generations to keep the wheels of the automotive industry turning. I believe we should focus our attention on the tradespersons and business owners of tomorrow.*
17. *I believe creating apprenticeships will assist in ensuring the sustainability of the automotive industry and addressing the skills shortage which exists for qualified tradespersons.*

25. A minimum engagement period for casual and part-time employees would take away opportunities for secondary school students to find a pathway into the automotive industry. It would also rob them of the opportunity to learn valuable life skills and a sense of worth and belonging that having a part-time or casual job brings to a school student.

26. Further, at a time when apprenticeship completions and skills shortages are of concern to many in the automotive industry, missing out on this opportunity to attract more young people to the industry would be a retrograde step.

27. Of course, it is not just secondary school students who would be affected by the proposed change. University students who fit in casual or part-time work in a service station or convenience store between their studies and social commitments; parents (mostly women) who work in rural area roadhouses who require flexibility so that they can manage their family responsibilities; and parents (mostly women) returning from parental leave and needing flexible working arrangements would all be adversely affected. If employers are forced to implement four-hour minimum periods of engagement, they are less likely to make room for these people.
28. The Motor Trades Organisations submit that not only are there no cogent reasons for the insertion of a minimum period of engagement clause into the award, it would adversely affect flexibility, employment growth, sustainability and social inclusion through increased workforce participation.

Member views on minimum engagement period

29. Member responses on a number of these questions were varied. To some employers it would make little difference. Many already have at least four-hour shifts for their casual and part-time employees. However there were also many responses that indicated that the costs would prevent them from employing those employees and that they would just have to “make do” with their permanent or full-time staff. There would also be some impact on customer service with one member indicating that they would have to cease their driveway service.²
30. Many respondents mentioned not being able to employ students after school as being a problem. Students are clearly important to the industry; as the employees of today and the business owners of the future.
31. The concern about loss of flexibility is also demonstrated in the responses. The common response for those who currently employ casuals and part-time employees

² Question 27, Response 51, Casual and Part-time Employment Survey, February 2016

for shifts fewer than four hours would be to restructure their business and no longer employ casuals and part-time workers.

32. Some sample comments are set out below:

Sample comments³

It would make it too expensive to employ in such a manner. We would have to look at alternatives. (Response 3)

It would be inconvenient and may reduce one employee. Also we would not have any employment for school children after school. (Response 15)

Our expenses would immediately increase as current shifts are matched to highest patronage times of clients; We would likely cease our driveway service as we have already minimised expenses, margins are already too tight, overheads are constantly increasing from all directions, competition is unbelievable and compliance costs and demands (example OH&S, EPA) are soaring, particularly for independent service stations! (Response 51)

We would re-structure our staff to fill the gaps and not have so many casuals. (Response 64)

Even though we do not run less than a 4 hour shift for any of our staff the flexibility to do so is valuable. Modern business needs flexibility and anything that limits that has no place in the workplace of the 21st century. We need to get out of 19th and mid 20th century thinking. (Response 71)

The employee has requested to be free to work the hours he elects, based on his other primary job. His other job requires a roster that changes daily. That is acceptable to the employer. (Response 212)

³ Question 27, Casual and Part-time Employment Survey, February 2016

This does not take into account the available work and the fact that in a country town it is quick for employees to get to work, so a short shift is not a problem. (Response 239)

Casual conversion deeming provisions

33. The AMWU Vehicle Division seeks to replace the existing casual conversion provision in the VMRSR Award with a new conversion clause that 'deems' a casual to be a permanent employee on either a full-time or part-time basis, once the casual employee has completed a minimum period of 6 months, or 12 months by agreement, unless they opt out of conversion.
34. The other aspects of the AMWU Vehicle Division claim relevant to amending the existing casual conversion clause include variations:
 - to protect previous periods of service given as a casual employee, (except for the period of service given as an irregular casual) for the purposes of unfair dismissal, parental leave, the right to request flexible work arrangements , notice of termination and redundancy under the NES and the Award.
 - to provide that an employee who has worked on a full-time basis throughout the period of employment is deemed to convert to full-time employment. An employee who has worked on a part-time basis during the period of casual employment is deemed to convert to part-time employment
 - to provide full-time and part-time employees are deemed to convert on the basis of the same number of hours and times worked a previously worked, unless other arrangements are agreed to by the employee

Breakdown of the proposed AMWU Vehicle Division casual conversion clause

35. The complete AMWU Vehicle Division Draft Determination seeking to replace the existing casual conversion clause is set out in Attachment 1 of the AMWU Vehicle Division submissions. The Motor Trades Organisations have compared the practical operational impact of the AWMU proposed casual conversation process in their

Draft Determination against the existing casual conversion clause, which was introduced into the VMRSR Award by the Award Modernisation Decision.

36. The AMWU Vehicle Division proposed casual conversion process is set out below:
- a. A casual employee, other than an irregular casual employee, who has been engaged by their employer for a sequence of periods of employment under this award during a period of six months, thereafter is deemed to have their contract of employment converted to full-time or part-time employment, unless the employee elects to remain employed as a casual employee.
 - b. An employer must notify the casual in writing four weeks before the end of a six month period of employment of the provisions of the proposed clause. In other words the employer formally write to the employee telling them that they are deemed to be either full-time or part-time based on the hours worked in the preceding six months, unless other arrangements are either agreed by the employee or the employee elects to remain as a casual employee.
 - c. The employee retains their right to be deemed to be employed on a full-time or part-time if the employer fails to provide the four weeks' notice.
 - d. The employee may elect to remain a casual by providing notice in writing to the employer within four weeks of receiving the employers' advice that the casual is deemed to be either a full-time or casual employee.
 - e. Unless the employee elects to remain as a casual employee the employer and the employee must discuss and document whether the employee will become full-time or part-time and if the casual employee has elected to be part-time, the number of hours and pattern of hours to be worked as prescribed in Clause 12.3 – Part-time employment in the VMRSR Award.

- f. A casual employee who is deemed to be employed on a full-time or part - time basis may only revert to casual employment by written agreement with the employer at any time.
- g. By agreement with the employer and a majority of existing employees within the workplace or a section or sections of it, the sequence of period of employment can be changed from six months to 12 months, but only in respect of a currently engaged individual or group of employees.
- h. A casual employee who is deemed to be on a full-time or part-time basis shall have their service prior to conversion recognised and counted for the purposes of unfair dismissal, parental leave, the right to request flexible work arrangements, notice of termination and redundancy under the NES and the Award.
- i. Nothing in the proposed Draft Determination filed by the AMWU Vehicle Division obliges a casual employee, nor does it permit an employer to require an employee, to remain in casual employment, if the employee does not wish to do so.

Current casual conversion provisions in the VMRSR Award

- 37. The existing casual conversion clause is set out in Clause 13.3 of the VMRSR Award.
- 38. Clause 13.3 (a) provides for casual conversion to either "...part-time or full-time employment after a casual employee (other than an irregular employee) has been engaged by a particular employer for a sequence of periods of employment under this award during a period of six months, thereafter has a right to elect to have their contract of employment converted to full-time or part-time employment, if the employment is to continue beyond the conversion process".
- 39. Clause 13.3 (b) provides that an employer must give a casual employee notice in writing of the right to elect to convert to full-time or part-time employment in

accordance with the guidelines set out in clause 13.3 by providing “...within four weeks of the employee having attained such period of six months”. The employee retains their right of election under clause 13.3(a) (has a right to elect) if the employer fails to provide the four weeks’ notice”.

40. Clause 13.3 (c) states where a casual employee does not give written notice within four weeks to elect to convert their contract of employment to full-time or part-time employment is deemed to have elected against any such conversion.
41. Clause 13.3. (d) provides that where an employee receives the notice of election from the employer to convert, the employee may give notice in writing to the employer that they seek to convert their contract of employment to full-time or part-time employment within four weeks of receiving such notice to the employer. Within four weeks of receiving the notice of election from the employee the employer must consent to or refuse the election, but must not unreasonably refuse.
42. Clause 13.3 (e) states that once a casual employee has elected to become and has been converted to a full-time or part-time employee, the employee may only revert to casual employment by written agreement with the employer.
43. Clause 13.3(f) provides that where a casual employee elects to have their contract of employment converted to full-time or part-time employment the employer and the employee must discuss and agree on:
 - which form of employment the employee will convert to being full-time or part-time, and
 - if it is agreed that the employee will become a part-time employee, the number of hours and the pattern of hours that will be worked as prescribed in clause 12 of the VMRSR Award.
44. Clause 13.3(g) provides that where an employee who worked on a full-time basis thorough the period of casual employment has a right to elect to convert their contract of employment to full-time employment or part-time employment as the

case may be, retaining the same number of hours and times as previously worked, unless other arrangements are agreed on between the employer and the employee

45. Clause 13.3 (h) states that following agreement between the parties the employee converts to either full-time or part-time employment
46. Clause 13.3(i) provides that where an employer refuses an election to convert by an employee the reasons must be fully stated and discussed with the employee and a genuine attempt made to reach agreement.
47. Clause 13.3 (k) provides that by agreement with the employer and a majority of existing employees within the workplace or a section or sections of it the sequence of period of employment can be changes from six months to 12 months, but only in respect of a currently engaged individual or group of employees.

AMWU Vehicle Division rationale for proposed change in casual conversion provision

48. In paragraphs 15 to 17 of their submissions, the AMWU Vehicle Division support their case for a change in the existing casual conversion clause on the grounds:

15. Casual employees in the Vehicle Industry face significant challenges and hurdles converting to permanent employment.

16. The relevant challenges and difficulties faced by casual employees has been widely documented and are set out in the submissions and evidence of the ACTU and AMWU Vehicle Division.

17. In our submission, allowing award reliant employees in the vehicle industry access to casual conversion provision by 'deeming' conversion to permanent employment in the VMRSR award would serve to protect against the use of casual labour on a long term basis, whilst affording them benefits of an entitlement, which was historically present in the vehicle industry.

49. The automotive industry comprises a diverse range of businesses that are largely small businesses with less than 20 employees. These businesses are generally award reliant because of their size. The business operations are subject to operational and economic fluctuations that can have a direct and immediate impact of the number of staff a business employs.
50. The changes to the existing casual conversion clause as proposed by the AMWU Vehicle Division are likely to result in fewer people being employed in the industry. This is because the proposed provisions are inflexible and restrictive.
51. Some sample comments in response to the question about why members employ casual employees are set out below:

Sample comments⁴

Employee has requested to remain casual. (Response 1)

The tasks these people do are important and yet not warranting full-time staff. By having several casuals we can assist young people trying to get work experience as well as a little income. The casual work gets them into a work routine. We also have older staff who do not want full-time but [want] to work and casual [work] allows them the ability to continue to work in old age as well as the flexibility to do other things whenever the opportunity arises. These staff would not want to change. (Response 13)

It suits the employee as she is studying also with a small child so we are flexible and so is she. (Response 19)

To assist with peak demands or to cover positions when incumbent is on leave. (Response 22)

⁴ Question 25, Casual and Part-time Employment Survey, February 2016

Very difficult to find staff on our small rural community and most often the employees we do have that is all they want over weekends. Gives them the flexibility to do what they want and to share it around with other casuals. (Response 35)

To meet customer demands. (Response 42)

Flexibility. We are a business that demands change constantly and quickly. With very low profit margins we must have the flexibility to change staff levels just as quickly. (Response 52)

Currently our businesses requires flexibility of this type of employment with the current work coming into our business and we don't foresee any change in the next 6-12 months. (Response 128)

52. Clearly employers and their employees want flexibility and the ability to choose arrangements that suit them. The flexibility enables them to meet the needs of both customers and employees. The ACTU and AMWU Vehicle Division overstate the “difficulties and challenges”. It is our submission that employers and employees in the automotive industry are negotiating arrangements that suit both parties.
53. A similar sentiment regarding employee choice was expressed by Ross Maxwell Kealy in his Affidavit at paragraph 7:

7. There are a number of departments where casuals and part-timers are employed. Principally these are in clerical/administration and receptionist roles. At present, there are 16 casuals contracted by the Company. Not all of these employed at the one time. As a general rule, the Company does not engage casuals for long periods of time as they are primarily used on an ad-hoc basis for temporary relief due to annual leave/sick leave absences or short-term assignments due to peak workloads. There are 5 longer term casuals employed by the Company. Employees in this category have all been offered permanent employment but have declined either due to their desire to retain the casual loading or personal preference.

Member views on deeming provisions

54. In the Casual and Part-time Employment Survey, we asked members what impact, if any, there would be on their business if casuals were given the right to convert to permanent or part-time employment after 6 months of regular employment, with the employer having no right to refuse.
55. A sample of member responses to this question are as set out below:

Sample comments⁵

Firstly we wouldn't be able to be flexible with their hours or offer the hours they are available to work and we would probably not get satisfactory workers. (Response 3)

Well it would take away our flexibility to have casual employment and may mean that if we had to convert a casual to a part-time employee the other casuals hours would have to be cut out., I think if you take away the flexibility of having casual employees then there would be less casuals employed because it would put too much pressure on small business there for putting up the percentage of unemployed. (Response 4)

To be honest [it] decreases my weekly wage and I would prefer it, however out of all employees I have ever offered to only 1 person took the option. Many refuse to take it due to cut to wages. (Response 9)

The problem that we have is there are many reasons why workers are on casual employment and they are not all employers doing as the ACTU would try and make us believe maybe big business can support this and drive up costs but this will effect small business in a big way. I don't believe this push is in any way to help the worker at all as this will cost jobs and put a percentage of those worker back on to centre link payment. (Response 53)

⁵ Question 33, Casual and Part-time Employment Survey, February 2016

56. It is clear from the general responses from employers in the automotive industry that the issue of loss of flexibility is a major issue for employers.
57. Significant factors in the modern awards objective under section 134(1)(d) and (f) of the FW Act include:
- the need to promote flexible modern work practices and the efficient and productive performance of work, and
 - the likely impact of any exercise of modern award powers on business, including on productivity, employment costs and the regulatory burden.
58. The Motor Trades Organisations submit that implementing the casual conversion clause as proposed by the AMWU Vehicle Division would be contrary to the modern awards objective, and in particular to section 134 (1) (d) and (f) of the FW Act set out above.
59. The survey responses also raise concerns that social inclusion through increased workforce participation would suffer as a result if the AMWU Vehicle Division clauses were introduced which would inconsistent with section 134(1)(c) of the FW Act.
60. Social inclusion through workplace participation was also a theme in the Affidavit of Ross Maxwell Kealy:

8. The Company employs 32 part-time employees. Applicants who respond to vacancy advertisements and/or existing staff who seek part-time roles do so for a variety of reasons including a preference for reduced hours on returning from maternity leave, family responsibilities, work/life balance, as a transition to retirement, or even to have some social interaction at a workplace. There are occasions when part-time staff are offered increased hours (and for casuals' permanent employment) but generally these employees tend to be satisfied with their existing hours and work arrangements for the reasons outlined above. If a request is made for additional or reduced hours, it is given due consideration by the department manager, subject to operational requirements.

61. The Motor Trades Organisations submit that social inclusion, flexibility, employment costs and employment growth would all be adversely affected by the proposed casual conversion provisions.

Effect of changes to the existing casual conversion clause

62. The variations proposed by the AMWU Vehicle Division offer no opportunity for an employer to refuse a casual employee's election to become a full-time or part-time employee based on operational requirements.
63. Under Clause 13.3 (d) of the existing casual conversion clause "...within four weeks of receiving the notice of election from the employee the employer must consent to or refuse the election, but must not unreasonably refuse." Similarly, under Clause 13.3(i) where an employer refuses to an election to convert the employer and employee "the reasons must be fully stated and discussed with the employee and a genuine attempt made to reach agreement"
64. The Casual and Part-time Employment Survey demonstrates that casuals and part-time employee are most often employed to meet the needs of the business which may change from time to time, depending on peaks and troughs in business due to economic circumstances and customer demands and to suit their own work preferences.
65. A major issue for small businesses in the automotive industry is reduction in revenue and cash flow. Employers need flexibility to put on staff when the amount of work increases. The steady reduction in revenue over the past 10 years as shown in the graph below⁶ means that businesses cannot afford to keep staff on when the work is no longer coming in. The restrictive casual conversion clause proposed by the AMWU Vehicle Division will add to this pressure.

⁶ Total revenue is the aggregate amount of the revenue of these sectors: motor vehicle retailing, motor vehicle parts and tyre retailing, automotive repair and maintenance, motor vehicle and motor vehicle parts wholesaling, fuel retailing, motor vehicle and motor vehicle part manufacturing.

Source: IBISWorld data



66. The AMWU Vehicle Division casual conversion clause will disrupt the balance that currently exists in the VMRSR Award. An employee may be employed on a casual basis to meet an increase in demand on a business. If the changes proposed by the AMWU Vehicle Division are accepted, the employer will no longer have the discretion to evaluate the need for an additional full-time or part-time employee. At present, employers may only refuse a change in the employment relationship on reasonable grounds, which provides protection for those casual employees. However without the discretion to (reasonably) refuse an employee's election to become permanent, it is likely that situations will arise where an employer is left with a financial burden for an employee they no longer need. This can arise when the work a casual employee was employed to do finishes or a busy period tapers off. Either of these may easily last for over six months, which would activate the AMWU Vehicle Division deeming provision if implemented.
67. The changes proposed by the AMWU Vehicle Division also go beyond what has been included in provisions relating to flexible working arrangements under the National Employment Standards. Currently under section 65 of the FW Act, a Request for Flexible Working Arrangements an employee may elect to request a change in

working arrangements for a listed number of circumstances relating to family and domestic responsibilities. The employer can refuse a request only on reasonable business grounds, which are listed in the section. The proposed variations on the casual conversion clause fail to provide any discretion to an employer to refuse a change to part-time or casual employment based on reasonable business grounds such as those that exist in the National Employment Standards.

History of casual conversion in Vehicle Industry Awards

68. In paragraphs 21 to 37 of the AMWU Vehicle Division submission, the union traces the history of the casual deeming clause which was included in both the Federal Vehicle Industry - Repair, Services and Retail Award 2002⁷ (FVIRSR Award) and the Vehicle Industry Award 2000⁸ (VIA). The Motor Trades Organisations do not dispute the historical account of the casual deeming clause being inserted in these awards, including the change to the casual deeming provision in the FVIRSR Award from one month to six weeks referenced in paragraph 28 in the AMWU Vehicle Division's submissions.

Award modernisation period

69. The consultation process for the award modernisation for Stage 3 awards commenced in February 2009. Filing of submissions by the major parties in support of award modernisation of both Vehicle Awards, the FVIRSR Award and the VIA commenced on 6 March 2009 and concluded on 4 September 2009. During this period the major parties submitted approximately seven exposure draft awards. The Motor Trades Organisations submit that there was significant divergence of views on a range of issues including the existing deeming provision and other matters associated with award modernisation, particularly and principally concerned with the coverage provisions for the new modern awards.

⁷ [AP824308CAV]

⁸ [AP801818CRV]

70. On 22 May 2009, the Award Modernisation Full Bench released the first Draft Exposure Award of the Vehicle Manufacturing, Repair, Services and Retail Award 2009.⁹ This Draft Exposure Award integrated both the FVIRSR Award and the VIA. The Full Bench incorporated the existing clause 13.3 - Casual conversion in the draft Award. The parties were given a further opportunity to put submissions on the composition of the Draft Exposure Award on 22 June 2009 and the new casual conversion provision.

71. When the final modern Vehicle Manufacturing, Repair, Services and Retail Award 2009 was issued on 4 September 2009, the casual conversion clause inserted in the initial Draft Exposure Award was retained in its original form. As pointed out by the AMWU Vehicle Division in paragraph 37 of their submissions the casual conversion provision mirrors the terms of the casual conversion provision in the Manufacturing Modern Award.

72. In handing down their decision on the initial Draft Exposure Award on 22 May 2009, the Full Bench indicated it had included the existing casual conversion clause in the Award because:

The relevant pre-reform awards contain different terms for conversion of casuals who have worked full-time hours, for four and six weeks respectively. Such provisions have the capacity to operate inflexibly against the interests of the casual employee and the employer. We have included the conversion provision found in the Manufacturing Modern Award.¹⁰

73. The Motor Trades Organisations submit that the reasons outlined by the Full Bench for inserting the casual conversion clause in its current form today - to provide a uniform period of time to allow the right of a casual to elect to convert to part-time or full-time employment and at the same time provide flexibility for both casual

⁹ AM2008/25-63 [2009] AIRCFB 450

¹⁰ AM2008/25-63 [2009] AIRCFB 450 at Paragraph 229

employees and employers - remain the same today This approach is corroborated by the employer responses to the survey in Attachment B.

74. In the Preliminary Jurisdiction Issues Decision, the FWC sets out the requirements to amend provisions in modern awards, namely:

The need for a 'stable' modern award system suggests that a party seeking to vary a modern award in the context of the Review must advance a merit argument in support of the proposed variation. The extent of such an argument will depend on the circumstances. Some proposed changes may be self evident and can be determined with little formality. However, where a significant change is proposed it must be supported by a submission which addresses the relevant legislative provisions and be accompanied by probative evidence properly directed to demonstrating the facts supporting the proposed variation. In conducting the Review the Commission will also have regard to the historical context applicable to each modern award and will take into account previous decisions relevant to any contested issue. The particular context in which those decisions were made will also need to be considered. Previous Full Bench decisions should generally be followed, in the absence of cogent reasons for not doing so. The Commission will proceed on the basis that prima facie the modern award being reviewed achieved the modern awards objective at the time that it was made.¹¹

75. The Motor Trades Organisations submit that the paramount principles to be observed in this case are that:

Previous Full Bench decisions should generally be followed, in the absence of cogent reasons for not doing so. The Commission will proceed on the basis that prima facie the modern award being reviewed achieved the modern awards objective at the time that it was made.¹²

76. The Motor Trades Organisations submit that the AMWU Vehicle Division has failed to provide the necessary evidence to warrant changing a Full Bench decision, which

¹¹ 4 Yearly Review of Modern Awards: Preliminary Jurisdictional Issues decision [2014] FWCFB 1788 at paragraph 60

¹² 4 Yearly Review of Modern Awards: Preliminary Jurisdictional Issues decision [2014] FWCFB 1788 at paragraph 60

directly addressed the reason for inserting the existing casual conversion in the award during the award modern process, as explained in paragraph 72 above.

77. The Motor Trades Organisations support the retention of clause 13.3 in its current form because it provides a fair and equitable balance for both employers and employees. If there are issues regarding the awareness of the casual conversion clause in the workforce we submit that they should be addressed through an education program not by making wholesale changes to the clause which in our view would make it inequitable and inflexible.

78. The existing casual conversion clause was inserted in the modern VMRSR Award, based on the evidence available at the time to the Full Bench made one integrated modern award for the vehicle industry.

Prixcar “dispute”

79. In the AMWU Vehicle Division submissions dated 2 November 2015, it was alleged that employees at Prixcar were not notified of their right to elect to casual conversion.

80. The AMWU Vehicle Division provides evidence of an alleged “dispute” between Prixcar (a VACC member) and the AMWU Vehicle Division Vehicle Division in April 2014, regarding casual conversion of its employees. The affidavit of Glen DeClase (in Attachment C) demonstrates that there was no such dispute. In fact, to the contrary, casual Prixcar employees were notified of the right to elect to conversion prior the dispute in 2014.

81. Prixcar has established a system of managing casual employees who work on a regular basis. Its payroll is issued a monthly report that summarises which employees are close to their 6-month anniversary. Payroll confirms whether the employees are regular and then instructs the relevant manager to issue a letter of election to convert to permanent employment or remain casual to the employee.

The employee indicates their preference and their employment status is adjusted accordingly. Examples of this process are attached to Glen DeClase's Affidavit.

82. Prixcar, which applies a similar casual conversion clause pursuant to its enterprise agreement as that which appears in the VMRSR Award, exemplifies effective management of casual conversion of its regular casual employees.
83. The casual conversion letters attached to Mr DeClase's affidavit demonstrates clearly that employees are explained the casual conversion provision, the effect conversion will have on their pay (namely, loss of casual loading), the gaining of leave entitlements and the potential hours of work. The employee is given the choice to convert to permanency or remain casual and is required to indicate same in writing.
84. It may be true that the union organisers assist in informing employees about casual conversion (amongst other rights and entitlements), however, it would be incorrect to submit that Prixcar does not inform its employees of their rights in respect of casual conversion.
85. Similarly, in the case of Prixcar, a casual conversion system was in use prior to the union's correspondence. Prixcar was not required to "prompt" Prixcar about employee's rights to conversion.
86. The Motor Trades Organisations submit that the award clause does not fail to achieve its intention or purpose of assisting regular casual employees to convert to full-time. The clause operates effectively when simple procedures are implemented, like that used by Prixcar.
87. There is no need to take drastic measures by implementing inflexible and restrictive provisions. The current award provisions (and corresponding enterprise agreement clauses) are working fine. Some additional education to increase awareness is all that is needed if the AMWU Vehicle Division is concerned that employees are unaware of their rights.

Offering additional hours of work

88. The ACTU and AMWU Vehicle Division are seeking to insert provisions that would require an employer to first offer additional hours of work to existing part-time and casuals employees before increasing the number of part-time and casual employees in employment.
89. Question 34 of the Casual and Part-time Employment Survey asked members whether currently offer additional hours to casual or part-time employee before increasing the number of part-time and casual employees in employment.
90. The majority of respondents (76.49%) currently do offer hours to be performed by that casual or part-time employee to existing casual and part-time employees performing similar work. Of the 76.49%, the majority (37.05%) of respondents stated that they always provide such hours to existing casual and part-time employees performing similar work. Only 12.75% of respondents stated that the never provide such hours to existing casual and part-time employees performing similar work.
91. The responses indicate that there is currently no problem in relation to additional hours being offered to current staff. The AMWU Vehicle Division has provided no cogent evidence of a need to include this provision in the VMRSR Award.
92. Further, it would be advisable to continue to offer employers and employees flexibility to arrange their working hours as suits their needs. While the majority of respondents already offer their current staff additional hours before putting on new employees, there are several situations where this would be unreasonable.
93. An example of the a situation where this type of inflexibility would be problematic is provided in the Affidavit of Ross Kealy who states:

12. Each of the 12 dealerships is responsible for its own staffing and recruitment. There are minimal staff transfers from one dealership to another for obvious reasons. With the size and geographical diversity of the Company, comprising 15 locations across metropolitan

Melbourne, and the limited number of casual and part-time positions at each location, if this claim is introduced into the VMRSR Award, it would present administrative and logistical problems to an otherwise well organised system of recruitment and employment. The claim could also present a barrier to current full-time employees wanting to change to part-time or casual hours, and effectively prevent them from seeking a better work/life balance or seeking flexible work arrangements to look after their families.

Member views on offering additional hours of work

94. Some sample comments are:

Sample comments

Some employees would not have the skill set and so it is impractical even though the ideologues think it is great. Some of the casuals are simply put on to give them a go which would not happen if this changed as suggested. It reduces the ability to give several people some work as opposed to a few people all [the] work. as people age, it is good to be able to spread the casual tasks between young & old to give the young experience and to use the older experience. Some employees do not want to work the different hours and this would have to change if the above scenario was introduced because a current casual may want the tasks but insist that they be able to do it at a different time. with seasonal work this is not an option. (Response 16)

Massive negative. This would cut down the number of people employed as fewer people doing more hours the flow on with sickness and leave gets harder and harder to cover with the remaining staff. (Response 66)

this would restrict us in flexibility and as a small business make us dependent on one employee which is a high risk in case of sickness or other personal absences. (Response 91)

Often the extra work is to be completed at the same time as the current casuals are working so this would not be realistic. (Response 99)

Other claims affecting casuals and part-time workers

95. The ACTU and AMWU Vehicle Division also seek to insert a provision that the employer must advise a casual on engagement of type of employment, classification,

rate of pay and right to convert to full-time or part-time under casual conversion clause.

96. The Motor Trades Organisations have no objection to this clause (provided there are no changes to the casual conversion provisions in the VMRSR Award). We note however the proposed changes are already required under the VMRSR Award and the Fair Work Regulations.¹³
97. •The ACTU and AMWU Vehicle Division also seek to insert a provision providing that an employee must not be engaged and re-engaged or work outsourced to remove any obligation under the award.
98. In the Casual and Part-time Employee Survey, members were asked whether they employed staff through labour hire arrangements. The great majority (92.06%) of respondents do not engage in labour hire workers. It should be noted that at least some of the few labour hire employees engaged in the automotive industry are likely to be apprentices employed through groups apprenticeship schemes.
99. Labour hire is not a major issue for employers in the automotive industry however no cogent evidence has been produced which shows the need to insert such a clause into the VMRSR Award at this time.

Conclusion

100. In this submission, the Motor Trades Organisations have argued that the modern awards objective was met at the time that the Vehicle Manufacturing, Repair, Services and Retail Award 2010 (the VMRSR Award) was made.
101. The ACTU and AMWU Vehicle Division have proposed significant changes to the VMRSR Award however they have not provided “probative evidence demonstrating

¹³ Clauses 13.2 and 13.3 for casual conversion and the record keeping and pay slips provisions at Part 3.6, Division 3 in the Fair Work Regulations

the facts supporting the proposed variation”. The casual and part-time clauses should be left as decided by the Modern Award Decision in 2009. There is no cogent reason for departing from this decision.

Attachment A

ABS Statistics

Attachment B

Member Survey

Attachment C

List of Affidavits

- Maria Meilak
- Ross Kealy
- Glenn DeClase

ATTACHMENT A

ABS STATISTICS

Counts of Automotive Businesses by Sector and Employment Size Ranges – June 2014

ANZSIC Industry Label	Non Employing	1-19 Employees	20-199 Employees	200+ Employees	Total
Motor Vehicle Manufacturing	239	177	43	5	464
Motor Vehicle Body and Trailer Manufacturing	531	686	134	7	1358
Automotive Electrical Component Manufacturing	133	116	14	3	266
Other Motor Vehicle Parts Manufacturing	379	432	95	10	916
Agricultural Machinery and Equipment Manufacturing	381	433	64	3	881
Car Wholesaling	671	440	46	11	1168
Commercial Vehicle Wholesaling	131	112	29	3	275
Trailer and Other Motor Vehicle Wholesaling	123	86	16	0	225
Motor Vehicle New Parts Wholesaling	1059	1384	127	10	2580
Motor Vehicle Dismantling and Used Parts Wholesaling	389	588	20	0	997
Car Retailing	1996	1820	733	23	4572
Motor Cycle Retailing	316	532	29	3	880
Trailer and Other Motor Vehicle Retailing	236	267	36	0	539
Motor Vehicle Parts Retailing	789	1223	48	0	2060
Tyre Retailing	537	1529	67	0	2133
Fuel Retailing	1155	2650	216	9	4030
Marine Equipment Retailing	401	466	23	0	890
Passenger Car Rental and Hiring	997	483	38	12	1530
Automotive Electrical Services	1541	1627	18	0	3186
Automotive Body, Paint and Interior Repair	5005	5854	260	3	11122
Other Automotive Repair and Maintenance	9403	12660	170	6	22239
Total	26412	33565	2226	108	62311

Source: ABS Counts of Australian Businesses, including Entries and Exits, June 2014 (Cat. No. 8165.0)

ATTACHMENT B

Member Survey

1 of 2

Casual and Part-time Employment Survey

Thursday, February 11, 2016

403

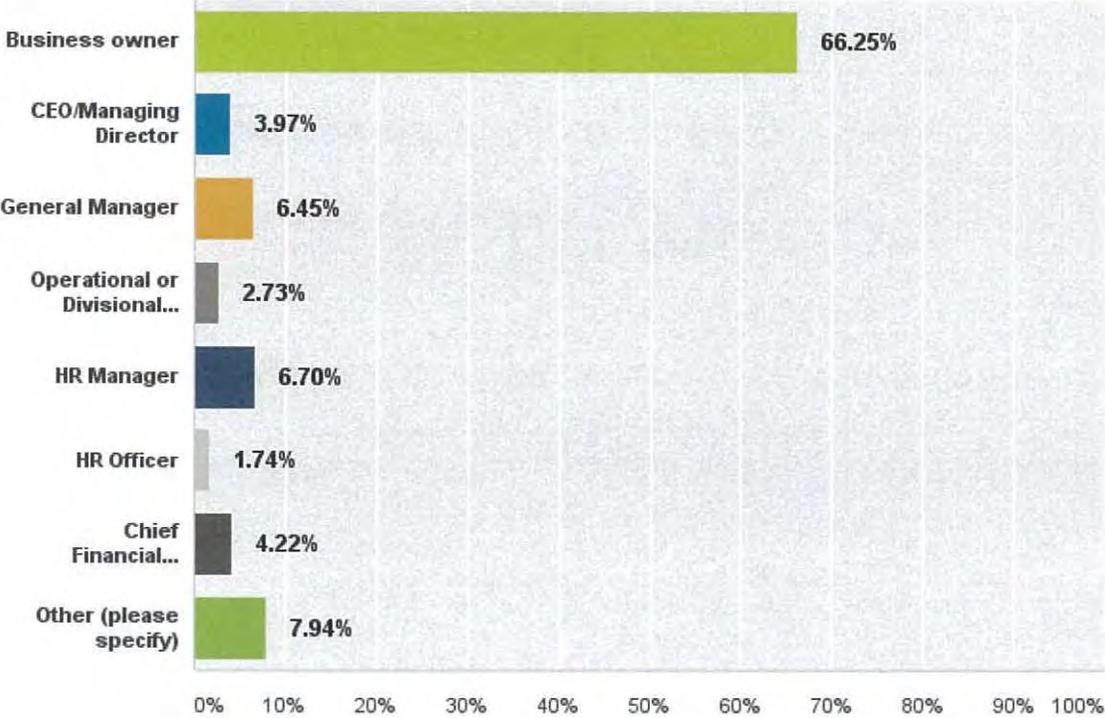
Total Responses. This constitutes a $\pm 4.87\%$ margin of error to the results at a 95% confidence level.

Date Created: Monday, December 21, 2015

Complete Responses: 403

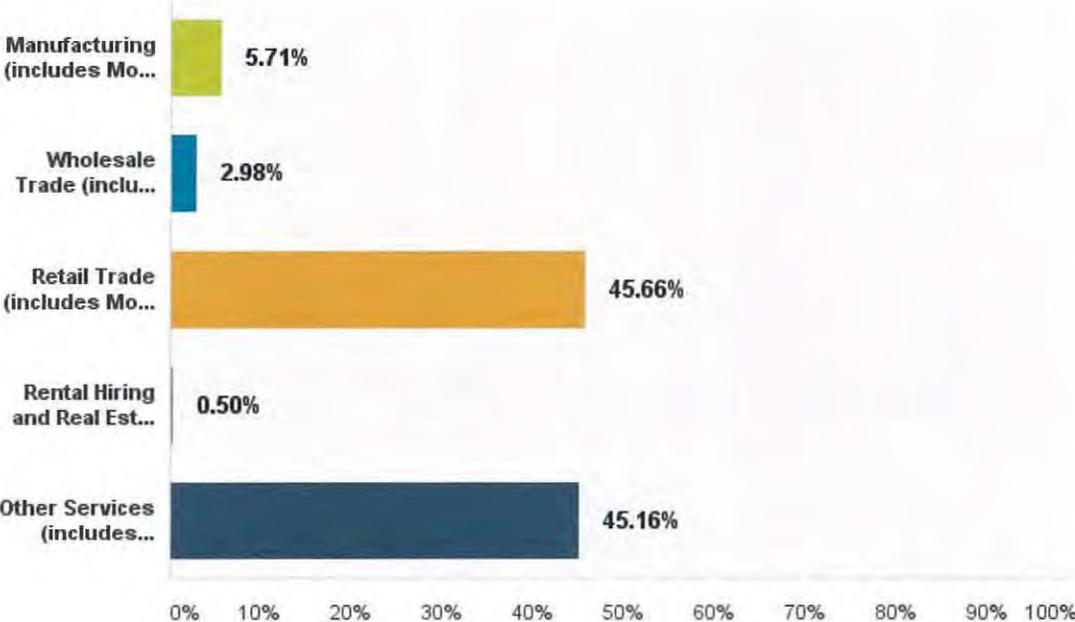
Q1: Could you please identify your position in your organisation?

Answered: 403 Skipped: 0



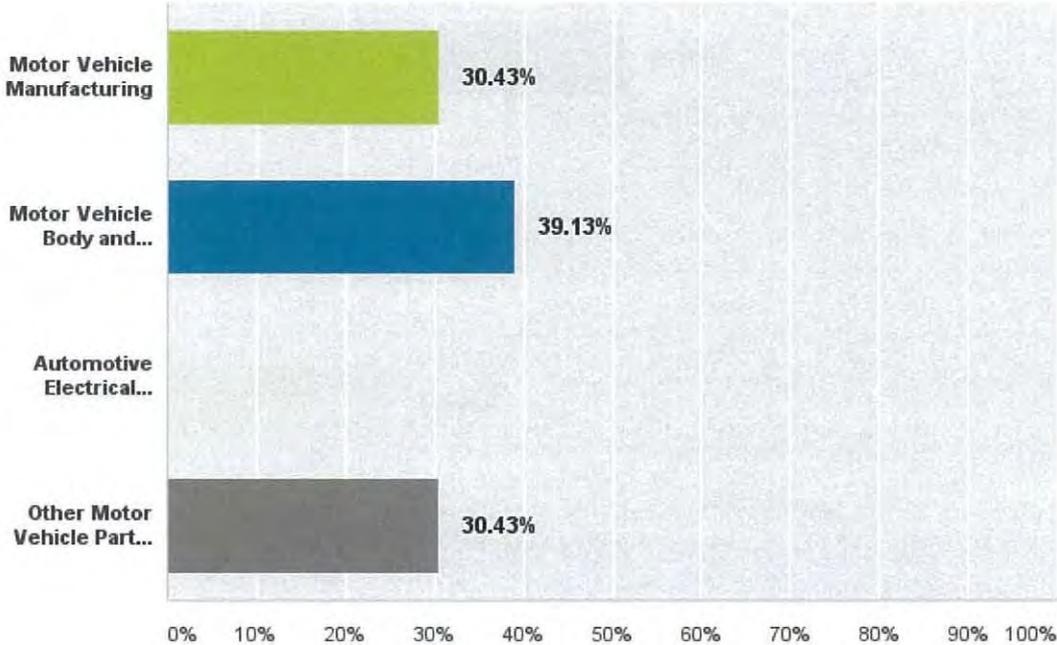
Q2: The Australian Bureau of Statistics uses its own industry classification system. Which of the following industries describe your organisation's main business activity?

Answered: 403 Skipped: 0



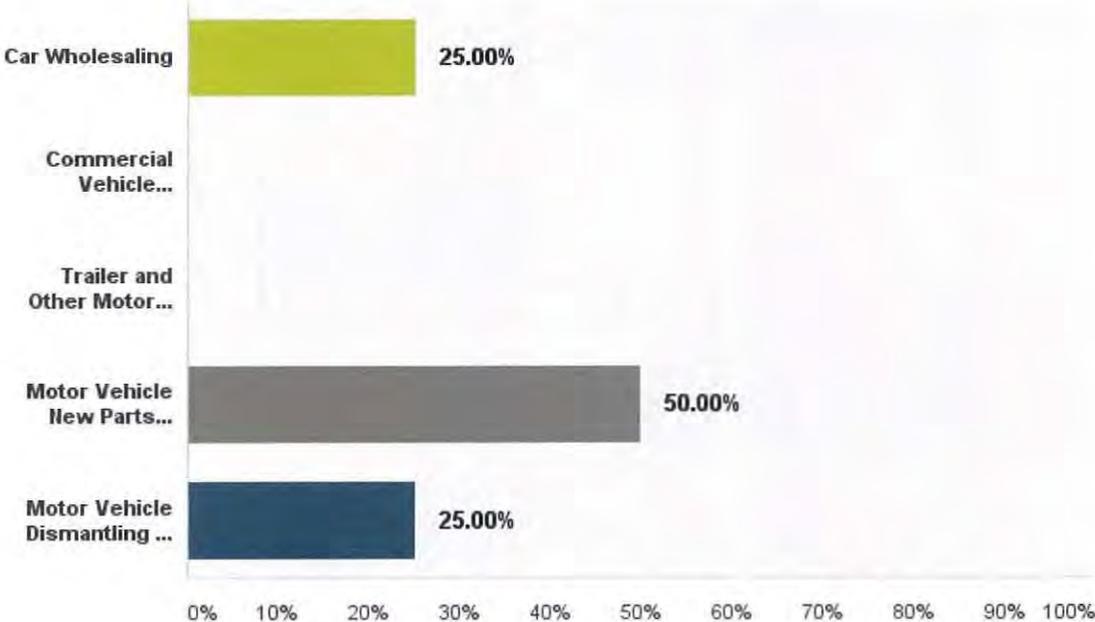
Q3: (Continued) The Australian Bureau of Statistics uses its own industry classification system. Which of the following industries describe your organisation's main business activity?

Answered: 23 Skipped: 380



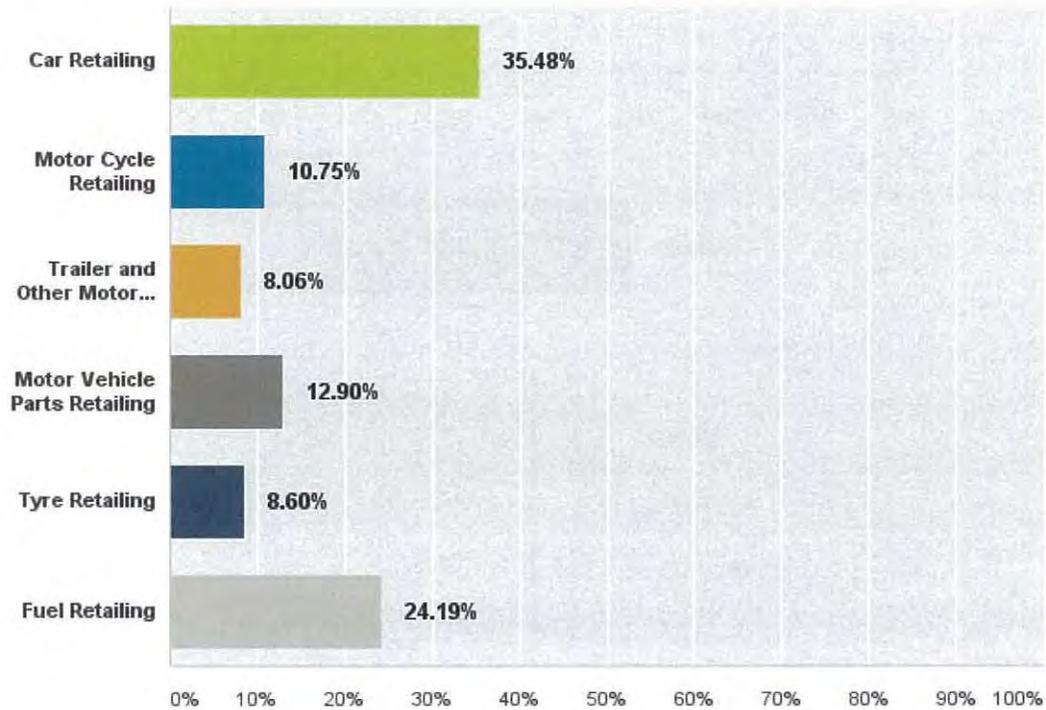
Q4: (Continued) The Australian Bureau of Statistics uses its own industry classification system. Which of the following industries describe your organisation's main business activity?

Answered: 12 Skipped: 391



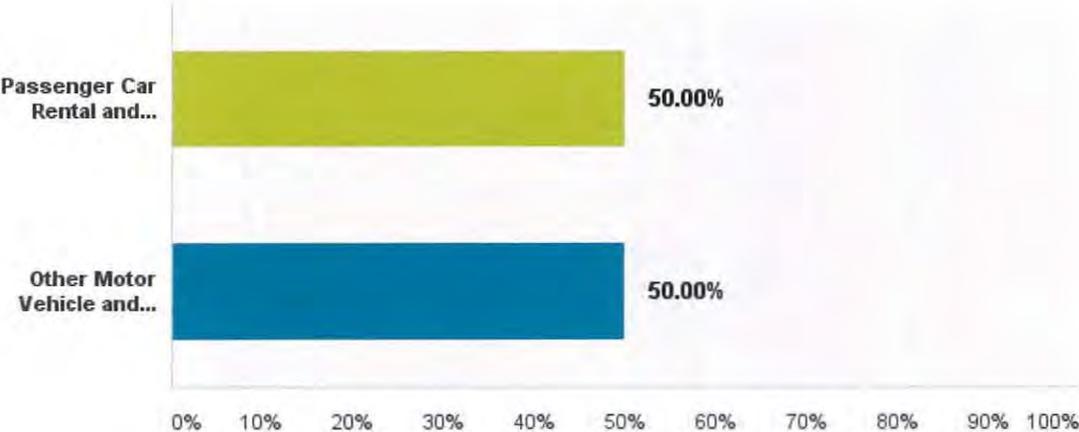
Q5: (Continued) The Australian Bureau of Statistics uses its own industry classification system. Which of the following industries describe your organisation's main business activity?

Answered: 186 Skipped: 217



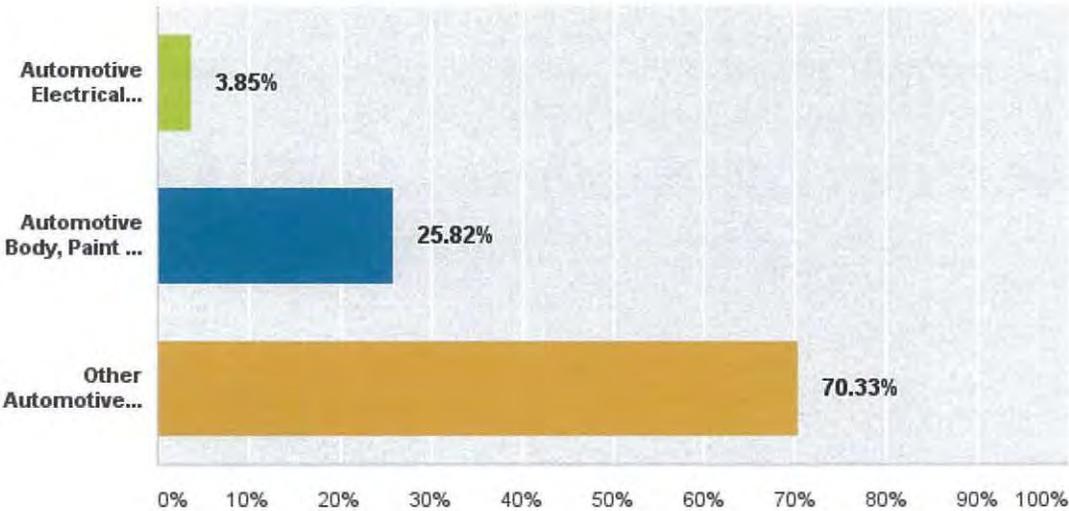
Q6: (Continued) The Australian Bureau of Statistics uses its own industry classification system. Which of the following industries describe your organisation's main business activity?

Answered: 2 Skipped: 401



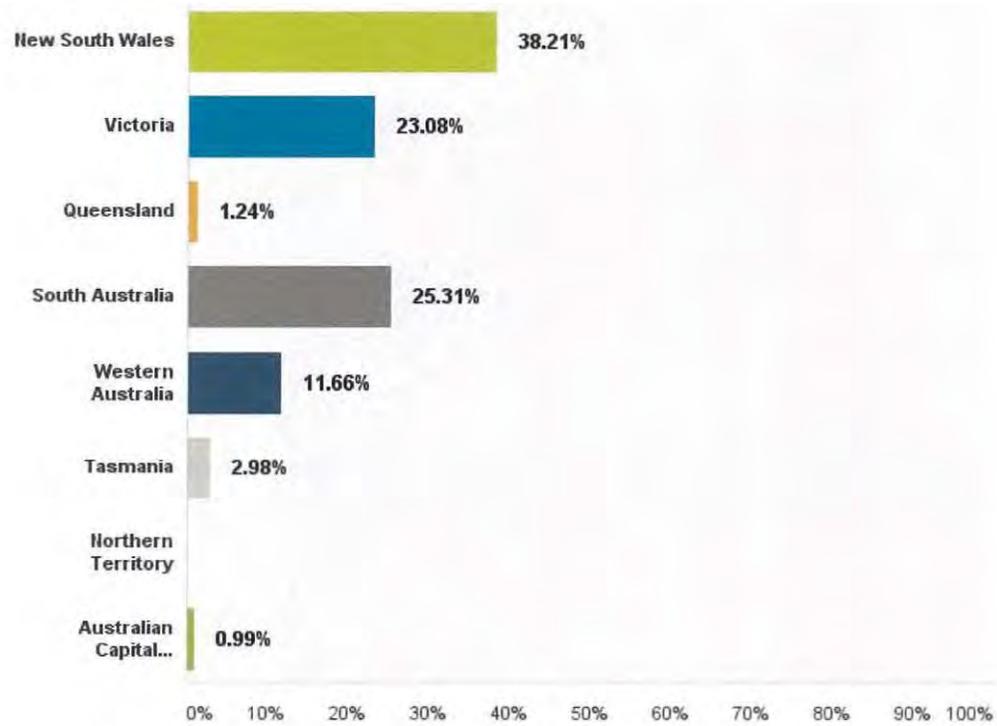
Q7: (Continued) The Australian Bureau of Statistics uses its own industry classification system. Which of the following industries describe your organisation's main business activity?

Answered: 182 Skipped: 221



Q8: In which State or Territory does your business operate?

Answered: 403 Skipped: 0



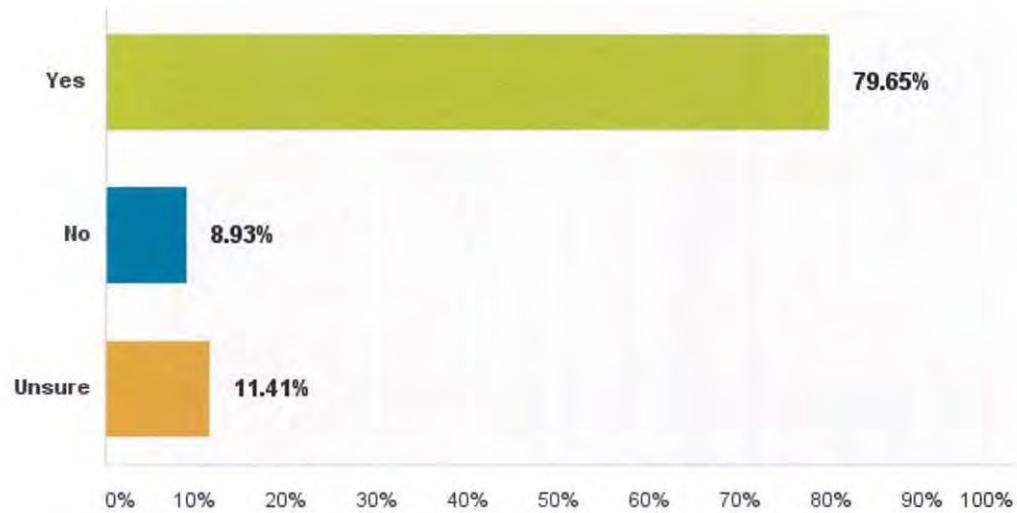
Q9: How many people does your business employ in Australia?

Answered: 403 Skipped: 0

Mean	37.44417
Standard Error	5.916725
Median	9
Mode	5
Standard Deviation	118.7774
Sample Variance	14108.08
Kurtosis	69.6575
Skewness	7.504247
Range	1400
Minimum	0
Maximum	1400
Sum	15090
Count	403

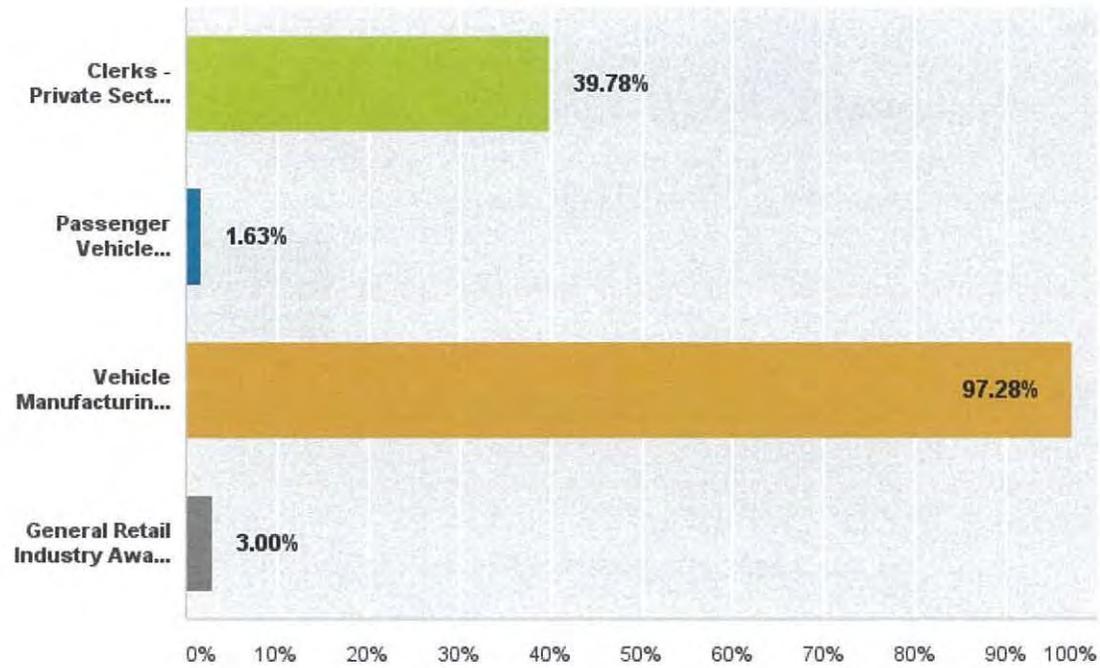
Q10: Is your business covered by one or more modern awards?

Answered: 403 Skipped: 0



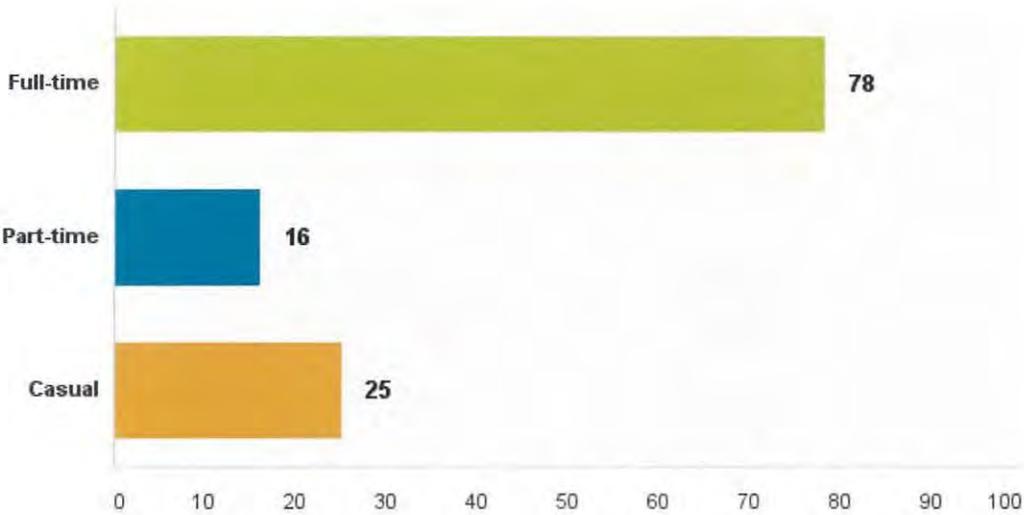
Q11: Which modern awards cover your business?

Answered: 367 Skipped: 36



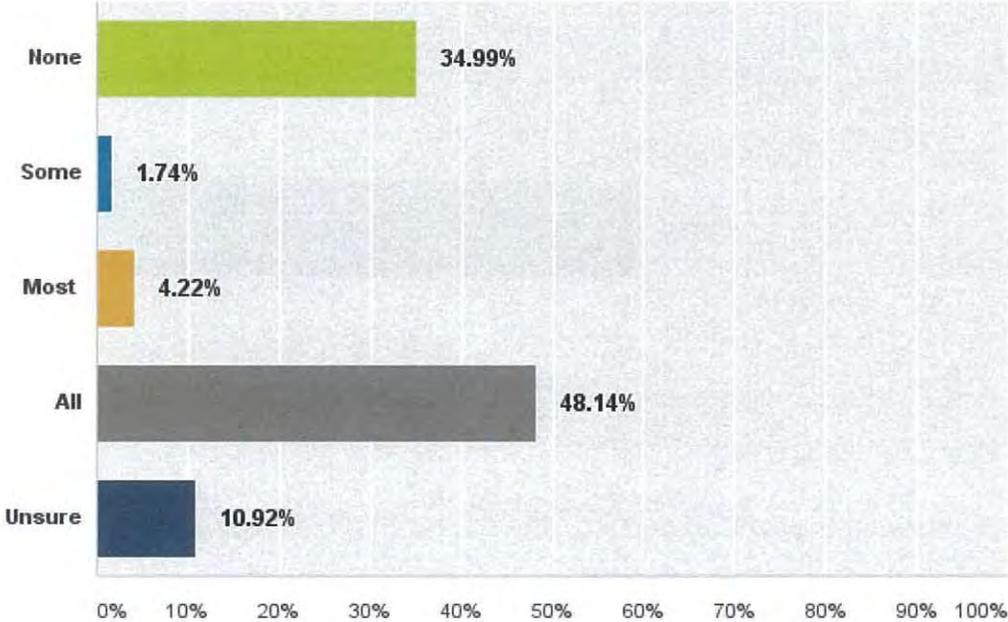
Q12: What percentage of your organisation's employees are employed as:

Answered: 403 Skipped: 0



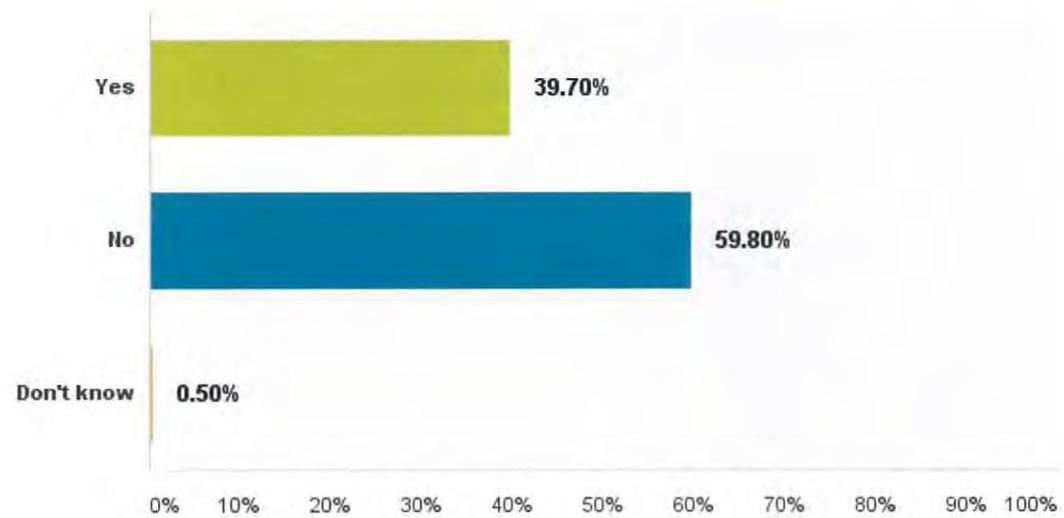
Q15: What proportion of your part-time employees is covered by a modern award?

Answered: 403 Skipped: 0



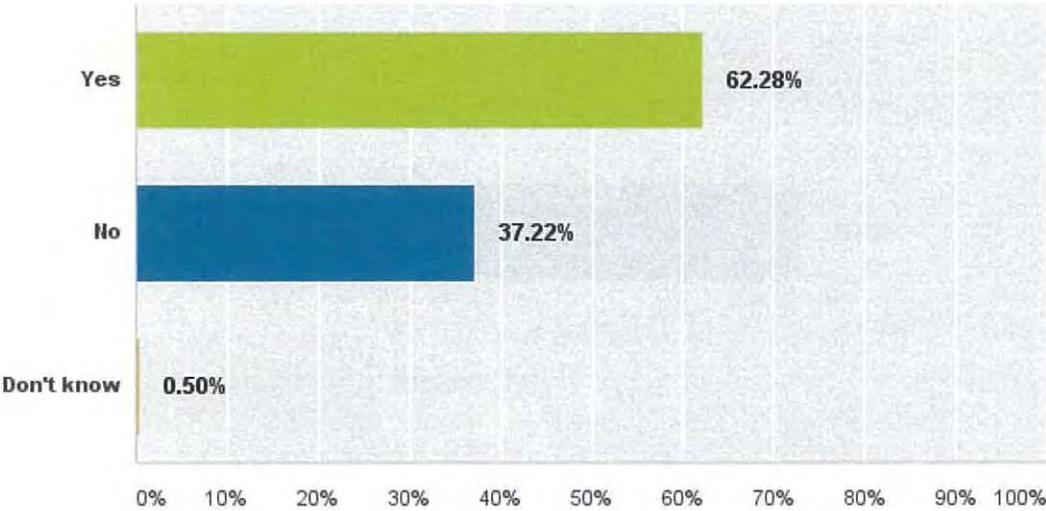
Q17: Does your organisation employ casual employees on an irregular basis?

Answered: 403 Skipped: 0



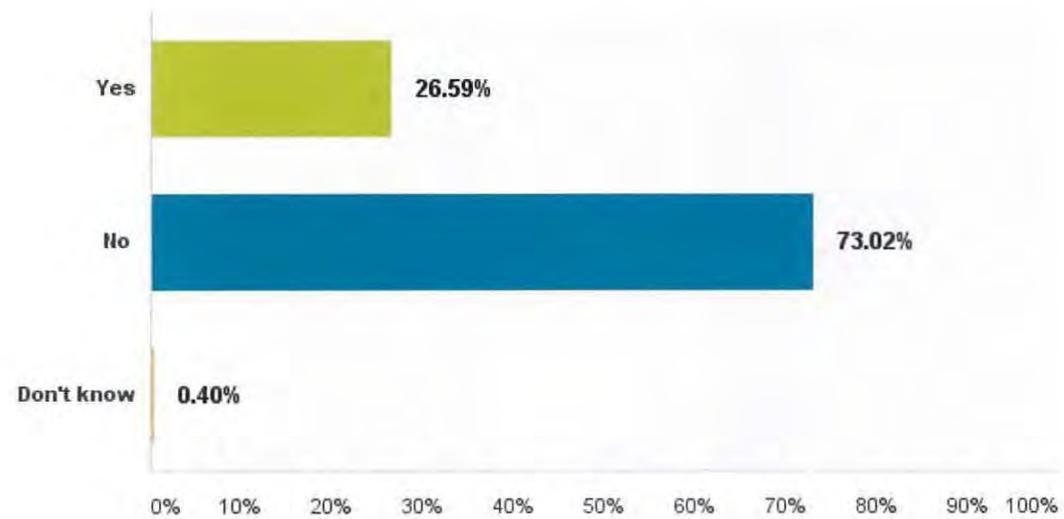
Q19: In the last month, has your payroll paid a casual employee?

Answered: 403 Skipped: 0



Q20: Does your business have employees who are employed on a casual basis that regularly work 38 hours or more per week?

Answered: 252 Skipped: 151



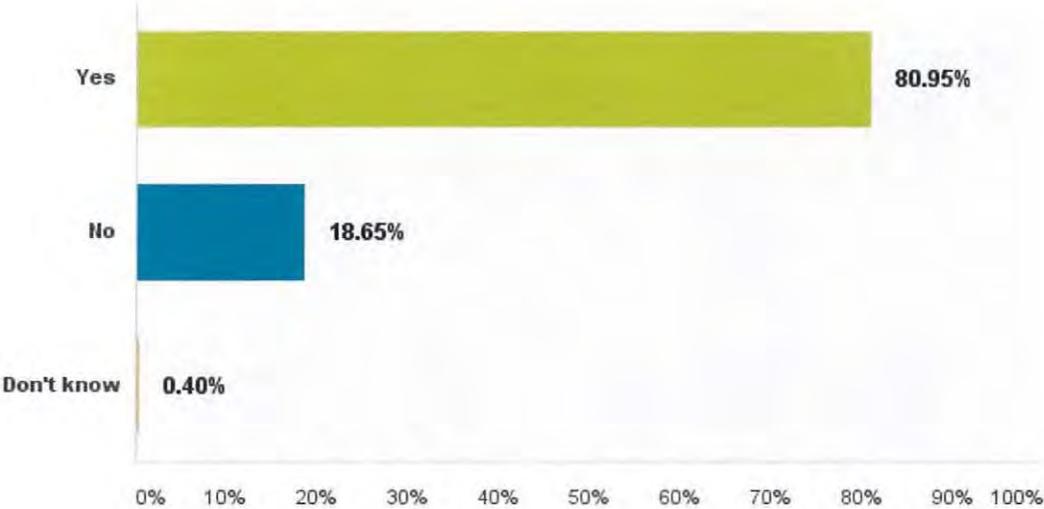
Q21: What percentage of your employees who are employed on a casual basis regularly work 38 hours or more a week?

Answered: 67 Skipped: 336

Mean	39.67164
Standard Error	4.357674
Median	30
Mode	100
Standard Deviation	35.6691
Sample Variance	1272.284
Kurtosis	-1.03364
Skewness	0.610402
Range	100
Minimum	0
Maximum	100
Sum	2658
Count	67

Q23: Does your business have employees who work on a casual basis that regularly work fewer than 38 hours per week?

Answered: 252 Skipped: 151



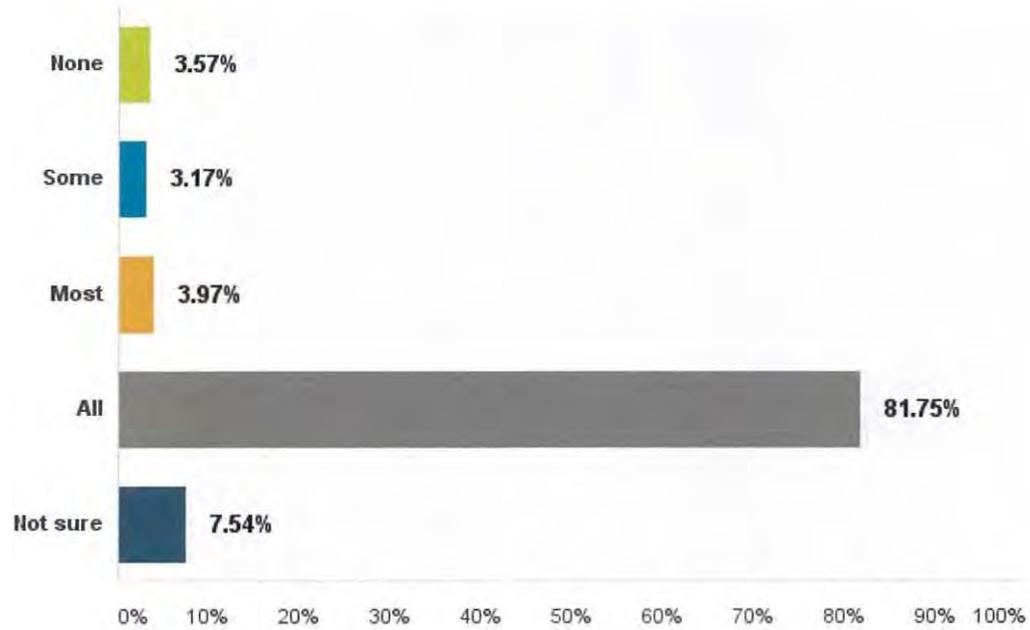
Q24: What percentage of your employees who are employed on a casual basis regularly work fewer than 38 hours per week?

Answered: 205 Skipped: 198

Mean	59.42927
Standard Error	2.912761
Median	70
Mode	100
Standard Deviation	41.70439
Sample Variance	1739.256
Kurtosis	-1.73514
Skewness	-0.24696
Range	99
Minimum	1
Maximum	100
Sum	12183
Count	205

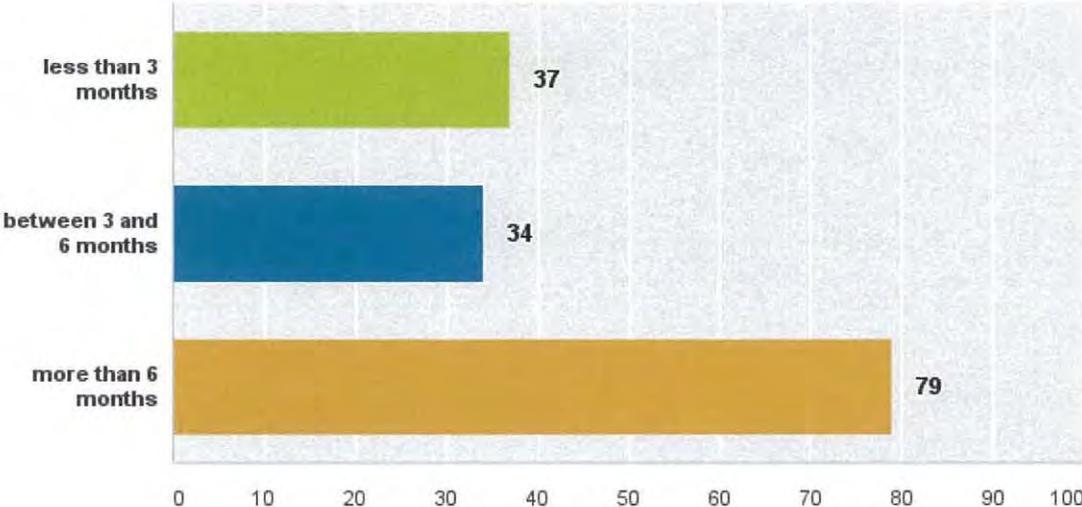
Q26: What proportion of your casual employees is covered by a modern award?

Answered: 252 Skipped: 151



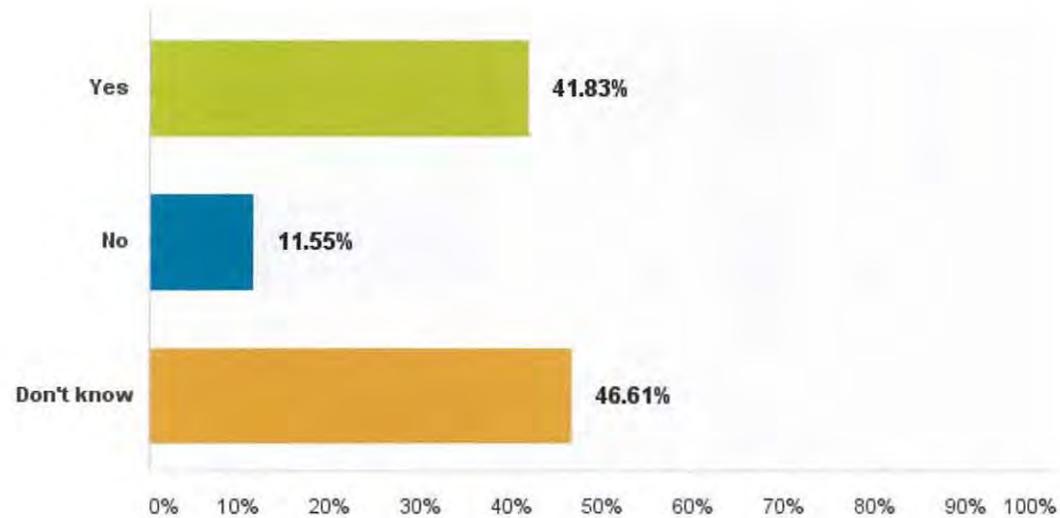
Q28: Thinking just about the casual employees that your organisation employs on a regular basis, what percentage has been employed for:

Answered: 251 Skipped: 152



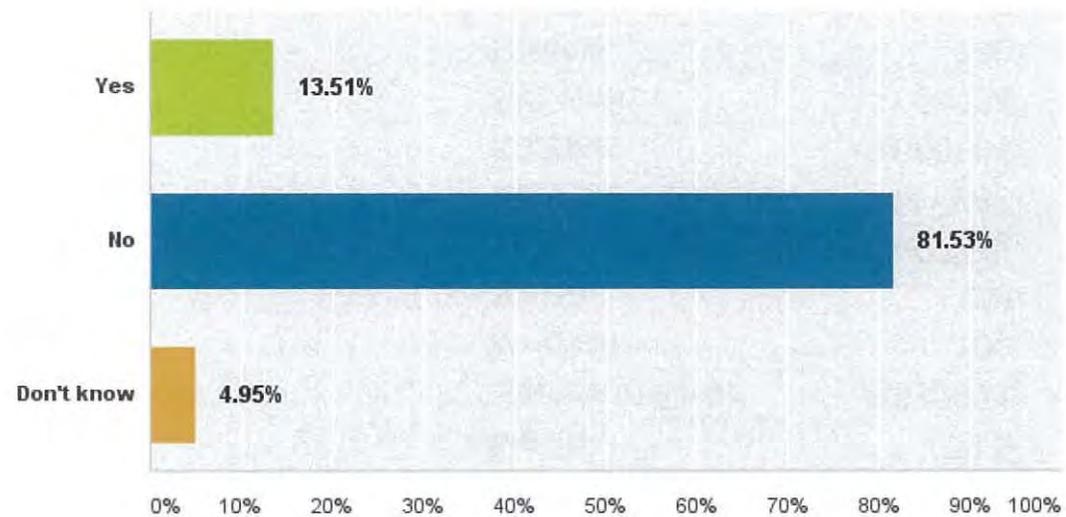
Q29: Is your organisation covered by a modern award which gives eligible casual employees the right to request conversion to permanent full-time or part-time employment after a specified period of time (such as after 6 months)?

Answered: 251 Skipped: 152



Q30: Since 1 January 2010, have any casual employees requested to convert to full or part-time permanent employment, where the employee has been entitled to make such request pursuant to a modern award?

Answered: 222 Skipped: 181



Q31: What percentage of those employee requests to become permanent were granted by your organisation?

Answered: 30 Skipped: 373

Mean	79.5
Standard Error	6.932971
Median	100
Mode	100
Standard Deviation	37.97345
Sample Variance	1441.983
Kurtosis	0.660964
Skewness	-1.54184
Range	100
Minimum	0
Maximum	100
Sum	2385
Count	30

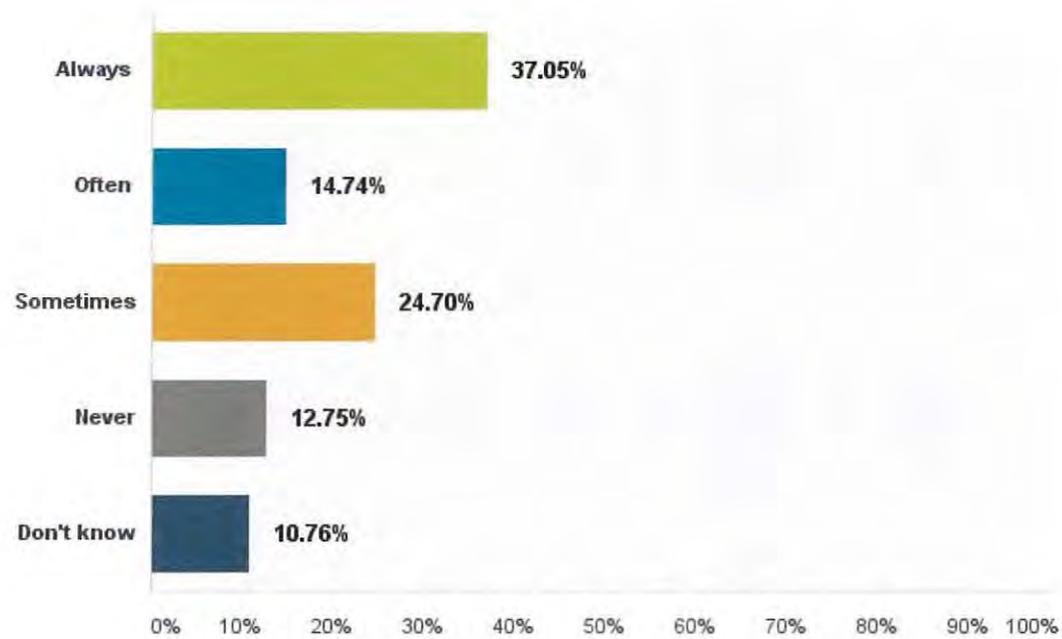
Q32: Since 1 January 2010, what percentage of those casual employees who were entitled to request conversion to permanent employment have made a request to convert to permanent employment?

Answered: 222 Skipped: 181

Mean	11.02252
Standard Error	1.932374
Median	0
Mode	0
Standard Deviation	28.79172
Sample Variance	828.9633
Kurtosis	4.826612
Skewness	2.532688
Range	100
Minimum	0
Maximum	100
Sum	2447
Count	222

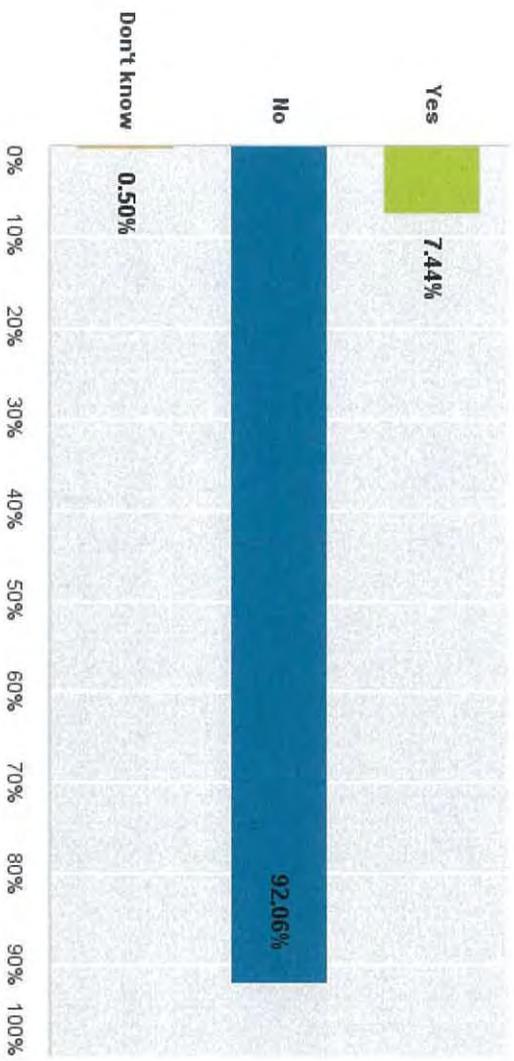
Q34: Before you increase the number of casual and part-time employees in your business, do you currently offer the hours to be performed by that casual or part-time employee to existing casual and part-time employees performing similar work?

Answered: 251 Skipped: 152



Q36: Does your organisation engage labour hire workers?

Answered: 403 Skipped: 0



Casual and Part-time Employment Survey

Q13 Why does your organisation employ full time employees?

Answered: 403 Skipped: 0

#	Responses	Date
1	BECAUSE WE NEDD THEM	2/10/2016 12:36 PM
2	Due to operational requirements.	2/10/2016 12:04 PM
3	The nature of the industry and operations of the business lends itself to full time employees. Parts time work and casual employment is usually restricted to administration where work can be structured to suit.	2/10/2016 8:23 AM
4	Stability in trading	2/9/2016 2:55 PM
5	our business would work better with all casual employees but can work with maximum of 2 permanent but restricts us at times	2/9/2016 1:33 PM
6	To secure good employees	2/9/2016 7:36 AM
7	Because we have to.... Management would employ entirely casual employees if we could give them 38 hours per week and we would employ more than we currently have now... Creating more jobs and security for our small business is important to us..but our hands are tied by current industrial relations legislation...	2/8/2016 9:27 PM
8	Maintain work load	2/8/2016 9:21 PM
9	To satisfy our customer base requirements	2/8/2016 9:42 AM
10	OWNER OPERATOR	2/8/2016 9:40 AM
11	that is whals needed	2/8/2016 8:47 AM
12	Due to the 6 month law, I have just had to offer my casual mechanic full time employment. I hope that there will be enough work to keep him full-time	2/8/2016 8:40 AM
13	To ensure that work requiring more than few hours to complete has continuity of the same employee to finish it.	2/8/2016 8:03 AM
14	Only have myself as management and one other full time employee. I would prefer full time / part time employees	2/8/2016 7:35 AM
15	why not	2/8/2016 7:00 AM
16	only some Site Managers are Full time	2/7/2016 10:29 PM
17	It was requested by the individual.	2/7/2016 7:42 PM
18	To get the work done?	2/6/2016 8:14 PM
19	CAUSE WE CAN AFFORD HIM	2/6/2016 1:00 PM
20	need to cover working hours - most people want full time work	2/6/2016 8:27 AM
21	We Don't	2/6/2016 8:14 AM

Casual and Part-time Employment Survey

22	We require the employees all the time and want to retain them	2/6/2016 8:00 AM
23	Because we are happy with their work and want to keep them	2/5/2016 5:55 PM
24	We want continuity & trained staff for the franchise we are in which is Farm machinery dealership	2/5/2016 5:50 PM
25	Why not?????	2/5/2016 4:54 PM
26	STABILITY AND CONSISTENCY FOR BOTH EMPLOYER AND EMPLOYEE	2/5/2016 4:41 PM
27	Engagement & efficiency	2/5/2016 3:31 PM
28	we need them	2/5/2016 3:30 PM
29	the worker need training so better to have permanent staff	2/5/2016 2:47 PM
30	AS WE WORK BETWEEN 8.00 AND 4.30 ONLY EVERYONE IS REQUIRED TO BE FULL TIME AS FOR OUR PROCEDURES	2/5/2016 2:36 PM
31	Needed full time in the past, however, currently there may be fluctuations in work and some casual employees would suit. To convert from full time to casual is more difficult, however, thereby no flexibility for the employer.	2/5/2016 1:26 PM
32	Necessity	2/5/2016 1:26 PM
33	operates 9 dealerships and requires full time employees who require full time work	2/5/2016 1:13 PM
34	N/A	2/5/2016 1:10 PM
35	always has	2/5/2016 11:56 AM
36	Monday to Friday business that requires continuity of service, generally more able to recruit for full time positions.	2/5/2016 11:47 AM
37	they are vital to our industry	2/5/2016 11:11 AM
38	we need qualified trades persons and have one apprentice	2/5/2016 11:09 AM
39	Our employees don't want full time employment	2/5/2016 10:59 AM
40	COMPANY POLICY	2/5/2016 10:50 AM
41	Day to day running of the business	2/5/2016 10:34 AM
42	We need qualified Mechanics full time to cover the volume of customers on a regular basis	2/5/2016 10:30 AM
43	we feel that having holidays is better for the employees	2/5/2016 9:47 AM
44	sole trader	2/5/2016 9:39 AM
45	We need the reliability of full time mechanics	2/5/2016 9:18 AM
46	High skill-based industry	2/5/2016 9:12 AM
47	To work	2/5/2016 8:52 AM
48	To meet customer demand and to ensure the ongoing successful operation of the business.	2/5/2016 8:51 AM
49	suits opening hours and work load	2/5/2016 8:44 AM
50	STRUCTURE	2/5/2016 8:24 AM

Casual and Part-time Employment Survey

51	we require permanent staff to work on jobs over several days and know were the job is up to	2/5/2016 8:14 AM
52	the need for stability knowing that you will have staff to do the work	2/5/2016 7:43 AM
53	small business with mechanical repair workshop, fairer system for employees and creates loyalty	2/5/2016 7:35 AM
54	For consistancy & reliability	2/5/2016 7:32 AM
55	.	2/5/2016 7:11 AM
56	It is required. We are a service provider. We need full time people.	2/5/2016 7:09 AM
57	That is what we need	2/5/2016 7:08 AM
58	we	2/5/2016 7:06 AM
59	Management level and some yard workers are ful time, recently had to have a voluntary reduction of hours due to business slump, hence more part timers than usual.	2/5/2016 6:57 AM
60	due to nature of business long term stability	2/5/2016 6:50 AM
61	To keep good staff	2/5/2016 6:49 AM
62	only full time employees required	2/5/2016 6:42 AM
63	NORMAL BUSINESS HOURS MON - FRI ; 8AM - 5PM REQUIRES FULL TIME EMPLOYEES	2/5/2016 6:12 AM
64	Current consumer demand for our product enables creation of full time positions	2/5/2016 6:07 AM
65	casual to hard	2/5/2016 4:19 AM
66	Because they are required full time & it is too hard to find mechanics to work full time let alone trying to find someone as a part time or casual.	2/4/2016 9:13 PM
67	Because of work load	2/4/2016 7:48 PM
68	We need employees 38 hours per week	2/4/2016 7:39 PM
69	We are a customer service business with customers requiring staff knowledge of their particular requirements during normal business hours and it can take all day to execute the work.	2/4/2016 6:34 PM
70	Ease of staffing	2/4/2016 6:10 PM
71	It is the only way to maintain employees	2/4/2016 5:24 PM
72	Good question? Not really sure but I do need each of these employees hours each week to operate the business	2/4/2016 5:20 PM
73	Job need to be experience and following up, order following up. Organise and to be managed.	2/4/2016 5:01 PM
74	Mostly managers and evening shift	2/4/2016 5:00 PM
75	There are some positions that need full time staff	2/4/2016 4:57 PM
76	Because for those postions we wanted full time employees	2/4/2016 4:06 PM
77	We don't actually employ we are owner operators	2/4/2016 4:02 PM
78	All positions are full time to complete the tasks required.	2/4/2016 3:49 PM

Casual and Part-time Employment Survey

79	Fixed hours and skills	2/4/2016 3:49 PM
80	To give people a sense of stability. Although we are looking more and more to Casual employment as our workload is constantly fluctuating.	2/4/2016 3:48 PM
81	Tradesman -Needed	2/4/2016 3:16 PM
82	SMALL BUISNESS	2/4/2016 3:13 PM
83	no part time work	2/4/2016 3:11 PM
84	owners	2/4/2016 3:07 PM
85	MORE RELIABLE & EASIE ORGANISATION	2/4/2016 3:00 PM
86	To cater for our market	2/4/2016 2:53 PM
87	they all what full time employment	2/4/2016 2:45 PM
88	Management area demands currently require this	2/4/2016 2:39 PM
89	Reduces turnover better stability, attracts better people	2/4/2016 2:00 PM
90	We like our staff to have a relationship with customers and to feel part of the business	2/4/2016 12:06 PM
91	so as to get through the work load	2/4/2016 11:57 AM
92	We need technician Monday to Friday.	2/4/2016 10:29 AM
93	To provide a stable work force for the business and for the workers stability knowing they have full time work	2/4/2016 9:30 AM
94	Operational reasons	2/4/2016 7:33 AM
95	5 days a week trading with only one employee	2/4/2016 7:07 AM
96	to meet our regular customers needs	2/4/2016 6:44 AM
97	always has and we need full time	2/4/2016 6:43 AM
98	because we need too?????	2/3/2016 4:11 PM
99	Loyal Employees who want job security with holidays & sick leave.	2/3/2016 3:46 PM
100	Because they are needed and we are busy. The industry we are in, it is required	2/3/2016 3:23 PM
101	To retain & attract staff.	2/3/2016 2:24 PM
102	To work full time hours ???	2/3/2016 1:52 PM
103	apperitance	2/3/2016 1:45 PM
104	for stability	2/3/2016 1:20 PM
105	Offer certainty	2/3/2016 1:08 PM
106	lower cost	2/3/2016 1:06 PM
107	Easier to have all staff on same hours. And fairer on employees	2/3/2016 1:01 PM

Casual and Part-time Employment Survey

108	We need full time employees to have reliable worker who give a dam. To be able to book in work for the week and know the staff will turn up.	2/3/2016 11:31 AM
109	They meet the requirements of our operating hours and is the most cost effective means of employment	2/3/2016 11:25 AM
110	Because its a 5 day a week job	2/3/2016 11:25 AM
111	most positions require a fulltime management	2/3/2016 11:10 AM
112	Continuity of service Retention of knowledge Stability	2/3/2016 10:18 AM
113	We only need fulltime employees.	2/3/2016 9:56 AM
114	Stupid Question	2/3/2016 9:49 AM
115	Admin staff and management staff traditionally full time	2/3/2016 8:57 AM
116	the people employed full time have been employed by me for many years.	2/3/2016 8:20 AM
117	Long term employees	2/3/2016 8:18 AM
118	SUCCESSFULL TURN AROUND	2/3/2016 8:09 AM
119	we open 6 days a week to cater for that	2/3/2016 7:40 AM
120	we have no positions that can be classed as casual or part time	2/3/2016 7:08 AM
121	need 38 hrs of work from each employee	2/3/2016 7:01 AM
122	Our business is operated 5 days a week, we are a repair shop and small parts outlet.	2/3/2016 6:40 AM
123	nil	2/3/2016 5:58 AM
124	Because it has always been a better way of providing staff stability. It tends to show more commitment from both employer and employee to the position.	2/3/2016 1:46 AM
125	I like my employees to feel they are part of my organisation full time employment can do this.	2/2/2016 8:48 PM
126	Demand for service can fulfill employees being full time	2/2/2016 8:03 PM
127	repairing cars for customers	2/2/2016 7:34 PM
128	As managers	2/2/2016 6:30 PM
129	NESESITY	2/2/2016 6:17 PM
130	1. They have been with us for over 20 years 2. They refuse to work on a Casual or Part Time basis 3. Their position demands attendance 38 hrs per week	2/2/2016 5:06 PM
131	panel shop	2/2/2016 4:35 PM
132	managerial duties	2/2/2016 4:33 PM
133	stability for them and our business	2/2/2016 4:28 PM
134	security for both parties	2/2/2016 4:27 PM
135	our business runs 6 days a week we need people here fulltime	2/2/2016 3:27 PM
136	employment security	2/2/2016 3:22 PM

Casual and Part-time Employment Survey

137	We can better judge our incoming work allocation and work load.	2/2/2016 3:22 PM
138	one is an apprentice and needs to be and the other is me and im always here	2/2/2016 3:18 PM
139	we need full time employee.	2/2/2016 3:07 PM
140	Because we need full time staff	2/2/2016 3:05 PM
141	because that's what I need	2/2/2016 2:58 PM
142	because we always have	2/2/2016 2:55 PM
143	only owners are employed	2/2/2016 2:51 PM
144	required to service industry	2/2/2016 2:44 PM
145	TRADES PERSONS	2/2/2016 2:42 PM
146	That's the way it has been for over 30 years	2/2/2016 2:39 PM
147	we only have full time	2/2/2016 2:37 PM
148	Suits the business and produces enough work to employ full time employees	2/2/2016 2:34 PM
149	Job stability & ownership	2/2/2016 2:34 PM
150	It has employed full time employees since the company was established and we have continued to employ full time employees.	2/2/2016 2:32 PM
151	Need them full day	2/2/2016 2:32 PM
152	SMALL BUSINESS. HARD TO KNOW WHEN ITS GOING TO BE BUSY/ QUIET . THERE IS ENOUGH WORK FOR ALL EMPLOYED	2/2/2016 2:31 PM
153	no allternitive	2/2/2016 2:30 PM
154	For more efficient running of the business and organising the staff is easier.	2/2/2016 2:29 PM
155	To service our guest requirements	2/2/2016 2:28 PM
156	Security of staff staying, as it can take up to two years to train an employee in this industry. Also work satisfaction for customers with on delays getting work out on time	2/2/2016 2:27 PM
157	Because we have always done so & that is what the Director wants to do	2/2/2016 2:27 PM
158	It suits our operation best	2/2/2016 2:24 PM
159	Because we have full time positions and they need to be highly trained	2/2/2016 2:21 PM
160	To give employees and employer stable relationship, helps retain good staff	2/2/2016 2:17 PM
161	Our organisation hires full time staff because the demand for mechanics	2/2/2016 1:54 PM
162	Suits working environment	2/2/2016 1:39 PM
163	They all want to be guaranteed of stable work with benefits. Find it hard to obtain part time / casual employees	2/2/2016 1:07 PM
164	Work contracts	2/2/2016 12:39 PM
165	Security for business operations knowing you have a steady work force.	2/2/2016 12:07 PM

Casual and Part-time Employment Survey

166	We are not employing full time employees	2/1/2016 8:05 PM
167	n/a	2/1/2016 6:16 PM
168	Management	2/1/2016 4:27 PM
169	Store Managers and Assistant Managers and Bookkeepers	2/1/2016 3:43 PM
170	full time necessary to employ apprentices, then full time mechanics	2/1/2016 3:20 PM
171	Senior staff are full time; other staff part time and work days that suit them.	2/1/2016 2:21 PM
172	To perform the workload and give them sufficient wages for their lifestyle. Less people to keep track of.	2/1/2016 12:54 PM
173	consistency in availability of employees	2/1/2016 11:56 AM
174	Work load requires it	2/1/2016 11:49 AM
175	Because I'm in service industry	2/1/2016 11:41 AM
176	Most common requirement	2/1/2016 11:27 AM
177	security for employees, consistency in work output, knowledge and training requirements are reduced	2/1/2016 11:03 AM
178	Work Load	2/1/2016 10:45 AM
179	To secure good talent and skill.	2/1/2016 10:44 AM
180	so that the skills required are consistently available	2/1/2016 10:28 AM
181	Most positions require full time hours and overtime in order to meet production needs	2/1/2016 10:19 AM
182	the awards and fair work will not permit casual or contract workers for the required roles	2/1/2016 10:09 AM
183	Because we need people full time to perform the roles required in running our business	2/1/2016 9:16 AM
184	They are more dedicated	1/31/2016 3:47 PM
185	Known quantities and high standard of work	1/31/2016 11:30 AM
186	there is sufficient work to fully occupy them	1/31/2016 11:24 AM
187	To run the business successfully.	1/30/2016 3:20 PM
188	commitment by employees, steady work force, no loss in training knowledge, be the employer of choice. we pay above the award to retain good people	1/30/2016 11:36 AM
189	To maintain staff	1/30/2016 9:48 AM
190	job security	1/30/2016 9:40 AM
191	to be able to complete the workload	1/30/2016 9:23 AM
192	Full Time are required so Repairs can be completed	1/30/2016 8:59 AM
193	Because we have to	1/30/2016 8:24 AM
194	Consistency of work and a means of portraying a reliable team to our clientele.	1/29/2016 11:08 PM

Casual and Part-time Employment Survey

195	We dont	1/29/2016 10:55 PM
196	Consistent work requirement	1/29/2016 8:35 PM
197	Stability	1/29/2016 7:08 PM
198	Old fashioned way of employing, some people prefer it.	1/29/2016 7:00 PM
199	the main positions are full time. But we have employed on casual from time to time.	1/29/2016 6:43 PM
200	To fulfill business requirements.	1/29/2016 6:40 PM
201	Because we need them??	1/29/2016 6:40 PM
202	managers	1/29/2016 6:27 PM
203	It requires them ..	1/29/2016 6:24 PM
204	BECAUSE WE REQUIRE THIS TO OPERATE FULLTIME EVERYDAY	1/29/2016 6:01 PM
205	?	1/29/2016 5:48 PM
206	Easier to recruit and operational requirements for continuity during the week	1/29/2016 5:43 PM
207	we don't	1/29/2016 5:41 PM
208	Complexity of managing workforce on varying type of employment	1/29/2016 5:25 PM
209	to ensure that I have satisfactory administration skills, I share an administration person	1/29/2016 4:11 PM
210	Stability for the employee and owner	1/29/2016 2:11 PM
211	To meet business requirements	1/29/2016 1:53 PM
212	for stability	1/29/2016 1:53 PM
213	full time jobs	1/29/2016 12:27 PM
214	Reliability and stability.	1/29/2016 9:51 AM
215	workforce capacity to conduct business, retention, security of workforce, offer employees job security	1/29/2016 8:43 AM
216	they are more settled when they know when they will be working and that their jobs are secure	1/29/2016 8:40 AM
217	Full time business running at site, full time office for business running	1/29/2016 8:16 AM
218	To undertake the vehicle repair work	1/29/2016 8:07 AM
219	I don't	1/28/2016 8:29 PM
220	To process the work	1/28/2016 7:49 PM
221	THEY ARE TRADE PERSONS AND AN APPRENTICE	1/28/2016 7:10 PM
222	They started off as full years ago.	1/28/2016 6:53 PM
223	Because we have full time hours available	1/28/2016 4:35 PM

Casual and Part-time Employment Survey

224	my business Requires fulltime pepole	1/28/2016 4:24 PM
225	Owner operators are full time. Lack of qualified jobseekers meant employing an apprentice who is now qualified and full time. Continuity of productivity, knowledge and customer service.	1/28/2016 4:16 PM
226	we need them full time	1/28/2016 3:44 PM
227	Stability of staff & experience	1/28/2016 3:24 PM
228	Family	1/28/2016 3:14 PM
229	We need to retain the skill level and knowledge that our employees require in-order to perform the tasks involved in our industry.	1/28/2016 2:51 PM
230	Because we are busy and need them their every day	1/28/2016 1:38 PM
231	APPRENTICES	1/28/2016 1:09 PM
232	the management is full time	1/28/2016 12:57 PM
233	Work demand	1/28/2016 12:36 PM
234	we dont	1/28/2016 12:17 PM
235	They are essential to the running of our business	1/28/2016 12:08 PM
236	because they want/ need to work full time	1/28/2016 11:53 AM
237	Need to secure quality personnel and give them an employment and security which is beneficial to both employer and employee	1/28/2016 11:34 AM
238	we dont	1/28/2016 10:18 AM
239	We have trained them up. to work the way we want. Workers need to know all our customers and vehicle	1/28/2016 10:16 AM
240	WORK LOAD SUFFICIENT	1/28/2016 9:56 AM
241	Owners work full time	1/28/2016 9:47 AM
242	Employees are more committed and willing to go through tough times they provide the company a sense of security and are more likely to pursue a career path.	1/28/2016 9:15 AM
243	Our business needs full time employees	1/28/2016 8:42 AM
244	we need full time employees	1/28/2016 8:28 AM
245	no particular reason .	1/28/2016 5:50 AM
246	identifiable workload	1/28/2016 4:01 AM
247	RELIABILITY	1/27/2016 9:25 PM
248	The business can operate more efficiently.	1/27/2016 8:49 PM
249	Makes sense to have a familiar face at the counter . Know what is going on.	1/27/2016 8:44 PM
250	they dont	1/27/2016 7:35 PM
251	HAVE TOO	1/27/2016 6:25 PM

Casual and Part-time Employment Survey

252	To provide for the retail open hours	1/27/2016 5:34 PM
253	manage and match needs of the business to our customer demands	1/27/2016 5:26 PM
254	So that we can deliver a consistent level of service to our customers	1/27/2016 4:39 PM
255	Mainly due to management and significantly more demanding requirements expected of these employees.	1/27/2016 4:20 PM
256	easier	1/27/2016 4:04 PM
257	nil	1/27/2016 3:51 PM
258	Full time employees are generally reliable and committed to working fulltime to support family etc	1/27/2016 3:37 PM
259	TO KEEP THEM HAPPY AND PROVIDE THE FULL RANGE OF ENTITLEMENTS	1/27/2016 3:29 PM
260	we dont	1/27/2016 3:28 PM
261	NECESSARY	1/27/2016 3:24 PM
262	We do not. We employ one casual employee and a school based apprentice	1/27/2016 3:18 PM
263	lhal suits us best	1/27/2016 3:07 PM
264	because we need them for the times we operate	1/27/2016 2:59 PM
265	Our only fulltime employee is our business owner	1/27/2016 2:39 PM
266	job security need for employees	1/27/2016 2:38 PM
267	to maintain quality staff	1/27/2016 2:34 PM
268	because we need full time employee	1/27/2016 2:28 PM
269	Required for business opening times	1/27/2016 2:26 PM
270	To manage the business and administration	1/27/2016 2:12 PM
271	Each staff member is responsible for their own position so it's best to keep consistency and everyone who is full time, wants to work full time.	1/27/2016 1:50 PM
272	Best results	1/27/2016 1:49 PM
273	We don't	1/27/2016 1:45 PM
274	one is the mechanic and the other in the office	1/27/2016 1:40 PM
275	don't know	1/27/2016 1:34 PM
276	Preferred. And ensures skilled staff are utilised to complete jobs (not changing between lots of staff)	1/27/2016 1:17 PM
277	Business requires full time employees to operate. Also to employ apprentices.	1/27/2016 1:03 PM
278	because we run a family business not overstaffed of multi skilled staff and we require their commitment to the job so they get ours fulltime.	1/27/2016 12:57 PM
279	Postions require fulltime.	1/27/2016 12:55 PM
280	to do necessary work. Note previous question - Some full time workers can be casual.	1/27/2016 12:51 PM

Casual and Part-time Employment Survey

281	we do not	1/27/2016 12:44 PM
282	Full time positions	1/27/2016 12:37 PM
283	concistancy	1/27/2016 12:34 PM
284	business owners work full time	1/27/2016 12:34 PM
285	A full time mechanic is needed	1/27/2016 12:33 PM
286	Staff retention	1/27/2016 12:32 PM
287	Repair - 1 & Paint - 1	1/27/2016 12:29 PM
288	It is necessary to employ full time people to perform vehicle servicing work	1/27/2016 12:26 PM
289	no particular reason	1/27/2016 12:25 PM
290	Full time employees are in positions that are required to be at work full time	1/27/2016 12:22 PM
291	PERMANENT PANEL BEATERS, PAINTERS, CLERK - STAFF REQUIRED FULL TIME FOR THE POSITIONS THEY FILL	1/27/2016 12:21 PM
292	CAN'T GET CASUAL TRADESPERSON	1/27/2016 12:20 PM
293	To give security of employment to business & staff	1/27/2016 12:20 PM
294	To service the retail hours of trade, staff reliability and equity, simplicity of weekly wages and entitlements, to enable individuals to earn a living.	1/27/2016 12:19 PM
295	security	1/27/2016 12:18 PM
296	Requirement of business	1/27/2016 12:17 PM
297	rotating rosters are easier to manage - commitment	1/27/2016 12:16 PM
298	Logistics and small employer, we need the full time hours on the workshop floor	1/27/2016 12:16 PM
299	SECURITY	1/27/2016 12:14 PM
300	Easier to organise rosters. Simplifies Wage estimates/forecasts	1/27/2016 12:09 PM
301	Only manager's position full time as this point	1/27/2016 12:07 PM
302	Family Business	1/27/2016 12:07 PM
303	To provide stable workforce and to cover available hours to achieve work outcomes	1/27/2016 12:06 PM
304	Job only requires limited hours Suits both parties Gives us flexibility with number of hours to suit work load	1/27/2016 11:59 AM
305	Security for both	1/27/2016 11:59 AM
306	Easier to employ somebody if they are full time	1/27/2016 11:56 AM
307	to hard to train short term staff	1/27/2016 11:55 AM
308	that's what people want	1/27/2016 11:49 AM
309	its what we do	1/27/2016 11:49 AM

Casual and Part-time Employment Survey

310	That what we need	1/27/2016 11:47 AM
311	Due to the nature of work, it is easier to manage work flow & work loads	1/27/2016 11:46 AM
312	work scheduling and production, retain employees as most employees looking for permanent full time work.	1/27/2016 11:26 AM
313	we require trained staff EG motor mechanics manager	1/27/2016 11:24 AM
314	the amount of workload that requires a quick turn around - country business	1/27/2016 11:09 AM
315	needs basis	1/27/2016 11:05 AM
316	Reliability	1/27/2016 10:54 AM
317	long term employees	1/27/2016 10:11 AM
318	Customer demands, Retail Business, Opening Hours required within Industry	1/27/2016 10:08 AM
319	Workload	1/27/2016 10:07 AM
320	Consistency and continuity	1/27/2016 10:04 AM
321	thats all we have	1/27/2016 9:54 AM
322	yes	1/27/2016 9:36 AM
323	All positions that are income producing or have an effect on production are full time . Admin positions can be part time or casual	1/27/2016 9:00 AM
324	Long term committed employees - continuity of knowledge, skills and performance	1/27/2016 8:59 AM
325	Stability, reliability, workload, customer demand	1/27/2016 8:40 AM
326	consistency	1/27/2016 8:35 AM
327	Type of employment requires full time trades people.	1/27/2016 8:16 AM
328	This has always been the case	1/27/2016 8:09 AM
329	we need full time employees	1/27/2016 7:57 AM
330	stability	1/27/2016 7:53 AM
331	NEED THEM	1/27/2016 7:52 AM
332	stability of staff	1/27/2016 7:52 AM
333	because it suits us	1/27/2016 7:33 AM
334	allways have	1/27/2016 7:33 AM
335	Because we want permanent staff	1/27/2016 7:17 AM
336	because they want to	1/27/2016 6:36 AM

Casual and Part-time Employment Survey

337	Our industry needs to have fully trained people to do the specific jobs required. The only way to retain/maintain these folks is to employ them fully & train them properly. Motorcycle mechanics, Spare parts Interpreters, Finance & Insurance , RMS qualifications for rego & inspection. Part time people do not usually have any of these qualifications that are current industry requirements. We have one casual whom we have trained to do a job which he is reasonably good at , but can only work 4 hours a day at the most due to physical impairment - it has taken significant training to get him where he is, BUT he is restricted to spare parts dept as he does NOT have any qualifications or expertise in any other areas.	1/26/2016 8:51 PM
338	Because we open 38 hours during the week and the 3 hours worked on Saturday is paid as overtime. We don't have a need for casual workers at this stage.	1/26/2016 5:44 PM
339	To full fill management roles which require greater responsibility, commitment & organisational skills	1/26/2016 3:05 PM
340	PLENTY OF WORK ATM. WE COULD USE SOME CASUALS AS WELL BUT HAVE TROUBLE FINDING ANY.	1/26/2016 12:36 PM
341	We don't	1/26/2016 12:02 PM
342	2 are owners. The other employee initially requested full time work but was employed casually for 5-6 months before making permanent to be sure full time work was available.	1/26/2016 11:12 AM
343	to service the needs of the business	1/26/2016 11:02 AM
344	To be able to complete the amount of work that is booked in day by day, week by week.	1/26/2016 10:45 AM
345	award clasifiation	1/26/2016 10:10 AM
346	On contract.mechanic.	1/26/2016 9:45 AM
347	Level of skill required to perform duties.	1/26/2016 7:25 AM
348	Management and restaurant managers and key staff	1/26/2016 7:15 AM
349	The positions require full time employees	1/25/2016 5:32 PM
350	role related	1/25/2016 5:03 PM
351	Because we want them to work 38 hrs	1/25/2016 4:47 PM
352	need staff regually	1/25/2016 4:36 PM
353	To retain staff in our industry	1/25/2016 4:17 PM
354	busy	1/25/2016 4:14 PM
355	It is the only way to attract quality employees. A quality employee will not leave another employer for a casual/part time position. The only ones that are part time/casual are not great employees.	1/25/2016 4:11 PM
356	The owner gets paid a wage as a full time employee	1/25/2016 3:53 PM
357	constient work costs for part time expensive	1/25/2016 3:39 PM
358	To meet customer demands	1/25/2016 3:23 PM
359	80% of our employees are full time as we get better value from long term people. No one wants to leave as we provide good working conditions.	1/25/2016 3:15 PM
360	Certain roles require full-time staff with regular fixed hours	1/25/2016 3:10 PM
361	require full time staff	1/25/2016 3:02 PM

Casual and Part-time Employment Survey

362	that's what we need, 2 mechanics 1 office staff	1/25/2016 2:59 PM
363	Due to our work load we need to be fully staffed at all times.	1/25/2016 2:50 PM
364	Sufficient work to justify. Difficult to get casuals for the type of work currently undertaken by full timers.	1/25/2016 2:42 PM
365	More efficient and stable	1/25/2016 2:40 PM
366	.	1/25/2016 2:39 PM
367	workforce stability	1/25/2016 2:33 PM
368	Because we have the ability to largely predict our workload each day, our staff needs are quite static so do not need part time or casual employee's on a regular basis. We find that having a full time workforce means that our staff levels are much more reliable.	1/25/2016 2:31 PM
369	we need full time painters and panelbeaters ie tradesmen in order to remain viable	1/25/2016 2:31 PM
370	BECAUSE THE POSITIONS FILLED ARE FULL TIME POSITIONS. WE ARE OPEN 7 DAYS A WEEK AND WE NEED FULL TIME STAFF	1/25/2016 2:31 PM
371	TRADESMEN	1/25/2016 2:30 PM
372	its a preference for some employees	1/25/2016 2:24 PM
373	because we need employees here for 5 days per week	1/25/2016 2:18 PM
374	Because we need them to work full office and workshop/parts dept hours.	1/25/2016 2:15 PM
375	Stability and experience	1/25/2016 2:15 PM
376	To ensure high level of customer service	1/25/2016 2:12 PM
377	most positions require regular permanent employees	1/25/2016 2:12 PM
378	The two full time employees both work a full week. Not enough work for other employees to work a full week	1/25/2016 2:10 PM
379	To cover business critical positions	1/25/2016 1:59 PM
380	JOB REQUIREMENT	1/25/2016 1:54 PM
381	no reason	1/25/2016 1:53 PM
382	Because we need them	1/25/2016 1:52 PM
383	continuity of customer service and working on jobs	1/25/2016 1:45 PM
384	Our business requires full time employees to function properly and profitably.	1/25/2016 1:43 PM
385	Meet our business needs	1/25/2016 1:37 PM
386	Structure	1/25/2016 1:34 PM
387	most of the positons require full employment	1/25/2016 1:30 PM
388	ONLY HAVE 1 EMPLOYEE	1/25/2016 1:25 PM
389	Qualified mechanics & apprentice	1/25/2016 1:23 PM
390	BECAUSE ITS NEEDED	1/25/2016 1:16 PM

Casual and Part-time Employment Survey

391	Continuity of skills and service levels	1/25/2016 1:13 PM
392	Suits business requirements	1/25/2016 1:09 PM
393	Operations require full time Employees	1/25/2016 1:09 PM
394	Stability and costs	1/25/2016 1:08 PM
395	We need good staff	1/25/2016 1:04 PM
396	More reliable	1/25/2016 1:04 PM
397	For ease of wages processing and work commitments	1/25/2016 1:01 PM
398	Our preference is always for full-time employees. These people always perform better on the job and are usually highly committed to their career and employer. It provides security and certainty for both employee and employer.	1/25/2016 1:00 PM
399	To get the work done	1/25/2016 12:54 PM
400	Because it needs them	1/25/2016 12:51 PM
401	Part Time does not work	1/25/2016 12:03 PM
402	WE PREFER TO HAVE ALL EMPLOYEES AS FULL TIME BUT SOME STAFF PREFER PART TIME	1/25/2016 11:54 AM
403	We do not as there is no stability in the industry and we need to be prepared for this, our employees are happy with this as means the difference between being employed and not.	1/25/2016 11:54 AM

Casual and Part-time Employment Survey

Q14 Why does your organisation employ part-time employees?

Answered: 403 Skipped: 0

#	Responses	Date
1	WE DONT NEED FULL TIME OFFICE EMPLOYEES	2/10/2016 12:37 PM
2	Due to operational requirements.	2/10/2016 12:04 PM
3	Part time work is usually restricted to clerical and administration roles where work can be split between two or more individuals or job share arrangements..	2/10/2016 8:25 AM
4	It allows us to be flexible with demands of business plus it gives employees options in terms of flexible hours.	2/9/2016 3:00 PM
5	NA	2/9/2016 1:33 PM
6	To have the flexibility of having extra help in busy periods	2/9/2016 7:37 AM
7	Because full time employees cost you more because of there entitlements ... Including there right to make as many mistakes as they want and to take as long as they want to complete tasks..	2/8/2016 9:28 PM
8	Jobs required in a small busines which don't require more than a few hours a week	2/8/2016 9:22 PM
9	To satisfy work levels	2/8/2016 9:43 AM
10	IT DOESNT	2/8/2016 9:40 AM
11	needed	2/8/2016 8:48 AM
12	Due to the inconsistency of servicing and repairs in the workshop	2/8/2016 8:41 AM
13	We don't employ Part Time at this stage. May consider a part time admin person later this year. Our casual worker is full time on trial.	2/8/2016 8:04 AM
14	For security and regular staff	2/8/2016 7:36 AM
15	why not	2/8/2016 7:00 AM
16	N/A not practical	2/7/2016 10:29 PM
17	We Don't.	2/7/2016 7:43 PM
18	Office administration	2/6/2016 8:15 PM
19	N/A	2/6/2016 1:00 PM
20	suits work load	2/6/2016 8:27 AM
21	We Don't	2/6/2016 8:14 AM
22	We don't. We have casual	2/6/2016 8:01 AM

Casual and Part-time Employment Survey

23	Because they only want to work part time and the arrangement suits us as well	2/5/2016 5:57 PM
24	We have a need for some of these since some aspects of work is seasonal. Plus some workers want the flexibility of casual so that they can do other things in their lives & we are happy with this relationship.	2/5/2016 5:51 PM
25	no	2/5/2016 4:54 PM
26	MOTHERS OF SCHOOLAGE CHILDREN. PARTICULAR JOB REQUIREMENTS	2/5/2016 4:41 PM
27	Convenience	2/5/2016 3:31 PM
28	less required	2/5/2016 3:30 PM
29	to make up shortfalls in staff	2/5/2016 2:47 PM
30	WE DONT	2/5/2016 2:37 PM
31	N/A	2/5/2016 1:27 PM
32	Our only part time employee is due to his medical situation, therefore, we are flexible to work around this given the employee skills.	2/5/2016 1:26 PM
33	suits the employer and employee at times	2/5/2016 1:13 PM
34	N/A	2/5/2016 1:10 PM
35	long standing arrangement with one person	2/5/2016 11:57 AM
36	n/a	2/5/2016 11:47 AM
37	for the office work	2/5/2016 11:11 AM
38	work load is varied	2/5/2016 11:09 AM
39	Because the only want part time employment	2/5/2016 11:00 AM
40	NA	2/5/2016 10:50 AM
41	Easier to obtain employees	2/5/2016 10:35 AM
42	To help with jobs that the Qualified employees dont have time to do. (cleaning, car delivery, etc)	2/5/2016 10:32 AM
43	we don't	2/5/2016 9:48 AM
44	it doesn't	2/5/2016 9:39 AM
45	Part time work suits the office/admin staff, and they still get paid for hols sick etc	2/5/2016 9:21 AM
46	Two part time jobs only needs part time employee for debtor control and relief management.	2/5/2016 9:13 AM
47	To cover roles that (a) require less than full time coverage (b) to assist in flexibility of working hours (c) to comply with legislation i.e. return from parental leave	2/5/2016 8:53 AM
48	Book work	2/5/2016 8:52 AM
49	nil	2/5/2016 8:44 AM
50	THE POSITION	2/5/2016 8:24 AM

Casual and Part-time Employment Survey

51	lack of full time available	2/5/2016 8:15 AM
52	We employ 1 person on a part time basis to do all the bureaucratic paper work for audits.	2/5/2016 7:46 AM
53	na	2/5/2016 7:35 AM
54	none employed	2/5/2016 7:33 AM
55	.	2/5/2016 7:11 AM
56	WE don't	2/5/2016 7:09 AM
57	we dont	2/5/2016 7:08 AM
58	to help in out	2/5/2016 7:06 AM
59	refer question nine answer. also business is a seven day a week business with long operating hours.	2/5/2016 6:57 AM
60	we don't	2/5/2016 6:51 AM
61	rarely does	2/5/2016 6:49 AM
62	only on temporary accassions	2/5/2016 6:43 AM
63	AT REQUEST OF EMPLOYEE - FOR FAMILY REASONS	2/5/2016 6:12 AM
64	To support full time staff	2/5/2016 6:07 AM
65	dont	2/5/2016 4:19 AM
66	Office Admin based on needs, not enough work for full time	2/4/2016 9:14 PM
67	Varied work periods	2/4/2016 7:55 PM
68	We need a couple to work 33 hours per week when required	2/4/2016 7:40 PM
69	We require specialist staff some that are hard to find and some only make themselves available on a part time basis	2/4/2016 6:36 PM
70	Cover staff shortages	2/4/2016 6:11 PM
71	Our bookkeeping requirements are not enough to employ a full time employee	2/4/2016 5:26 PM
72	Only have one and 20 hours a week easily covers the work requirement.	2/4/2016 5:21 PM
73	Not enough jobs or can't afford full time with holiday pay and too much regulation	2/4/2016 5:02 PM
74	They requested after we offered	2/4/2016 5:00 PM
75	There are some positions where the job is shared and the day would be too long if one person were to work it	2/4/2016 4:58 PM
76	They are positions in our business that work well with part time employees and it also suits the employees.	2/4/2016 4:07 PM
77	We don't	2/4/2016 4:02 PM
78	n/a	2/4/2016 3:49 PM
79	To fit in with employee needs.	2/4/2016 3:49 PM

Casual and Part-time Employment Survey

80	Some jobs can be shared or are not "full jobs"	2/4/2016 3:49 PM
81	To help full time employees when busy	2/4/2016 3:16 PM
82	HARD TO FIND	2/4/2016 3:13 PM
83	we dont	2/4/2016 3:11 PM
84	nil	2/4/2016 3:07 PM
85	WE DONT	2/4/2016 3:00 PM
86	Our staff have other commitments	2/4/2016 2:54 PM
87	only use when needed	2/4/2016 2:45 PM
88	Flexibility and to suit employee availability	2/4/2016 2:40 PM
89	It is a preference for some employees, some jobs do not require 38 hrs	2/4/2016 2:01 PM
90	We dont	2/4/2016 12:06 PM
91	office staff that job share	2/4/2016 11:58 AM
92	We employ part time due to work load	2/4/2016 10:30 AM
93	There are many reasons these include the workers request to do the hours they want and also the type of position available may only be a part time hours	2/4/2016 9:34 AM
94	We need these employees to cover additional hours and Saturday work	2/4/2016 7:34 AM
95	N/A	2/4/2016 7:07 AM
96	for admin duties	2/4/2016 6:44 AM
97	not enough hours for that person	2/4/2016 6:43 AM
98	because it suits our business structure	2/3/2016 4:12 PM
99	Only require these on a casual basis as they only want casual work, either at school or university.	2/3/2016 3:47 PM
100	Because only need for a certain amount of time	2/3/2016 3:24 PM
101	NA	2/3/2016 2:25 PM
102	Cleaning & admin assistants are only required part-time and this fits in with people that have school age children.	2/3/2016 1:54 PM
103	dont	2/3/2016 1:45 PM
104	work load does not require full time	2/3/2016 1:20 PM
105	we dont	2/3/2016 1:08 PM
106	higher cost	2/3/2016 1:06 PM
107	doesnt	2/3/2016 1:02 PM
108	To cover the opening and closing shifts and the odd hours to help out when required.	2/3/2016 11:33 AM

Casual and Part-time Employment Survey

109	We only have the one and it is on his request to only work 3 days per week and because we value his work/skills we agree to this. Otherwise we would have full time	2/3/2016 11:25 AM
110	we dont	2/3/2016 11:25 AM
111	the employee asks for it	2/3/2016 11:10 AM
112	Happy employees Allows freedom for employees	2/3/2016 10:22 AM
113	We don't.	2/3/2016 9:57 AM
114	Helps provide work family balance for key staff	2/3/2016 9:50 AM
115	no part time.	2/3/2016 8:59 AM
116	most people these days don't want or cannot work full time.	2/3/2016 8:22 AM
117	not applicable	2/3/2016 8:18 AM
118	WE DONT	2/3/2016 8:09 AM
119	we dont	2/3/2016 7:40 AM
120	we don't	2/3/2016 7:09 AM
121	nil	2/3/2016 7:01 AM
122	We use a lady to answer the phone and compile our accounts, pay bills	2/3/2016 6:41 AM
123	nil	2/3/2016 5:58 AM
124	Either because it suits the role or the employee.	2/3/2016 1:46 AM
125	Only where theres not enough work for full time person	2/2/2016 8:50 PM
126	Obtaining quality staff - flexible working arrangements	2/2/2016 8:03 PM
127	nil	2/2/2016 7:34 PM
128	N /a	2/2/2016 6:30 PM
129	DO NOT	2/2/2016 6:17 PM
130	Because this is the preferred arrangement of the employee	2/2/2016 5:06 PM
131	nil	2/2/2016 4:35 PM
132	for hours the owners can't work	2/2/2016 4:33 PM
133	to suit ours and there needs	2/2/2016 4:28 PM
134	workload variance	2/2/2016 4:27 PM
135	none	2/2/2016 3:28 PM
136	working flexibility for peak periods	2/2/2016 3:24 PM
137	na	2/2/2016 3:22 PM

Casual and Part-time Employment Survey

138	we dont and wouldnt, it would be like having a person who only commits to my business on part time basis, it doesn't work	2/2/2016 3:19 PM
139	we have only one employee and she has been with us for many years and now she doesn't want to work full time.	2/2/2016 3:08 PM
140	Because sometimes part time staff a more reliable	2/2/2016 3:06 PM
141	I dont	2/2/2016 2:58 PM
142	we dont	2/2/2016 2:55 PM
143	we dont	2/2/2016 2:51 PM
144	type of work required	2/2/2016 2:44 PM
145	SHARED OFFICE HOURS	2/2/2016 2:42 PM
146	Convenient and fits in with our work load	2/2/2016 2:39 PM
147	doesn't	2/2/2016 2:38 PM
148	Employee requested part time due to family commitments and hours suited work load.	2/2/2016 2:36 PM
149	Limited term work or probational period	2/2/2016 2:34 PM
150	n/a	2/2/2016 2:32 PM
151	No partime	2/2/2016 2:32 PM
152	No part time employees	2/2/2016 2:31 PM
153	hard to find trained office staff to work fulltime	2/2/2016 2:31 PM
154	WE HAVENT AS YET, AS THE BUSINESS GROWS IT IS AN OPTION	2/2/2016 2:31 PM
155	To help out when it is busy occasionally	2/2/2016 2:29 PM
156	Don't employ Part-time staff	2/2/2016 2:28 PM
157	It is a long employee wanting to cut work hours back.	2/2/2016 2:28 PM
158	We do not employ part time only full time workers	2/2/2016 2:27 PM
159	accounts work - not a full time role	2/2/2016 2:25 PM
160	we don't	2/2/2016 2:21 PM
161	The Book keeper is part time the business does not require full time	2/2/2016 1:55 PM
162	Down turn in sales, needed to reduce full-time employees to part-time employees	2/2/2016 1:39 PM
163	The only one we have has 3 different jobs and this fits in well with the owner / manager, who does the other days.	2/2/2016 1:07 PM
164	Office staff	2/2/2016 12:40 PM
165	We employ a casual employee. He prefers to start early and leave early, when suits him, and the business.	2/2/2016 12:07 PM
166	Flexibility of employees to cater for kids, health restrictions	2/1/2016 8:06 PM

Casual and Part-time Employment Survey

167	n/a	2/1/2016 6:16 PM
168	We need cooks to work regular hours in our roadhouse	2/1/2016 4:30 PM
169	To fill console shifts across 24/7 operations	2/1/2016 3:43 PM
170	nil	2/1/2016 3:20 PM
171	These staff prefer part-time work (except the book-keeper who works at the office and from home)	2/1/2016 2:21 PM
172	To fit in with their lifestyles and the amount of work that is available for their role.	2/1/2016 12:55 PM
173	employee request	2/1/2016 11:57 AM
174	Office requires part time only	2/1/2016 11:49 AM
175	To help an elderly person	2/1/2016 11:42 AM
176	Suit employee's with commitments beyond work (study) as well as regular high demand work periods.	2/1/2016 11:28 AM
177	employees job share positions over 7.6 hours per day, returning from maternity leave, Courtesy drivers only required few hours am then again few hours pm	2/1/2016 11:05 AM
178	It doesn't	2/1/2016 10:46 AM
179	N/A	2/1/2016 10:44 AM
180	in the clerical side there is not enough work for a full time position	2/1/2016 10:28 AM
181	No position requires part time employees	2/1/2016 10:19 AM
182	some roles do not have sufficient work for a full time person. allow job share and flexibility for working mothers.	2/1/2016 10:11 AM
183	There are roles in which don't require a full time person to perform the required tasks	2/1/2016 9:16 AM
184	To Manage periods of high work load	1/31/2016 3:48 PM
185	We do not	1/31/2016 11:30 AM
186	insufficient work for full time	1/31/2016 11:25 AM
187	Clerical work no need for full time	1/30/2016 3:20 PM
188	we dont at this stage, but may do and still have that option when work load flucuate	1/30/2016 11:37 AM
189	To fill in the gaps needed to fill the roster	1/30/2016 9:48 AM
190	it does not	1/30/2016 9:40 AM
191	to suit individual staff requirements	1/30/2016 9:24 AM
192	No need to	1/30/2016 8:59 AM
193	doesnt	1/30/2016 8:25 AM
194	We don't	1/29/2016 11:08 PM
195	Easier for rostering purposes as we are shift work and need someone available to serve if someone calls in sick	1/29/2016 10:56 PM

Casual and Part-time Employment Survey

196	Don't	1/29/2016 8:35 PM
197	suits employees lifestyles	1/29/2016 7:09 PM
198	Flexibility	1/29/2016 7:00 PM
199	hours of work are not sufficient to allow to be full time	1/29/2016 6:44 PM
200	Nil at present - but would be due to workload availability.	1/29/2016 6:40 PM
201	We don't employ part time staff	1/29/2016 6:40 PM
202	students	1/29/2016 6:27 PM
203	For tasks that don't require a full time employee	1/29/2016 6:25 PM
204	BECAUSE THERE IS ONLY A LIMITED AMOUNT OF WORK TO CARRY THEM.	1/29/2016 6:01 PM
205	limited work available.	1/29/2016 5:48 PM
206	job role not busy/ candidate only available part time	1/29/2016 5:44 PM
207	we don't	1/29/2016 5:41 PM
208	Not required	1/29/2016 5:26 PM
209	because of seasonal workloads	1/29/2016 4:12 PM
210	na	1/29/2016 2:11 PM
211	Family balance for employees	1/29/2016 1:53 PM
212	differing needs at different times of the year	1/29/2016 1:53 PM
213	none	1/29/2016 12:27 PM
214	Convenience.	1/29/2016 9:52 AM
215	To suit the operational needs of our business.	1/29/2016 8:43 AM
216	a student who can only work a few hours a week	1/29/2016 8:41 AM
217	We Don't have part-time	1/29/2016 8:16 AM
218	to work in a job share capacity	1/29/2016 8:08 AM
219	It is the best fit for the hours available	1/28/2016 8:30 PM
220	Because that's all we could find in the trade and female	1/28/2016 7:49 PM
221	ADDITIONAL PANEL BEATER 3 DAYS A WEEK 12 HR DAYS PAY ROLL CLERK 2 DAYS A WEEK	1/28/2016 7:12 PM
222	They asked to be on as casuals so they get a higher pay rate.	1/28/2016 6:53 PM
223	it suits the employee	1/28/2016 4:35 PM
224	if needed only	1/28/2016 4:24 PM

Casual and Part-time Employment Survey

225	Son is undertaking school based apprenticeship.	1/28/2016 4:17 PM
226	it suits the office staff	1/28/2016 3:45 PM
227	generally for a trial period, the ones we have currently want to stay on casual wages	1/28/2016 3:25 PM
228	No need for all to be full time	1/28/2016 3:15 PM
229	-	1/28/2016 2:52 PM
230	Na	1/28/2016 1:38 PM
231	SCHOOL BASED APPRENTICES	1/28/2016 1:09 PM
232	the employee's wish to be casual	1/28/2016 12:57 PM
233	n/a	1/28/2016 12:37 PM
234	we dont	1/28/2016 12:17 PM
235	This employee can't work full time	1/28/2016 12:08 PM
236	because they can only work part time	1/28/2016 11:53 AM
237	I have the need for a few employees to top up and cover for other staff on occasions. A lot of time it suits the employee to be part time.	1/28/2016 11:34 AM
238	we dont	1/28/2016 10:18 AM
239	we dont	1/28/2016 10:16 AM
240	POSITION NOT NEEDED FULL TIME	1/28/2016 9:56 AM
241	Office work only needs part time hours	1/28/2016 9:47 AM
242	We can retain employees who may not be able to, or want to, work full-time and attracting applicants from a wider employment pool.	1/28/2016 9:21 AM
243	Some work is only part time	1/28/2016 8:42 AM
244	That's what suits them	1/28/2016 8:29 AM
245	we do not .	1/28/2016 5:51 AM
246	n/a	1/28/2016 4:01 AM
247	DOESNT EMPLOY PART TIME	1/27/2016 9:25 PM
248	Office admin only requires a couple of hours a week. Sat mornings aren't always that busy and only open for 3 hours.	1/27/2016 8:50 PM
249	We have no part time employees.	1/27/2016 8:49 PM
250	they dont	1/27/2016 7:35 PM
251	DOSENT	1/27/2016 6:25 PM
252	To provide for the busy times	1/27/2016 5:35 PM
253	role needed does not require full time position and casual employment is not a necessary	1/27/2016 5:28 PM

Casual and Part-time Employment Survey

254	NA	1/27/2016 4:39 PM
255	Flexibility and personal requests	1/27/2016 4:20 PM
256	book keeping	1/27/2016 4:05 PM
257	nil	1/27/2016 3:52 PM
258	because we cant get rid of them so we will reduce the pain we are receiving and reduce their hours and change thier employment status to part time	1/27/2016 3:39 PM
259	PERMANENT PART TIME AT HER REQUEST. HAS CHILDREN AT SCHOOL	1/27/2016 3:31 PM
260	wedont	1/27/2016 3:28 PM
261	NECESSARY	1/27/2016 3:24 PM
262	To allow flexibility of working hours	1/27/2016 3:18 PM
263	that suits us best - they are both long term clerical part time females who have family commitments we assisted by converting to part time hours	1/27/2016 3:08 PM
264	it doesnt	1/27/2016 2:59 PM
265	Our business doesnt employ any partime employees	1/27/2016 2:39 PM
266	business expense reduction	1/27/2016 2:39 PM
267	not enough work for the type of skill	1/27/2016 2:35 PM
268	We Dont	1/27/2016 2:28 PM
269	Some clerical roles do not require 38 hours per week	1/27/2016 2:27 PM
270	It does not	1/27/2016 2:12 PM
271	2 part-time employees want to work part-time, so this is accommodated.	1/27/2016 1:50 PM
272	Not necessary	1/27/2016 1:49 PM
273	we don't	1/27/2016 1:45 PM
274	n/a	1/27/2016 1:40 PM
275	we dont	1/27/2016 1:34 PM
276	Just in office admin and suits them to job share (plus we all work very well together!). Would do as full time role if that had worked out. One part-time tradesman at his request.	1/27/2016 1:19 PM
277	To "top up" on workloads when required.	1/27/2016 1:03 PM
278	to fill in extra busy times or in admin when people are sick	1/27/2016 12:57 PM
279	Postions require only partime hours also it fits in with certain individuals/circumstances.	1/27/2016 12:56 PM
280	Accounting work	1/27/2016 12:52 PM
281	the nature of the business	1/27/2016 12:45 PM
282	Cleaner 4 hours per week.	1/27/2016 12:38 PM

Casual and Part-time Employment Survey

283	n/a	1/27/2016 12:34 PM
284	split shifts, need a number of employees to be able to open 6am to 10pm.	1/27/2016 12:34 PM
285	Admin staff only limited hours of work per week	1/27/2016 12:33 PM
286	A part time office assistant is need	1/27/2016 12:33 PM
287	N/A	1/27/2016 12:29 PM
288	A job share situation has worked well for us.	1/27/2016 12:27 PM
289	we dont	1/27/2016 12:25 PM
290	Part time employees are in positions that are able to work regular hours on specific days	1/27/2016 12:23 PM
291	WORKS WELL FOR THE PARTICULAR STAFF MEMBER	1/27/2016 12:22 PM
292	The role is administrative and the tasks do not call for full time hours. The position is available to women of school-age children or semi retired persons.	1/27/2016 12:21 PM
293	some positions& staff do not need full time staff	1/27/2016 12:21 PM
294	Some roles are better suited to part time employees, often get higher caliber of candidates applying. Assists with gender balancing program	1/27/2016 12:20 PM
295	WE DON'T	1/27/2016 12:20 PM
296	na	1/27/2016 12:18 PM
297	there is not a full time position in admin	1/27/2016 12:17 PM
298	To accommodate a school based apprentice	1/27/2016 12:16 PM
299	N/A	1/27/2016 12:14 PM
300	Cover during busy time slots like full timers lunch breaks	1/27/2016 12:10 PM
301	It would be because I wouldn't have enough work to employ them full time	1/27/2016 12:08 PM
302	We dont	1/27/2016 12:08 PM
303	Mainly for Saturday administration duties.	1/27/2016 12:07 PM
304	They have circumstance preventing them to work full time	1/27/2016 12:00 PM
305	Work reduced hours to get the best person for the job. Job may not require full time position	1/27/2016 11:59 AM
306	n/a	1/27/2016 11:56 AM
307	We don't employ any part-time	1/27/2016 11:56 AM
308	trial	1/27/2016 11:49 AM
309	its what we do	1/27/2016 11:49 AM
310	We don't	1/27/2016 11:47 AM
311	We dont	1/27/2016 11:46 AM

Casual and Part-time Employment Survey

312	Only for basic cleaning duties, don't need a full time person for the role	1/27/2016 11:28 AM
313	Not enough hours for a full time. EG 4 hours m/Friday Split shifts weekends & public holidays	1/27/2016 11:25 AM
314	We do not employ part time employee	1/27/2016 11:09 AM
315	needs basis	1/27/2016 11:06 AM
316	We don't employ part timers	1/27/2016 10:54 AM
317	availability	1/27/2016 10:11 AM
318	Jobs that only require part time hours - eg Cleaner, Courtesy Bus Driver, returning to work after maternity leave (not by our choice)	1/27/2016 10:09 AM
319	Flexibility for staff	1/27/2016 10:07 AM
320	No part time employees	1/27/2016 10:05 AM
321	we dont	1/27/2016 9:55 AM
322	not applicable	1/27/2016 9:37 AM
323	Admin positions only	1/27/2016 9:00 AM
324	Only for part time positions that will only ever be part time	1/27/2016 9:00 AM
325	not applicable	1/27/2016 8:41 AM
326	forward planning, affordable way to cover labour shortages	1/27/2016 8:36 AM
327	Our type of employment does not require part-time employees	1/27/2016 8:16 AM
328	We don't	1/27/2016 8:09 AM
329	The job they perform requires less hours per week than Full Time. Also, requested by employee.	1/27/2016 7:58 AM
330	flexibility	1/27/2016 7:54 AM
331	CANT GET FULL TIMERS	1/27/2016 7:53 AM
332	gives me flexibility	1/27/2016 7:52 AM
333	because it suits our buisness	1/27/2016 7:34 AM
334	n/a	1/27/2016 7:33 AM
335	We don't	1/27/2016 7:17 AM
336	because they get paid more	1/27/2016 6:37 AM
337	NO Part-time only casual. We have only employed 1 casual in the past 10 years ,& is still employed as a casual.	1/26/2016 8:53 PM
338	Because 1 worker does not work a full day on a Friday due to church commitments.	1/26/2016 5:45 PM
339	N/A, but if we did it would be to retain an employee with special skills whom we wanted to keep - mindful of their personal/family situation.	1/26/2016 3:07 PM
340	WE DONT	1/26/2016 12:37 PM

Casual and Part-time Employment Survey

341	We don't	1/26/2016 12:02 PM
342	We don't	1/26/2016 11:12 AM
343	the particular jobs the part timers do only need a few hours a week	1/26/2016 11:03 AM
344	Because one part time employee is unable to work full time due to health issues support/assist other employees who are unable to work full time, and the other part time employee is unable to work full time due to family carer commitments. They share/support and assist one another in the same job role.	1/26/2016 10:47 AM
345	do not	1/26/2016 10:10 AM
346	Ease of organizing shifts and allows the employee to work at other organizations as well as the cost saving eg.holidays and sickies etc.	1/26/2016 9:55 AM
347	We don't employ part time employees	1/26/2016 7:26 AM
348	Do not employ part time staff. A few have taken the other up as per the current 6 month other of part time work to be offered ' most staff do not want part time work as they want the cash up front .	1/26/2016 7:15 AM
349	We dont	1/25/2016 5:32 PM
350	currently no part time	1/25/2016 5:03 PM
351	The job they do can be done in less than 38 hrs per week	1/25/2016 4:47 PM
352	fill in and other specific jobs	1/25/2016 4:36 PM
353	We do not employ any	1/25/2016 4:17 PM
354	dont at the moment	1/25/2016 4:14 PM
355	it doesn't, but if a quality employee wanted it we would consider it.	1/25/2016 4:12 PM
356	We don't have any part time employees that's why I put 0	1/25/2016 3:53 PM
357	does not	1/25/2016 3:40 PM
358	To meet the employees requirements	1/25/2016 3:23 PM
359	20% of our employees are part time as they are older people going through transition to retirement.	1/25/2016 3:17 PM
360	We have never been requested to induct an employee on a part-time basis	1/25/2016 3:11 PM
361	we dont	1/25/2016 3:02 PM
362	We don't	1/25/2016 3:00 PM
363	We do not currently have any part time employees, however I was previously part time as there were less employees and less work being produced, therefore not warranting my role to be full time. Now that we are busier and have more staff, my role has become full time.	1/25/2016 2:51 PM
364	Not applicable	1/25/2016 2:42 PM
365	Just to fill gaps	1/25/2016 2:40 PM
366	000	1/25/2016 2:39 PM
367	job-share flexibility	1/25/2016 2:33 PM

Casual and Part-time Employment Survey

368	IN OUR FIXED OPS DEPARTMENTS WE HAVE 3 POSITIONS THAT CAN BE COMPLETED WITH PART TIME HOURS BUT THESE ARE BASIC ADMIN FUNCTIONS AND ARE REPETATIVE PROCESSING JOBS	1/25/2016 2:33 PM
369	casual, not part-time - suits us both, and we can only afford a casual a few hours per week	1/25/2016 2:32 PM
370	We do not have any part time employees.	1/25/2016 2:31 PM
371	OFFICE STAFF - JOB SHARE	1/25/2016 2:31 PM
372	Flexibility	1/25/2016 2:24 PM
373	N/A	1/25/2016 2:18 PM
374	some positions require and extra half a person to do the job.	1/25/2016 2:16 PM
375	Suits our needs and employees usually in detailing and admin for amount of work available	1/25/2016 2:16 PM
376	n/a	1/25/2016 2:15 PM
377	To allow better work/life balance	1/25/2016 2:12 PM
378	NO part time employees	1/25/2016 2:11 PM
379	To fill specialist roles not requiring full time employment.	1/25/2016 2:00 PM
380	NO	1/25/2016 1:54 PM
381	n/a	1/25/2016 1:54 PM
382	because they have child duties	1/25/2016 1:53 PM
383	Employee/ employer desire	1/25/2016 1:45 PM
384	N/A	1/25/2016 1:43 PM
385	Meets our business needs	1/25/2016 1:38 PM
386	I don't as yet	1/25/2016 1:34 PM
387	some permanent positions require an extra half a person to get the job done.	1/25/2016 1:33 PM
388	WE HAVE NO PART TIME EMPLOYEES	1/25/2016 1:26 PM
389	Suits their situation	1/25/2016 1:23 PM
390	DONT NEED TO	1/25/2016 1:16 PM
391	Job share and work overload. Specialist book keeping and marketing	1/25/2016 1:13 PM
392	Certain jobs require part time employees	1/25/2016 1:11 PM
393	Our hours of operation requires split shifts	1/25/2016 1:09 PM
394	Dont currently employ part-time employees	1/25/2016 1:09 PM
395	To allow maximum flexibility dealing with peaks and troughs	1/25/2016 1:05 PM
396	have minimal part timers	1/25/2016 1:04 PM

Casual and Part-time Employment Survey

397	We have one older worker who only wants to work part-time. It is his preference at his stage of life to work less but still keep active in the work-force. This employee has been a long-term part-time employee and is highly committed to his job (this being his only job).	1/25/2016 1:01 PM
398	we do not have any currently	1/25/2016 1:01 PM
399	We employ 3 mums who dictate the ours available between drop off and pick up times for their school age children. And they are very reliable !!!! They GET IT !!!	1/25/2016 12:54 PM
400	No	1/25/2016 12:54 PM
401	Doesn't	1/25/2016 12:04 PM
402	STAFF PREFERENCE	1/25/2016 11:55 AM
403	N/A	1/25/2016 11:54 AM

ATTACHMENT B
Member Survey

2 of 2

Casual and Part-time Employment Survey

Q16 What would be the effect on your organisation if all part-time employees were entitled to a four (4) hour minimum engagement period per day/shift?

Answered: 403 Skipped: 0

#	Responses	Date
1	WE WOULD HAVE TO DISMISS THEM. AS IT IS NOT NEEDED	2/10/2016 12:38 PM
2	Nil	2/10/2016 12:06 PM
3	Minimal. Part time shifts are either full day (less than 5 days per week) or half day.	2/10/2016 8:45 AM
4	We would not be able to be flexible with the hours. We would most likely cut part time out and push to more full time.	2/9/2016 3:02 PM
5	I would have difficulty in employing any	2/9/2016 1:34 PM
6	Being in a small business I consider a min 4 hours would be too expensive and we would have to consider not employing any casuals and being under staffed which would put extra pressure on the full time staff	2/9/2016 7:39 AM
7	Further scaling down of our business to not include part time employees....	2/8/2016 9:30 PM
8	Regular cleaning would be lost.	2/8/2016 9:23 PM
9	I would not suit the staff member involved	2/8/2016 9:44 AM
10	NONE	2/8/2016 9:41 AM
11	loss of money, I would have to pay for an hour not needed	2/8/2016 8:49 AM
12	I would have to cancel work and rebook another day to make up enough hours	2/8/2016 8:45 AM
13	Greater inflexibility and cost.	2/8/2016 8:12 AM
14	Little to no effect	2/8/2016 7:36 AM
15	yes	2/8/2016 7:00 AM
16	n/a	2/7/2016 10:30 PM
17	a significant cost increase.	2/7/2016 7:44 PM
18	Nil	2/6/2016 8:15 PM
19	NONE	2/6/2016 1:01 PM
20	none	2/6/2016 8:28 AM
21	It would be inconvenient and may reduce one employee. Also we would not have any employment for school children after school.	2/6/2016 8:15 AM

Casual and Part-time Employment Survey

22	Not Good	2/6/2016 8:02 AM
23	They already work a minimum of more than 4 hrs which is a mutual arrangement	2/5/2016 6:00 PM
24	We would have to consider seriously whether we actually need to employ them since not all tasks will need 4 hour min per day. That means less employment for some who actually want to work these hours regardless of a union official saying that they cannot do this	2/5/2016 5:53 PM
25	not much as they do this now anyway	2/5/2016 5:08 PM
26	Added labour cost, it would not be considered	2/5/2016 4:56 PM
27	NIL	2/5/2016 4:42 PM
28	Some	2/5/2016 3:31 PM
29	no effect	2/5/2016 3:30 PM
30	some would loose there jobs	2/5/2016 2:48 PM
31	N/A	2/5/2016 2:37 PM
32	No a great affect, however, it would lock in more inflexibility for other situations in the future.	2/5/2016 1:27 PM
33	No effect	2/5/2016 1:27 PM
34	no	2/5/2016 1:13 PM
35	What does this mean?	2/5/2016 1:11 PM
36	nil	2/5/2016 11:57 AM
37	nil	2/5/2016 11:48 AM
38	we would have staff members standing around with no work to complete. the business will not call a casual in unless there is at least 3 hrs work for them.	2/5/2016 11:33 AM
39	none	2/5/2016 11:11 AM
40	None	2/5/2016 11:01 AM
41	NA	2/5/2016 10:50 AM
42	no effect	2/5/2016 10:35 AM
43	Wouldnt suit our Buisness hours	2/5/2016 10:33 AM
44	If we did employ part time this would be a large affect. we employ full time which has set hours part time and casual shouldn't have this attached	2/5/2016 9:50 AM
45	no change	2/5/2016 9:40 AM
46	none	2/5/2016 9:21 AM
47	The two part time "employees" are actually the main business owners. For shop-floor staff, if any were available, and they aren't, we would not employ on a minimum of 4 hrs work. Not feasible.	2/5/2016 9:16 AM
48	No affect at this stage	2/5/2016 8:57 AM
49	Nil	2/5/2016 8:53 AM

Casual and Part-time Employment Survey

50	nil	2/5/2016 8:45 AM
51	IT WOULD MAKE THE POSITION UNSUITABLE	2/5/2016 8:24 AM
52	non	2/5/2016 8:15 AM
53	no effect	2/5/2016 8:08 AM
54	none	2/5/2016 7:46 AM
55	cost of business will reduce if I were to go part time, however defeats the apprenticeship idea	2/5/2016 7:36 AM
56	would not consider part-time employees	2/5/2016 7:33 AM
57	.	2/5/2016 7:11 AM
58	none	2/5/2016 7:09 AM
59	we do not employ part time	2/5/2016 7:08 AM
60	no good	2/5/2016 7:07 AM
61	none	2/5/2016 6:58 AM
62	no part time employees	2/5/2016 6:51 AM
63	none	2/5/2016 6:50 AM
64	nil	2/5/2016 6:44 AM
65	NONE	2/5/2016 6:13 AM
66	No effect for our 1 staff member	2/5/2016 6:08 AM
67	havent thought of it dont have any	2/5/2016 4:20 AM
68	nil effect, I think they are more productive as a longer work day and I think if you are offering someone a job you should be able to guarantee them a minimum no of hours per shift for their own planning etc	2/4/2016 9:16 PM
69	None	2/4/2016 7:55 PM
70	No effect	2/4/2016 7:40 PM
71	It would make the running of the business more difficult through imposing a rule that does not suit the collaborative arrangements we have with our employees	2/4/2016 6:40 PM
72	Increased staff costs for little output	2/4/2016 6:11 PM
73	None	2/4/2016 5:27 PM
74	Only contracted for 20 hours a week.	2/4/2016 5:22 PM
75	Mechanic works is very hard to stop on time whenever. Some jobs need to be solve problem by experience not just physical work, so part time will be very difficult to following up customer service.	2/4/2016 5:07 PM
76	We would probably cut their shifts and pick up the extra work ourselves	2/4/2016 5:01 PM
77	We may have to review 2 staff that work 3 hours a shift	2/4/2016 5:00 PM

Casual and Part-time Employment Survey

78	They already do more than that now. Between 6 and 9 hours over 2-5 days depending on the position.	2/4/2016 4:08 PM
79	We don't have part time employees	2/4/2016 4:03 PM
80	n/a	2/4/2016 3:50 PM
81	None	2/4/2016 3:49 PM
82	Minor as shortest shift is 5 hours	2/4/2016 3:49 PM
83	None	2/4/2016 3:17 PM
84	HUGE	2/4/2016 3:14 PM
85	dont have any	2/4/2016 3:12 PM
86	none	2/4/2016 3:08 PM
87	NA	2/4/2016 3:00 PM
88	no change as they all work over 4 hours p/day	2/4/2016 2:59 PM
89	I would only like to pay for time worked . if it was less than 4 hour and had to pay 4 hours and work 2 hours my cost would be more and have to past cost to customs and lose business	2/4/2016 2:50 PM
90	Some loss of flexibility in some areas; increased costs in other areas where some shifts are "stand alone" and are currently set at 3.5 hours duration	2/4/2016 2:43 PM
91	none	2/4/2016 12:06 PM
92	no effect as they do at least 5-6 hours per day/shift anyway	2/4/2016 11:59 AM
93	High price to customer and we will be making less profit when it is a quite business day.	2/4/2016 10:31 AM
94	if this goes ahead it will affect both the worker and the employee for reasons stated before part time works at our business choose the hours to suit them and this push for changes may lead to that worker unable to for fill their arrangement of part time employment and the other factor is it puts more pressure on our already cash strapped business as consumer confidence is low I believe this will make business think about employing part time workers	2/4/2016 9:47 AM
95	Effectively cost our organisation money on some occasions. Sometimes we hold mini functions which only run for two and half hours.	2/4/2016 7:37 AM
96	This would severely hurt my business. But it is Fair for the Employee	2/4/2016 7:08 AM
97	probably would reconsider the amount of times I use them	2/4/2016 6:46 AM
98	none	2/4/2016 6:44 AM
99	minimal	2/3/2016 4:13 PM
100	Disastrous. I would close the days and have less employees if that was the case.	2/3/2016 3:48 PM
101	It would not affect this organisation as our Part timers work 28 to 32 hours a week	2/3/2016 3:25 PM
102	NA	2/3/2016 2:25 PM
103	They all do more than 4hr shifts	2/3/2016 1:55 PM
104	cost wise	2/3/2016 1:47 PM

Casual and Part-time Employment Survey

105	Less hours would be offered to employee	2/3/2016 1:21 PM
106	nil	2/3/2016 1:08 PM
107	na	2/3/2016 1:06 PM
108	N/A	2/3/2016 1:02 PM
109	we would not hire as many part- time employees	2/3/2016 11:34 AM
110	No effect as we would have a 8 hr per day shift anyway	2/3/2016 11:26 AM
111	none	2/3/2016 11:25 AM
112	none	2/3/2016 11:11 AM
113	I thought that was the case	2/3/2016 10:22 AM
114	N/A	2/3/2016 9:57 AM
115	that would be ok	2/3/2016 9:51 AM
116	N/A	2/3/2016 9:00 AM
117	In some cases to do this I may have to cut another employees time to make up the 4 hours	2/3/2016 8:33 AM
118	we do not have any part-time employees	2/3/2016 8:18 AM
119	DONT HAVE ANY	2/3/2016 8:09 AM
120	none	2/3/2016 7:43 AM
121	not applicable	2/3/2016 7:09 AM
122	nil	2/3/2016 7:02 AM
123	This would not present a problem with our business all employees are family	2/3/2016 6:41 AM
124	broke	2/3/2016 5:58 AM
125	While we do not tend to operate in such a way that requires that having to operate that way is unacceptable. There should be no minimum shift. Modern business needs maximum flexibility and anything which has the potential to limit that must immediately be rejected as inappropriate.	2/3/2016 1:49 AM
126	None	2/2/2016 8:52 PM
127	little effect with the current employment situation	2/2/2016 8:04 PM
128	nil	2/2/2016 7:35 PM
129	Less employment as it will become expensive .	2/2/2016 6:32 PM
130	CLOS DOWN	2/2/2016 6:18 PM
131	Would not make any difference.	2/2/2016 5:07 PM
132	not enough work for everyday of the week	2/2/2016 4:36 PM

Casual and Part-time Employment Survey

133	our staff all work a minimum 4 hours.	2/2/2016 4:34 PM
134	we would cut back our part time employees and make do with what we have as we may only need them for a couple of hours and that may suit them	2/2/2016 4:30 PM
135	none	2/2/2016 4:27 PM
136	none	2/2/2016 3:28 PM
137	drastic, juniors positions would be very difficult to maintain	2/2/2016 3:26 PM
138	nil	2/2/2016 3:23 PM
139	why would an employee want to work less than 4 hours?? it would be like, get up out of bed, get dressed, go to work only to turn around and come home again. how could someone manage life this way	2/2/2016 3:20 PM
140	We would need to review the standard hours of 1 of our employees	2/2/2016 3:13 PM
141	nothing would get done.	2/2/2016 3:08 PM
142	I don't employ part timers	2/2/2016 2:58 PM
143	would not affect our business	2/2/2016 2:56 PM
144	nil	2/2/2016 2:51 PM
145	no effect	2/2/2016 2:47 PM
146	finish employee up due to costs	2/2/2016 2:45 PM
147	REMOVE HALF FROM THEIR POSITIONS	2/2/2016 2:43 PM
148	Devastating	2/2/2016 2:39 PM
149	Would not be a problem.	2/2/2016 2:37 PM
150	Unecassary increase in wage cost. Our retail hours don't require after hours or weekend work	2/2/2016 2:36 PM
151	n/a	2/2/2016 2:33 PM
152	Not affected by part timers as we dont have them	2/2/2016 2:33 PM
153	nil	2/2/2016 2:32 PM
154	I THINK IT IS A FAIR MINIMUM, IT WOULDNT IMPACT AT THIS STAGE	2/2/2016 2:32 PM
155	No part time employees	2/2/2016 2:31 PM
156	it wouldn't suit them as some of them are Uni students who only have particular times that they can work	2/2/2016 2:30 PM
157	Doesnt really affect us	2/2/2016 2:29 PM
158	No part-time staff	2/2/2016 2:28 PM
159	None as we have n part time employees	2/2/2016 2:28 PM
160	it would remove the flexibility we currently have. Suits employee to work less hour due to child minding etc.	2/2/2016 2:26 PM
161	we don't have part time workers only full time and casual	2/2/2016 2:22 PM

Casual and Part-time Employment Survey

162	Nil	2/2/2016 1:55 PM
163	Would need to reduce staff numbers	2/2/2016 1:44 PM
164	Would not effect us as they work 2 x 8 hour full days	2/2/2016 1:08 PM
165	Expense	2/2/2016 12:40 PM
166	It would have no effect, as most are employed for 5 hours plus.	2/2/2016 12:08 PM
167	none, they all work full days	2/1/2016 8:06 PM
168	n/a	2/1/2016 6:16 PM
169	None. All work shifts of more than 4 hours	2/1/2016 4:32 PM
170	No problem as current shifts are minimum of 6 hours	2/1/2016 3:45 PM
171	nil	2/1/2016 3:20 PM
172	They all work 9.5 hours on weekdays and 4 hours on weekends. Therefore no effect.	2/1/2016 2:22 PM
173	It doesn't affect our staff as we negotiate with the part-time workers as to what suits us both.	2/1/2016 12:58 PM
174	nil effect	2/1/2016 11:58 AM
175	No effect, part time days are 5 hours anyhow	2/1/2016 11:50 AM
176	None	2/1/2016 11:43 AM
177	The business would not be able to sustain paying for employee's not working. Termination.	2/1/2016 11:29 AM
178	would possibly look at alternate ways to cover positions 4 hours too many hours to cover work requirements	2/1/2016 11:05 AM
179	It doesn't affect us presently but I believe by putting these type of legislation onto the Employer, it makes it very hard to see to true value of employing people on a part time basis.	2/1/2016 10:48 AM
180	Currently no effect.	2/1/2016 10:45 AM
181	they would then have to work the same amount of hours in a full day situation instead of working each & part of every day which they prefer	2/1/2016 10:30 AM
182	No part time employees	2/1/2016 10:20 AM
183	will need to reevaluate opportunities given to job share and working mothers.	2/1/2016 10:13 AM
184	Provide me with less flexibility and make it harder to ensure they are productive	2/1/2016 9:17 AM
185	We would probably not employ a part-timer and take longer with the staff we have	1/31/2016 3:50 PM
186	Negligible as we do not employ part time	1/31/2016 11:31 AM
187	increased cost for no benefit and drop in morale of other staff and erosion of efficency	1/31/2016 11:27 AM
188	This would not suit my business and would need to restructure	1/30/2016 3:21 PM
189	nil	1/30/2016 11:38 AM
190	Nothing	1/30/2016 9:49 AM

Casual and Part-time Employment Survey

191	it would hurt our profit line	1/30/2016 9:41 AM
192	minimal	1/30/2016 9:24 AM
193	Nil	1/30/2016 9:00 AM
194	none	1/30/2016 8:25 AM
195	It wouldn't have an impact.	1/29/2016 11:09 PM
196	None as shifts are 8 hours and we are a small site running 24 hours so we only run single labour coverage	1/29/2016 10:57 PM
197	Nil	1/29/2016 8:36 PM
198	increasing costs	1/29/2016 7:09 PM
199	Less flexibility. We'll be paying for hours where we the employee is not productive.	1/29/2016 7:01 PM
200	make things difficult to keep on casual employees even if they only want to work 3 hours.	1/29/2016 6:45 PM
201	Nil if work load allowed.	1/29/2016 6:41 PM
202	n/a	1/29/2016 6:40 PM
203	no issue	1/29/2016 6:28 PM
204	Nil	1/29/2016 6:25 PM
205	NOT SURE	1/29/2016 6:02 PM
206	nil	1/29/2016 5:49 PM
207	not hiring part time staff	1/29/2016 5:44 PM
208	Would make employing these people un sustainable	1/29/2016 5:42 PM
209	The loss of flexibility would make part time employees unattractive to the business	1/29/2016 5:27 PM
210	As a business owner I would work the longer shift myself to keep labour costs as they are	1/29/2016 4:14 PM
211	na	1/29/2016 2:12 PM
212	There was no provision to choose subcontractors, we have 1 fulltimer and 4 subcontractors who we use for a few days to 5 days a week during busy periods. They also work elsewhere.	1/29/2016 1:54 PM
213	no change	1/29/2016 1:53 PM
214	would not employ	1/29/2016 12:28 PM
215	Would not have part time employees. Full time employees would work overtime when needed.	1/29/2016 9:54 AM
216	It would impact our ability to structure working times around demand of work	1/29/2016 9:11 AM
217	I would rearrange the roster so I could do with out the casual	1/29/2016 8:42 AM
218	If I employed part-time that would be very restricting with the hours worked in our business	1/29/2016 8:18 AM
219	no effect as our part timers work more than 4 hours each shift	1/29/2016 8:09 AM

Casual and Part-time Employment Survey

220	None	1/28/2016 8:30 PM
221	nothing	1/28/2016 7:49 PM
222	ALL OUR PART TIME EMPLOYEES WORK MORE THAN 4 HOUR SHIFTS	1/28/2016 7:13 PM
223	The would have no effect as they do more than 4 hours	1/28/2016 6:55 PM
224	Would currently make no difference, however would not be cost effective.	1/28/2016 5:04 PM
225	Harder to roster/ find hours for all part time employees	1/28/2016 4:37 PM
226	No Way	1/28/2016 4:25 PM
227	???	1/28/2016 3:45 PM
228	none	1/28/2016 3:25 PM
229	Would create extra expense when it is not recoverable	1/28/2016 3:18 PM
230	none	1/28/2016 2:53 PM
231	They couldn't commit to it	1/28/2016 1:39 PM
232	N/A	1/28/2016 1:10 PM
233	none	1/28/2016 12:58 PM
234	n/a	1/28/2016 12:37 PM
235	we would not employ at all	1/28/2016 12:18 PM
236	None	1/28/2016 12:09 PM
237	none	1/28/2016 11:55 AM
238	No	1/28/2016 11:34 AM
239	not applicable	1/28/2016 10:22 AM
240	NIL	1/28/2016 9:57 AM
241	we would remain the same	1/28/2016 9:48 AM
242	No effect	1/28/2016 9:25 AM
243	None	1/28/2016 8:43 AM
244	We only Have one that this would effect - This is our cleaner that does a 2 hour Mondays shift and a 3 hour shift thursdays	1/28/2016 8:31 AM
245	none	1/28/2016 5:53 AM
246	n/a	1/28/2016 4:02 AM
247	DONT EMPLOY PART TIME STAFF	1/27/2016 9:26 PM
248	We probable would no longer employ part time staff. The cost	1/27/2016 8:56 PM

Casual and Part-time Employment Survey

249	Not applicable.	1/27/2016 8:50 PM
250	nil	1/27/2016 7:36 PM
251	DONT HAVE POART TIME EMPLOYES	1/27/2016 6:26 PM
252	none	1/27/2016 5:36 PM
253	our position would be ok with the 4 hrs per day.	1/27/2016 5:29 PM
254	NA	1/27/2016 4:40 PM
255	It would be a costly burden on the company	1/27/2016 4:21 PM
256	no	1/27/2016 4:05 PM
257	nil	1/27/2016 3:52 PM
258	Financial hardship	1/27/2016 3:39 PM
259	IF WE RUN OUT OF WORK WE WOULD TO PAY THEM TO GO HOME	1/27/2016 3:33 PM
260	none	1/27/2016 3:29 PM
261	Couldn't afford to employer such person	1/27/2016 3:26 PM
262	No effect on our business	1/27/2016 3:19 PM
263	no effect at all	1/27/2016 3:08 PM
264	they wouldn't have a job available I guess, realistically 4 hr min defies the meaning of the word casual when you consider the loading associated with the position at that level	1/27/2016 3:01 PM
265	We currently do not have sufficient work for this to occur	1/27/2016 2:40 PM
266	nil	1/27/2016 2:40 PM
267	none	1/27/2016 2:35 PM
268	none	1/27/2016 2:29 PM
269	None part timers work more than 4 hours per shift	1/27/2016 2:28 PM
270	I already do this anyway	1/27/2016 2:12 PM
271	No effect, they already work 7.6 hour days	1/27/2016 1:50 PM
272	Less employees	1/27/2016 1:50 PM
273	It would cost us more in wages and we would have to rearrange shifts or maybe reduce hours in other shifts	1/27/2016 1:49 PM
274	we are a owner operator, doesnt really apply to us	1/27/2016 1:41 PM
275	would reconsider employment	1/27/2016 1:35 PM
276	Fine. Makes sense. Our part-timers do full days.	1/27/2016 1:19 PM
277	It would affect financially as sometimes they are not required for a four hour shift.	1/27/2016 1:05 PM

Casual and Part-time Employment Survey

278	Possibly review current part-time positions and move to a consolidation of tasks to a FT role.	1/27/2016 12:59 PM
279	it means extra costs or part time tables would change to incorporate work set out of 4 days to be one day thus changing internal effectiveness and probably pay reduction for part-time worker	1/27/2016 12:59 PM
280	no effect	1/27/2016 12:52 PM
281	double the the current wage bill	1/27/2016 12:46 PM
282	NIL	1/27/2016 12:38 PM
283	min 4 hrs not acceptable	1/27/2016 12:35 PM
284	would make no difference to us - our minimum shift are 5.5 hours	1/27/2016 12:35 PM
285	I would have to reduce 1 employee	1/27/2016 12:34 PM
286	No Affect at all	1/27/2016 12:34 PM
287	N/A	1/27/2016 12:29 PM
288	This would not affect us at this stage, as all our part time people's shifts are longer than that. I don't believe however, that it should be increased from 3 hours. This choice should be the employers.	1/27/2016 12:28 PM
289	we don't employ part timers	1/27/2016 12:26 PM
290	It would not change as they work a 4 day week	1/27/2016 12:24 PM
291	There would be no effect	1/27/2016 12:22 PM
292	NONE	1/27/2016 12:22 PM
293	Reduce the number of part time roles in the workplace as it may not suit business requirements	1/27/2016 12:21 PM
294	Some staff do not always want to work that much	1/27/2016 12:21 PM
295	NIL	1/27/2016 12:20 PM
296	na	1/27/2016 12:19 PM
297	no real difference	1/27/2016 12:17 PM
298	Nil	1/27/2016 12:17 PM
299	N/A	1/27/2016 12:14 PM
300	Most likely mean they get less shifts so they don't take home any more \$\$ than they currently do.	1/27/2016 12:11 PM
301	We would be required to employ someone longer then required.	1/27/2016 12:08 PM
302	none	1/27/2016 12:08 PM
303	None	1/27/2016 12:08 PM
304	We would reduce the days of work to match current hours. Some work eg cleaners would need to be contracted out	1/27/2016 12:01 PM
305	They would not be able to work four hours and therefore employment would cease	1/27/2016 12:00 PM

Casual and Part-time Employment Survey

306	n/a	1/27/2016 11:56 AM
307	No effect	1/27/2016 11:56 AM
308	I don't agree with this change	1/27/2016 11:49 AM
309	unsure	1/27/2016 11:49 AM
310	None	1/27/2016 11:48 AM
311	I believe this would work better on work flow management	1/27/2016 11:47 AM
312	Not enough work to engage part-time employee for a minimum of 4 hours. Lack of business flexibility. Less profit.	1/27/2016 11:29 AM
313	no part time employs	1/27/2016 11:26 AM
314	no part time employees - if I did it would be a full day at a time	1/27/2016 11:11 AM
315	position would cease	1/27/2016 11:06 AM
316	No effect	1/27/2016 10:54 AM
317	miminal effect with the staff we have a present	1/27/2016 10:13 AM
318	In most cases would discontinue the position	1/27/2016 10:09 AM
319	No effect	1/27/2016 10:08 AM
320	Nil	1/27/2016 10:05 AM
321	nill	1/27/2016 9:55 AM
322	loosing busines at busy time	1/27/2016 9:39 AM
323	No effect , all part time positions are 4 hours and above	1/27/2016 9:01 AM
324	None	1/27/2016 9:00 AM
325	We would not employ part time employees	1/27/2016 8:41 AM
326	wouldn't employ them we do 3 hour shifts on saturday	1/27/2016 8:37 AM
327	We do not employ part-time employees	1/27/2016 8:17 AM
328	N/A	1/27/2016 8:09 AM
329	No effect.	1/27/2016 7:58 AM
330	NONE	1/27/2016 7:57 AM
331	zero	1/27/2016 7:54 AM
332	they would both lose their jobs	1/27/2016 7:53 AM
333	couldn't employ them anymore	1/27/2016 7:34 AM
334	n/a	1/27/2016 7:33 AM

Casual and Part-time Employment Survey

335	We would not employ them	1/27/2016 7:18 AM
336	i wouldn't be able to give them enough hours	1/27/2016 6:38 AM
337	If casual description became part-time . The effect would not change his hours, but his entitlement to holiday pay & the restriction of his choice before any others - it is most unlikely we have any others anyway . Future choice would be not to put anyone on.	1/26/2016 8:57 PM
338	No effect.	1/26/2016 5:45 PM
339	Current award states minimum 3 hrs. If increased to 4 hrs it would limit our flexibility, ie sometimes we only require a junior for 2 hrs, but I accept 3 hrs.	1/26/2016 3:09 PM
340	WOULD NOT EMPLOY THEM	1/26/2016 12:38 PM
341	They already are	1/26/2016 12:03 PM
342	N/A	1/26/2016 11:12 AM
343	nil	1/26/2016 11:03 AM
344	That would impact significantly on both part time employees. Employee A works 2 days per week. Employee B works 3 days per week and is limited on the number of hours can work each week due to health issues. At times Employee A needs to care for an elderly parent by taking them to an appointment that would perhaps only take around 2 hours, Employee B will fill in for those 2 hours as it will not impact on their normal days, nor add too much time onto their weekly hours.	1/26/2016 10:53 AM
345	I would not employ casuals	1/26/2016 10:11 AM
346	None as 4 hrs is not financially worth it for the employees.	1/26/2016 9:58 AM
347	Not applicable	1/26/2016 7:26 AM
348	The Buisness would need a significant restructure at great costs and a loss of staff	1/26/2016 7:15 AM
349	Wouldn't be able to continue employment	1/25/2016 5:33 PM
350	less likely to employ	1/25/2016 5:04 PM
351	All part time employees work more than 4 hrs per day	1/25/2016 4:48 PM
352	would be restrictive to the business	1/25/2016 4:37 PM
353	not applicable	1/25/2016 4:18 PM
354	good idea	1/25/2016 4:15 PM
355	Would be less likely to hire less qualified staff.	1/25/2016 4:13 PM
356	Still don't have any part time employees so had to give an answer	1/25/2016 3:53 PM
357	not applicable	1/25/2016 3:40 PM
358	One employee would not be able to work, as it would be outside of normal trading hours to complete 4 hours	1/25/2016 3:24 PM
359	They currently do work a minimum of 4 hours.	1/25/2016 3:19 PM
360	Nil	1/25/2016 3:11 PM
361	none	1/25/2016 3:02 PM

Casual and Part-time Employment Survey

362	We don't have any part-time employees	1/25/2016 3:00 PM
363	As we do not have any part time employees, this would not affect us. However, I do not believe there should be a minimum shift requirement for part time employees as this can mean that staff are being paid to work when they are not required or there is nothing for them to do.	1/25/2016 2:53 PM
364	No partimers empolyed therefore nil impact	1/25/2016 2:43 PM
365	We would not be able to continue with these staff members.	1/25/2016 2:41 PM
366	none	1/25/2016 2:40 PM
367	we do not employ part-time employees	1/25/2016 2:35 PM
368	none	1/25/2016 2:34 PM
369	IT WOULDN'T SUIT THEM - NOT US	1/25/2016 2:33 PM
370	If we did have part time employee's, they would tend to work more than 4 hours anyway so a minimum would not be a problem.	1/25/2016 2:31 PM
371	NONE	1/25/2016 2:31 PM
372	none	1/25/2016 2:25 PM
373	N/A	1/25/2016 2:19 PM
374	Minimal as all work 4 plus hrs per day	1/25/2016 2:17 PM
375	nil	1/25/2016 2:16 PM
376	n/a	1/25/2016 2:16 PM
377	no effect	1/25/2016 2:13 PM
378	Ours are given a minimum of 6 hours	1/25/2016 2:11 PM
379	Would result in at least one position being withdrawn. The reduce the level of flexibility will make it harder to recruit staff. Hours and days of work vary to fit in with the work capacity of our part time employees. We try to be flexible with working conditions so that both the employee and business get a favourable outcome.	1/25/2016 2:09 PM
380	N	1/25/2016 1:54 PM
381	I think it is fair	1/25/2016 1:54 PM
382	None	1/25/2016 1:53 PM
383	May not suit the work load available	1/25/2016 1:45 PM
384	N/A	1/25/2016 1:43 PM
385	Increase costs when employees working from home	1/25/2016 1:40 PM
386	unable to answer as I have no part time employees	1/25/2016 1:35 PM
387	no affect . they work 20hrs per week.	1/25/2016 1:34 PM
388	NONE	1/25/2016 1:26 PM
389	Not suitable	1/25/2016 1:24 PM

Casual and Part-time Employment Survey

390	NOT VERY GOOD	1/25/2016 1:17 PM
391	Cause issues as some employees only need to work for two hours to perform duties. It would reduce the amount of work we could offer and cause extra costs to the business which would stop up us offering casual employment	1/25/2016 1:15 PM
392	It wouldn't make a difference to our business but to the employee it may affect their income from other sources - IE Centre Link	1/25/2016 1:11 PM
393	No effect as they all work 5 hrs minimum	1/25/2016 1:11 PM
394	n/a	1/25/2016 1:10 PM
395	Our current part-time employee works three days per week (22.8 hours) on a permanent basis Wednesday to Friday. This change would have no effect at all. However, I would be reluctant to introduce any "minimums" because there will always be a scenario where an employee may only want to work 3 hours per day. There are sometimes medical reasons why a person cannot work for four consecutive hours. Also school students cannot have a part-time job after school hours if the minimum is a 4 hour shift.	1/25/2016 1:07 PM
396	none	1/25/2016 1:06 PM
397	none	1/25/2016 1:04 PM
398	disruption to work planning and commitments with such a small team	1/25/2016 1:02 PM
399	They all do more than a 4 hr shift	1/25/2016 12:56 PM
400	None	1/25/2016 12:54 PM
401	Our business would close	1/25/2016 12:04 PM
402	NO EFFECT AT ALL	1/25/2016 11:55 AM
403	N/A	1/25/2016 11:55 AM

Casual and Part-time Employment Survey

Q18 Why does your organisation employ casual employees on an irregular basis?

Answered: 160 Skipped: 243

#	Responses	Date
1	Leave coverage Operational requirements	2/10/2016 12:07 PM
2	Casuals are generally employed to fill short term or ad-hoc vacancies.	2/10/2016 8:45 AM
3	Our business is subject to seasonal conditions linked to the Agricultural Industry.	2/9/2016 3:02 PM
4	To fill in for holidays sick leave etc of permanents, also most casual do not want regular full time employment	2/9/2016 1:35 PM
5	We employ casuals on a irregular basis because we need them here when we are very busy and there is no regular pattern to that	2/9/2016 7:41 AM
6	It suits or fluctuating situation...	2/8/2016 9:31 PM
7	Due to the lack of servicing and repairs in the workshop	2/8/2016 8:47 AM
8	To cater for busy periods, and staff availability. However we operate on a fortnightly roster so staff have prior warning of upcoming shifts	2/8/2016 7:37 AM
9	suile needs	2/8/2016 7:01 AM
10	my sites are open 7 days per week 24 hours per day. business trading conditions are both seasonal and also vary day to day and shift to shift. all casual staff have varied rostered hours and varied days that they work per week due to staff experience mix and skills required etc, staff availability on any given day and shift, and also because may staff request to alternate various week end shifts with other staff due to personal commitments. most casual staff also currently have the flexibility to request various days and hours/shifts that they make themselves available, and even after a roster is produced, many staff request to change their shift hours and/or days with other staff due to their own personal etc reasons. also if it becomes unexpectedly busier on any particular shift then sometimes the rostered staff may work additional time and hence earn more income.	2/7/2016 10:39 PM
11	Work load	2/6/2016 8:16 PM
12	N/A	2/6/2016 1:02 PM
13	Sometimes we need to call in extra people.	2/6/2016 8:15 AM
14	cleaning	2/5/2016 4:56 PM
15	PARTICULAR JOBS TO BE CARRIED OUT	2/5/2016 4:43 PM
16	holidays/sick relief	2/5/2016 3:31 PM
17	Convenience - fill gaps	2/5/2016 3:31 PM
18	because we do not require full time position to cover shortfalls in staff	2/5/2016 2:50 PM
19	temporary casuals requires to fill in for full time employees on leave	2/5/2016 1:14 PM
20	because of the work flow. another employee has children and other commitments and we change hours and days to suit each others needs.	2/5/2016 11:36 AM

Casual and Part-time Employment Survey

21	to assist with backlog of work and fill staff gaps	2/5/2016 10:36 AM
22	Same as Partime answer	2/5/2016 10:33 AM
23	To assist with peak demands; to assist with staffing on Saturdays	2/5/2016 8:58 AM
24	sometimes	2/5/2016 8:15 AM
25	to fill in	2/5/2016 7:07 AM
26	monthly roster for sales on weekend	2/5/2016 6:58 AM
27	Support consumer demand	2/5/2016 6:08 AM
28	works for us some times	2/5/2016 4:21 AM
29	We have an external HR casual employee that helps us when required. In this case a minimum no of hours would not work as we might use her a few weeks in a row and then not again for 6 months or longer	2/4/2016 9:18 PM
30	Work volume varies	2/4/2016 7:41 PM
31	Only to cover staff shortages	2/4/2016 6:12 PM
32	cover annual leave of full time workers	2/4/2016 5:22 PM
33	Save for the long term pay (holiday, supper, ect.,) sometime, too busy jobs, sometime quiet time. Very hard to balance the income. Labour pay out is the killing of the business.	2/4/2016 5:11 PM
34	is organisation such as hours there are some functions of tasks that need to be done at irregular intervals. we have some staff that are on call	2/4/2016 5:05 PM
35	The casuals chose to stay casual , it give us flexibility to organise rosters and share the work hours available	2/4/2016 5:02 PM
36	They fill in where our part timers are away/sick. Also they are employed on weekends so they move around as the shifts are available	2/4/2016 4:10 PM
37	To satisfy the peaks and troughs of our industry.	2/4/2016 3:50 PM
38	to suit staff who are currently studying	2/4/2016 2:59 PM
39	To keep cost down	2/4/2016 2:51 PM
40	Some have regular shifts, however their availability varies, sometimes at short notice. Leave cover - both planned and unplanned, meeting attendances, task specific variations	2/4/2016 2:48 PM
41	for delivery driving purposes	2/4/2016 6:47 AM
42	flexibility	2/3/2016 4:13 PM
43	Employee request this as they are students.	2/3/2016 3:49 PM
44	Some people are only capable of working on certain days or for certain times	2/3/2016 1:57 PM
45	a lot easier in wages and cost, to survive in an economical disaster. for us. and to afford to stay open with the public not spending .	2/3/2016 1:50 PM
46	To fill in if someone needs to go to a meeting or training.	2/3/2016 11:35 AM
47	fluctuation of work	2/3/2016 11:11 AM
48	Short term tasks as required	2/3/2016 10:22 AM

Casual and Part-time Employment Survey

49	It suits some roles and needs. There are some needs which are seasonal or temporary.	2/3/2016 1:49 AM
50	Peak demand	2/2/2016 8:05 PM
51	Because they work when needed and when they can .	2/2/2016 6:33 PM
52	To cover busy "holiday" periods when workload is excessive To cover unexpected staff shortages eg sick leave, when someone else is already on Annual Leave	2/2/2016 5:08 PM
53	to detail cars	2/2/2016 4:36 PM
54	to meet peak period demands	2/2/2016 3:26 PM
55	On a needs basis and we also employ apprentices via a Group Training company	2/2/2016 3:13 PM
56	office assistant when required	2/2/2016 2:56 PM
57	low labour hour to assist in moving vehicles	2/2/2016 2:46 PM
58	Most of our positions are long term full time positions. Don't need casuals for extended retail hours ie: late night shopping, Sundays	2/2/2016 2:37 PM
59	Due to the fluctuating economic conditions, we are not always in need of the extra staff	2/2/2016 2:31 PM
60	New stock arrived at different times of the week & some weeks no new stock arriving. Depending on work flow	2/2/2016 2:28 PM
61	Occasionally for separate project	2/2/2016 2:26 PM
62	to fill the phone duties when we are short staffed	2/2/2016 2:24 PM
63	Sometimes to cover Saturday Morning Trading	2/2/2016 1:56 PM
64	Suits employees work load, only work hours required to complete work	2/2/2016 1:45 PM
65	Work	2/2/2016 12:41 PM
66	we don't	2/2/2016 12:08 PM
67	Seasonal reason: peak season more staff required (approx 6 - 8 months) while in low season/winter less staff is required	2/1/2016 8:07 PM
68	casual for book keeping	2/1/2016 3:21 PM
69	To cope with high work demands as well as to cover for shift challenges	2/1/2016 11:31 AM
70	extra work load, cover current staff on leave, sick leave cover - we run quite lean staff levels so we use casual for backup	2/1/2016 11:06 AM
71	Sometimes the work load increases and we need more staff to ensure the turnover is quick and efficient.	2/1/2016 10:49 AM
72	To meet client demands without expectation of ongoing employment.	2/1/2016 10:46 AM
73	there are fluctuations in work on a daily basis for low level skill positions which are filled with itinerate workers.	2/1/2016 10:15 AM
74	There are odd jobs that need to be done in which cannot be accounted for week to week. This is the industry we are in. Things such as picking up cars, maintenance etc	2/1/2016 9:18 AM
75	When work load/rush jobs for clients cannot be handled by current employees	1/31/2016 11:31 AM

Casual and Part-time Employment Survey

76	work load increasing but only lasting for a short time	1/30/2016 11:39 AM
77	to meet certain work loads	1/30/2016 9:42 AM
78	We like casual employees, when you work, you get paid!! when you dont work, you dont get paid.	1/30/2016 8:26 AM
79	Flexibility in peak work reuirement	1/29/2016 8:36 PM
80	Because we can't cost a full employee	1/29/2016 6:45 PM
81	As per workload requirements.	1/29/2016 6:41 PM
82	If we need a top up if we get too busy	1/29/2016 6:41 PM
83	they want to be casual	1/29/2016 6:28 PM
84	job not busy, workload peaks	1/29/2016 5:45 PM
85	because of seasonal conditions, work loads and higher cost for weekends and Public holidays	1/29/2016 4:15 PM
86	needs basis	1/29/2016 12:28 PM
87	We only have 2 full-time employees the rest are casual	1/29/2016 8:18 AM
88	We operate 24/7 breakdown assistance and require casual employees when demand is high or when full time employees are away or ill.	1/28/2016 5:06 PM
89	depends on the work load at any time	1/28/2016 4:26 PM
90	to meet peak periods	1/28/2016 3:25 PM
91	No need for regular shifts, due to differing duties	1/28/2016 3:19 PM
92	To fill in for some office related overload	1/28/2016 2:54 PM
93	Because they have other business interest they are involved in	1/28/2016 1:40 PM
94	Two week trial period	1/28/2016 12:37 PM
95	work is irregular so we can not afford to have people standing around	1/28/2016 12:23 PM
96	Suits both parties to have it this way.	1/28/2016 11:34 AM
97	To cover unplanned leave, unexpected extra workload, to assist with special projects	1/28/2016 9:30 AM
98	Because the work she does is irregular. She is a bookkeeper who does the BAS and super payments etc and comes in when it suits her.	1/28/2016 8:48 AM
99	variable workload due to supply/demand	1/28/2016 4:03 AM
100	for the busy times, school holidays,	1/27/2016 8:58 PM
101	WORK FLOW	1/27/2016 6:26 PM
102	needs of the business to customer sales	1/27/2016 5:31 PM
103	Purely based on the demands or high's and lows of this industry	1/27/2016 4:22 PM
104	easier to roster	1/27/2016 3:52 PM

Casual and Part-time Employment Survey

105	low skill job that has an immediate vacancy, haven't had a chance to fill permanently yet - like a storeman	1/27/2016 3:08 PM
106	as & when required due to seasonal work flows	1/27/2016 3:01 PM
107	Our current work load only permits this type of employment as we do not know from one week to the next what our work load will permit	1/27/2016 2:41 PM
108	Required in retail some Saturdays when regular staff are unavailable	1/27/2016 2:29 PM
109	During peak periods and to cover other staff on leave	1/27/2016 2:13 PM
110	Best way	1/27/2016 1:51 PM
111	Highs and lows of shipments in require a fluctuating workforce.	1/27/2016 1:50 PM
112	some of our employees have other jobs we have to work around	1/27/2016 1:50 PM
113	Not really needed. Just one casual at their request	1/27/2016 1:20 PM
114	To "top up" workloads when required.	1/27/2016 1:05 PM
115	Trials and for seasonal demand and/or when short term labour is required.	1/27/2016 1:00 PM
116	employees are sick or unavailable to work shifts.	1/27/2016 12:36 PM
117	the casual workers are cleaners and it depends on weather and the number of cars that we have to clean or are sold	1/27/2016 12:32 PM
118	to cover extra work load	1/27/2016 12:29 PM
119	Our industry has periods of highs and lows in workload so we use casuals to fill the overload of work when it occurs. We also use casuals to fill positions during staff holiday times.	1/27/2016 12:24 PM
120	To meet business need for labour	1/27/2016 12:22 PM
121	it allows the business to be flexible & respond to fluctuations in work load.	1/27/2016 12:22 PM
122	WORKS WELL FOR STAFF MEMBER WHO HAS SEASONAL EMPLOYEMENT AS WELL	1/27/2016 12:22 PM
123	meet peaks	1/27/2016 12:18 PM
124	1 PERSON ON VISA - ONLY 20 HOURS PER WEEK ALLOWED	1/27/2016 12:15 PM
125	Work load, delivery drivers	1/27/2016 12:01 PM
126	staff shortage	1/27/2016 11:56 AM
127	Due to ups and downs in work flow.	1/27/2016 11:31 AM
128	4 hours a day & split shifts w/end. The staff prefer to be paid as a casual. No long term employment by them usually students.	1/27/2016 11:27 AM
129	We need extra manpower sporadically to replace people who are away. Sometimes we're not sure how long we'll need someone and they're not sure how long they may want to stay and prefer casual employment short-term.	1/27/2016 10:58 AM
130	for busy days	1/27/2016 9:40 AM
131	Generally to see if that person is suited for the position before changing to part or full time	1/27/2016 9:02 AM
132	Varying needs based on seasonality and demand	1/27/2016 8:42 AM

Casual and Part-time Employment Survey

133	work load varies	1/27/2016 8:37 AM
134	CHANGING WORKLOAD	1/27/2016 7:57 AM
135	extra work is available occasionally	1/27/2016 7:54 AM
136	it helps us manage everyone's hours depending on the availability of the hours and theirs as well	1/27/2016 6:39 AM
137	To comply with the award & (mostly) to suit the employee.	1/26/2016 3:10 PM
138	Depends on work load. Both employer and Casual employee agreed to this arrangement due to each ones circumstances.	1/26/2016 10:55 AM
139	As stated most staff only want casual ' and our Buisness sales patterns does not support part timers and again we would have to close some sites down if all became part time	1/26/2016 7:16 AM
140	The jobs they do take unknown hours on unknown days	1/25/2016 4:51 PM
141	replace staff shortages,do specific jobs	1/25/2016 4:38 PM
142	Fluctuation of work flow. Trial before permanent employment if not sure about quality of employee	1/25/2016 4:14 PM
143	Work volumes vary throughout the organisation	1/25/2016 3:12 PM
144	use uni students and retired people	1/25/2016 3:03 PM
145	To fill gaps when people on leave or ill	1/25/2016 2:43 PM
146	To fill gaps and holidays.	1/25/2016 2:42 PM
147	WE EMPLOY A COURTESY DRIVER CASUALLY AS THE DEMAND REQUIRES. HE IS RETIRED AND HAPPY TO FIT IN WITH OUR SCHEDULE. IF HE CAN'T DO IT ON THE DAY HE LETS US KNOW IN ADVANCE. THAT IS WHY HE WANTS CASUAL.	1/25/2016 2:34 PM
148	To meet the cyclic demands of the business. If the ACTU and AMWU could mandate customers make regular and steady purchases of product we would be able to offer all employees permanent full-time work.	1/25/2016 2:19 PM
149	Casual staff, have three reliable young people we can call on if required	1/25/2016 2:17 PM
150	To deliver vehicles to customers within the state	1/25/2016 2:13 PM
151	assist with work back log	1/25/2016 1:57 PM
152	BECAUSE IT SUITS OUR PURPOSE AND NEEDS	1/25/2016 1:18 PM
153	Cover sickness and work overload	1/25/2016 1:16 PM
154	Seasonal demand for more production	1/25/2016 1:12 PM
155	To keep the level of service satisfaction.	1/25/2016 1:11 PM
156	We employ school students after hours on a casual basis. This helps the student to learn about the trade and help with small tasks like cleaning, packing away stock, etc.	1/25/2016 1:08 PM
157	suits the employee	1/25/2016 1:05 PM
158	Because good staff are hard to find. and sometime it's by their request	1/25/2016 12:57 PM
159	..	1/25/2016 12:54 PM

Casual and Part-time Employment Survey

160

There are some employees who study or have family commitments and this works very well for both us and them.

1/25/2016 11:56 AM

Casual and Part-time Employment Survey

Q22 Why does your organisation employ regular casual employees working 38 hours or more per week?

Answered: 67 Skipped: 336

#	Responses	Date
1	Because of seasonal conditions the work isn't always there.	2/9/2016 2:49 PM
2	Casual employment is only used to trial a new employee. Generally they transfer to full-time after the trial period.	2/8/2016 8:13 AM
3	To offer the employees a better hourly rate and provide greater flexibility to all parties.	2/7/2016 7:49 PM
4	We have seasonal work which sometimes requires an extra effort to complete tasks for our customers & our casual employees do not mind putting extra at these times. they can then take extra time off when things are not so busy. The employees who do this like this arrangement so that they can earn a little more & they are not bound to become full time employees. Casual pay is more than full time due to the loading & this suits some employees. We do not force the extra hours upon them but it is all voluntary	2/5/2016 5:57 PM
5	we employ backpackers who only want to work for us for a few weeks to a couple of months	2/5/2016 5:10 PM
6	JOB REQUIREMENTS WEEKLY CAN VARY. PAY ONLY FOR HOURS WORKED. STAFF FLEXIBILITY	2/5/2016 4:46 PM
7	It suits their current circumstances and outside interests and provides them with flexibility. They also have the ability to earn more (higher rate) particularly if commission is included.	2/5/2016 1:29 PM
8	Suits the employee and suits us	2/5/2016 8:59 AM
9	.	2/5/2016 7:12 AM
10	only one staff member who is currently doing his 6 month trial period. he will be made permanent if we choose to keep him on.	2/5/2016 7:00 AM
11	pending work load	2/5/2016 4:22 AM
12	To handle the peaks and troughs of fluctuating manufacturing requirements.	2/4/2016 3:51 PM
13	Needed to help tradesman	2/4/2016 3:17 PM
14	i dont	2/4/2016 3:13 PM
15	their choice- flexibility- casual works both ways -	2/4/2016 3:09 PM
16	Flexibility in up and downsizing according to income earning contract duration, shift duration flexibility, task flexibility, staff availability variations	2/4/2016 2:51 PM
17	To cater for fluctuations of work & ease of termination if unsuitable etc.	2/3/2016 2:32 PM
18	a lot easier with payment & cost of surviving.	2/3/2016 1:57 PM
19	Uncertainty in market	2/3/2016 1:09 PM
20	only called in when needed	2/3/2016 8:19 AM

Casual and Part-time Employment Survey

21	Mostly because that is what the employee has preferred for their own flexibility. Where that does not hamper the business needs we are happy to go along with that.	2/3/2016 1:51 AM
22	peak demand	2/2/2016 8:06 PM
23	They prefer to get a higher rate of pay in exchange for no holiday or sick leave.	2/2/2016 6:36 PM
24	employee wished to be employed this way for flexibility	2/2/2016 4:31 PM
25	workload variance	2/2/2016 4:28 PM
26	Limited term work. Also, one staff member hasn't been able to commit to regular hour work. Another casual has chosen to be casual	2/2/2016 2:39 PM
27	Yes	2/2/2016 1:46 PM
28	seasonal reason, now we have summer and much more staff is needed	2/1/2016 8:08 PM
29	Employee would prefer the casual rates. I don't have to worry about covering an employee for four weeks leave.	2/1/2016 6:18 PM
30	They were offered full-time positions as required by their award, but opted for the higher wage rate applicable to casuals.	2/1/2016 2:24 PM
31	flexibility - if work slows no redundancy required, some staff prefer to be casual	2/1/2016 11:08 AM
32	To meet ongoing and forever changing customer demands.	2/1/2016 10:48 AM
33	Market fluctuations and production swings dictate the need. When the demand is down we can reduce the payroll and not have unrequired personnel being paid for doing little.	2/1/2016 10:23 AM
34	generally suits the employee to work more hours when available. the opportunity for the employee is there during the peaks in the month.	2/1/2016 10:18 AM
35	We have employed casual in past to cover high workloads	1/31/2016 11:33 AM
36	It suits the employee and us	1/30/2016 8:27 AM
37	To cope with peak requirements that fluctuate	1/29/2016 8:37 PM
38	suits employee, less risk sick leave, a/l liabilities	1/29/2016 7:11 PM
39	Flexibility. The younger staff often prefer to get paid 25% more (the casual loading) in every pay packet as they wouldn't normally take sick leave.	1/29/2016 7:05 PM
40	Slow market	1/29/2016 5:46 PM
41	because some weeks we have no work	1/29/2016 5:44 PM
42	because I am training a long term unemployed person for hopefully a long term position.	1/29/2016 4:18 PM
43	The employee's choice to allow flexibility.	1/29/2016 2:13 PM
44	BECAUSE I HAVE EMPLOYEES THAT WANT TO DO THEIR HOURS IN THREE DAYS	1/29/2016 6:03 AM
45	Because they want to be casuals so they get the higher rate per hour.	1/28/2016 6:59 PM
46	Casual employment preferred by employee.	1/28/2016 5:08 PM
47	they want to stay on casual wages	1/28/2016 3:27 PM
48	They are usually in a probation period or have chosen to remain casual	1/27/2016 4:42 PM

Casual and Part-time Employment Survey

49	As we are a new business and although we are busy now we are still in the first year of trading and have not established if there are quiet times of the year for us. Casual allows us to lower our liability in quiet times	1/27/2016 3:20 PM
50	To operate the console and they prefer to remain as casual employees	1/27/2016 2:16 PM
51	For fluctuations in work load	1/27/2016 1:51 PM
52	they want more money per hour.	1/27/2016 1:31 PM
53	One unreliable. One just started.	1/27/2016 12:54 PM
54	easier if work slows down or if employee not upto scratch	1/27/2016 12:27 PM
55	To meet temporary business needs	1/27/2016 12:25 PM
56	WORKS WELL FOR BOTH EMPLOYEE AND EMPLOYER	1/27/2016 12:24 PM
57	Business is irregular no sure when trade is coming in	1/27/2016 12:09 PM
58	Flexibility for the staff member to switch hours and days off etc, plus for us it requires less management of wages.	1/26/2016 11:14 AM
59	reliability, some just don't show up when required and so will not get full time	1/25/2016 5:06 PM
60	I am the office administrator and I wanted to be on a casual basis so I could go home when I pick my kids up from school.	1/25/2016 3:55 PM
61	some labour intensive positions require an employee to prove themself in that position.	1/25/2016 2:16 PM
62	Because of the high turn over of employees that work as car detailers and the nature of the work sometimes does not require employees to come to work. Gives us the flexibility to say when we want employees to work.	1/25/2016 1:46 PM
63	we may put a car washer / detailer on as a regular casual untill he/she has proven themself in the job.	1/25/2016 1:42 PM
64	operation requirements	1/25/2016 1:12 PM
65	suits employee	1/25/2016 1:05 PM
66	It doesn't	1/25/2016 12:55 PM
67	So they can conduct the work that is there when it is there and then have some personal lime when things quieten down more at their leisure. If we were to employ them on a full time basis their holidays would be when we told them, with an example being 2-3 weeks over Christmas and the other over Easter, rather than when they choose and they like it this way as they all have differing lives and times they would like off. The way they are currently employed also allows them to lake a day here and there as opposed to a week/s. We also find that we employ people who have previously worked in mining positions on the mainland and prefer the casual basis to reconnect with family with the added hourly rate and have said they would stay in the mines rather than work a full time position here in Tasmania.	1/25/2016 12:09 PM

Casual and Part-time Employment Survey

Q25 Why does your organisation employ regular casual employees?

Answered: 204 Skipped: 199

#	Responses	Date
1	Employee has requested to remain casual.	2/10/2016 8:47 AM
2	Seasonal conditions linked to the Agricultural Industry	2/9/2016 2:49 PM
3	to be able to open and run our business at times when we need	2/9/2016 1:37 PM
4	Because its more flexible	2/9/2016 7:42 AM
5	Flexibility to meet our customer base	2/8/2016 9:32 PM
6	To assist in workloads & cover off sick & annual leave employees	2/8/2016 9:45 AM
7	Because there is not enough work to employ full-time	2/8/2016 8:50 AM
8	So they have security and regular shifts	2/8/2016 7:38 AM
9	a detailed response was given in an earlier question. in addition to that, most employees employed on a casual basis only wish/request to work 1, 2 or 3 days per week due to other personal commitments eg family/home life, further education (Uni), carers etc Many casual employees enjoy the flexibility of being able to request the shifts/days that they are available to work, plus request a shift swap or change with other staff due to personal or family reasons. The nature of my businesses does not know when or what days are going to be busier than others, so we too require the flexibility of hours and days that an employee is rostered or changed with a phone call to available staff. it is not practical or possible to roster our staff on only set shifts or hours. A roster also requires a mix of experience and skill depending on the role within the workplace and the time of day and day of week. not all suitable staff are always available in case of illness or busier conditions, hence rostered hours flexibility and variation on a daily/weekly basis is critical to the operation of my businesses.	2/7/2016 10:50 PM
10	To offer the employees a better hourly rate and provide better flexibility to all parties.	2/7/2016 7:51 PM
11	Seasonal work and more flexible for the employee and employer.	2/6/2016 8:16 AM
12	No holidays or sick leave costs	2/6/2016 8:09 AM
13	The tasks that these people do are important & yet not warranting full time staff. By having several casuals, we can assist young people trying to get work experience as well as a little income. The casual work gets them into a work routine. We also have older staff who do not want full time but want to work & casual allows them the ability to continue work in old age as well as the flexibility to do other things whenever opportunity arises. these staff would not want things to change & if it was changed as proposed some may not be given the opportunity to work & some may not want the strictures that are suggested & so not work. Government costs are less when my casual staff work under the current rules.They will lose if this is changed as will my casual staff	2/5/2016 6:02 PM
14	So we can determine their hours based on how busy we are	2/5/2016 5:11 PM
15	NO ANNUAL LEAVE, SICK DAYS OR PUBLIC HOLIDAYS TO PAY. FLEXIBILITY. EASIER TO MAKE EMPLOYMENT SITUATION CHANGES.	2/5/2016 4:59 PM
16	because	2/5/2016 2:51 PM

Casual and Part-time Employment Survey

17	vacancy is temporary	2/5/2016 1:15 PM
18	to man the office	2/5/2016 11:12 AM
19	It appears to be easier to obtain good, qualified staff on a casual basis. Many people prefer to work around household needs (children etc)	2/5/2016 10:37 AM
20	To cover fulltime RDO etc	2/5/2016 10:34 AM
21	it suits the employee as she is studying also with a small child, so we are flexible, and so is she	2/5/2016 9:22 AM
22	To assist with peak demands or to cover positions when incumbent is on leave	2/5/2016 9:00 AM
23	Payroll 8 hours per week	2/5/2016 8:54 AM
24	we do not	2/5/2016 8:09 AM
25	lkl	2/5/2016 7:08 AM
26	weekend sales roster	2/5/2016 7:01 AM
27	TO SUIT EMPLOYEE	2/5/2016 6:13 AM
28	Support full time workforce	2/5/2016 6:09 AM
29	works for us sometimes	2/5/2016 4:22 AM
30	Because I only need them for 1-4days	2/4/2016 7:58 PM
31	Work volume	2/4/2016 7:41 PM
32	We have an arrangement that suits both parties and the employee is of retirement age so appropriate they are casual	2/4/2016 6:44 PM
33	The position requires such	2/4/2016 5:06 PM
34	Gives us continuity after our training investment. The casuals want to stay casual as it suits their home , study and other work commitments	2/4/2016 5:04 PM
35	Very difficult to find staff in our small rural community and most often the employees we do have that is all they want over the weekends. Gives them flexibility to do what they want and share it around with the other casuals.	2/4/2016 4:13 PM
36	flexible hours	2/4/2016 3:13 PM
37	to fill in positions, cover s/l & a/l	2/4/2016 3:01 PM
38	Flexibility, task duration variations, staff attrition to higher roles, shift durations are short in some areas (examples: driveway service is offered 7 days @ week in morning and afternoon blocks of three to three and a half hours; stocking of shelves; cleaning etc)	2/4/2016 2:58 PM
39	It give them extra money and my cost are better for it	2/4/2016 2:54 PM
40	Once again there are many reasons and it is mostly to the needs of our work force and also at the works request. Probably the main reason is the worker cannot hold down a full time or part time position in the work force for a number of reasons and once again this will see a lot of workers out of work	2/4/2016 9:55 AM
41	Some position do not require full lime hours and with overtime rates so high we often employ casuals so there's no need to work people over 38 hours and attracted higher rates	2/4/2016 7:43 AM
42	to meet customer demands	2/4/2016 6:48 AM
43	flexibility	2/3/2016 4:14 PM

Casual and Part-time Employment Survey

44	Request from that staff member, only 1	2/3/2016 3:51 PM
45	See question 17	2/3/2016 2:32 PM
46	Because it suits them and us that we can use them when required	2/3/2016 2:00 PM
47	cost & to survive	2/3/2016 1:58 PM
48	Nature of type of employee applying for car detailing positions	2/3/2016 1:22 PM
49	to fill the gaps in a working day as we are open long hours.	2/3/2016 11:37 AM
50	no guarantee of ongoing employment from year to year	2/3/2016 11:14 AM
51	to cover short term needs	2/3/2016 9:52 AM
52	Flexibility. We are in a business that demands change constantly and quickly. With very low profit margins we must have flexibility to change staff levels just as quickly.	2/3/2016 9:03 AM
53	I find in this area most people either don't want to work full time or cannot work full time.	2/3/2016 8:33 AM
54	only called in when needed	2/3/2016 8:20 AM
55	turnover	2/3/2016 5:59 AM
56	It either suits the role, the employee or both.	2/3/2016 1:51 AM
57	Peak demand periods	2/2/2016 8:06 PM
58	As per previous comment	2/2/2016 6:38 PM
59	This is OUR preferred basis for employment; Sick Leave is virtually Non-existent We can cover busy periods eg weekend work and holiday periods - much easier than if they were Permanent	2/2/2016 5:11 PM
60	car detailing	2/2/2016 4:37 PM
61	employ when regular staff are unable to fulfill shift commitments	2/2/2016 4:36 PM
62	to maintain good people and it meets their personal work needs	2/2/2016 3:29 PM
63	Leave coverage	2/2/2016 3:14 PM
64	we ont need them permanent	2/2/2016 2:57 PM
65	We currently employ people over 50 and some juniors still in school who can't work full time. They prefer the higher pay of casual employment. It allows us all flexibility in regards to shift swapping.	2/2/2016 2:51 PM
66	business needs	2/2/2016 2:47 PM
67	Suits the volume of work load and also suits the employees.	2/2/2016 2:41 PM
68	Fits in with work load	2/2/2016 2:40 PM
69	it suits them	2/2/2016 2:33 PM
70	Admin support & Caravan Cleaner	2/2/2016 2:29 PM
71	not enough work for a full time position	2/2/2016 2:26 PM

Casual and Part-time Employment Survey

72	Work not available for 38 hours per week	2/2/2016 1:47 PM
73	to cater for peak season and cover occasional overload of existing permanent staff	2/1/2016 8:08 PM
74	The entire pay structure is much simpler. Employees come and go often. They are not interested in the possible benefits of full/part time work. They prefer the higher rate up front.	2/1/2016 6:19 PM
75	Flexible rostering to suit employees. ie working mums, university students, etc	2/1/2016 4:35 PM
76	book work is not consistant & doesn't require full time worker	2/1/2016 3:22 PM
77	Mainly for weekends when we are open for 4 hours only.	2/1/2016 2:25 PM
78	Low work load for that position. This staff member is not consistent with arriving for work on time and can frequently be very late.	2/1/2016 1:01 PM
79	To suit employee's availability	2/1/2016 11:32 AM
80	To meet forever changing customer demands.	2/1/2016 10:49 AM
81	suits the business & the employee	2/1/2016 10:32 AM
82	already answered	2/1/2016 10:19 AM
83	There are roles in which don't require a full time person to perform the required tasks. It also suits employees to be casual	2/1/2016 9:51 AM
84	Because we do A/H roadside assistance	1/30/2016 3:23 PM
85	To fill the requirements of the business	1/30/2016 9:50 AM
86	to suit the business needs, to fill the gaps that part time staff are unable to fill	1/30/2016 9:25 AM
87	We employ gap year students, mainly car cleaning, suits the employee to earn at higher rates and suits employer as sick leave, annual leave & public holidays are not a liability	1/29/2016 7:12 PM
88	Flexibility. Staff who are employed for specific duties and have other time obligations. i.e. Filing clerk who works 10 p/wk because she is a mother.	1/29/2016 7:06 PM
89	To help out with workload requirements.	1/29/2016 6:42 PM
90	they want to work as casual	1/29/2016 6:29 PM
91	TO HELP OUT FOR HOLIDAY LEAVE	1/29/2016 6:03 PM
92	work is very intermittant	1/29/2016 5:45 PM
93	to balance cost of wages and good customer service with demand for our services	1/29/2016 4:21 PM
94	To allow for flexible work hours	1/29/2016 2:13 PM
95	basic requirements	1/29/2016 12:30 PM
96	To enable us to have the work capacity based on demand/work load in a flexible manner that is financially sustainable.	1/29/2016 10:36 AM
97	she is a student and fills in small gaps in the roster	1/29/2016 8:43 AM
98	In the service station business it is difficult to cover all shifts so we have several employees covering 17.5 hours a day	1/29/2016 8:21 AM

Casual and Part-time Employment Survey

99	The staff member has elected to remain as casual as this suits her family situation and she would rather have the higher rate of pay than paid holidays	1/29/2016 8:10 AM
100	LIFE WORK BALANCE FOR EVERYONE	1/29/2016 6:04 AM
101	It suits them and me and I don't have enough work for part time or full time employees	1/28/2016 8:33 PM
102	Because they chose to be on casual rates	1/28/2016 7:00 PM
103	Extra staff required during periods of high demand or full time staff being away. Casual staff currently employed have other part time work.	1/28/2016 5:10 PM
104	Students/ employee's that don't want fulltime or part time work	1/28/2016 4:39 PM
105	because it suits the office	1/28/2016 3:47 PM
106	they are happy to be paid casual	1/28/2016 3:27 PM
107	So they become familiar with tasks	1/28/2016 3:21 PM
108	It satisfies our work load requirements	1/28/2016 2:58 PM
109	Because he is good at his work and it fits in to his lifestyle	1/28/2016 1:41 PM
110	being a sole trader if I couldnt not employ casual I would not employ at all as I just do not have the funds to commit to that. I find it hard enough to pay myself never mind paying someone full time.casual allows for flexibility in work. if i was mad to pay full time I would not employ anyone ever	1/28/2016 12:27 PM
111	We don't have enough hours for full time employment at the moment	1/28/2016 12:10 PM
112	Suits them to be casual due to personnel circumstances and suits us to have them do regular tasks on a casual basis	1/28/2016 11:35 AM
113	only need them 2 days a week to releave clerical staff	1/28/2016 10:24 AM
114	JOB ONLY REQUIRES CASUAL HOURS	1/28/2016 9:58 AM
115	The work they do is not full time - cleaner and bookkeeper	1/28/2016 8:50 AM
116	demand fluctuations	1/28/2016 4:04 AM
117	?	1/27/2016 9:00 PM
118	short shifts so less fatigue can rotate to suit there needs as well as business needs	1/27/2016 7:37 PM
119	GET WORK DONE	1/27/2016 6:27 PM
120	To help with the accounting and busy Saturday mornings	1/27/2016 5:38 PM
121	larger volumes of work in short time. business is a NOW as needed by customers	1/27/2016 5:34 PM
122	Suits their lifestyle as well as ours	1/27/2016 4:24 PM
123	simpler rostering	1/27/2016 3:53 PM
124	TO COPE WITH WORK LOAD	1/27/2016 3:46 PM
125	easier to fill rosters when staff dont show and to reorganise	1/27/2016 3:31 PM
126	Demand driven hours	1/27/2016 3:20 PM
127	maybe a specific process type job - fluctuating workflows - like riveting brake shoes depending on customer demand	1/27/2016 3:08 PM

Casual and Part-time Employment Survey

128	Currently our business requires the flexibility of this type of employment with the current work coming into our business - we dont foresee any change in the next 6 - 12 months	1/27/2016 2:49 PM
129	expense reduction	1/27/2016 2:41 PM
130	Don't	1/27/2016 2:30 PM
131	To operate the console and they prefer to remain as casual employees	1/27/2016 2:16 PM
132	They have other jobs and it is easier to pay them a casual rate than to work out annual leave/sick days etc and also on public holidays we don't have to pay ridiculous penalty rates or otherwise it would be better to close the business	1/27/2016 1:53 PM
133	Easier	1/27/2016 1:33 PM
134	Just one casual employee at his request	1/27/2016 1:21 PM
135	Not regular. more adhoc as required.	1/27/2016 1:04 PM
136	the nature of the business. School times	1/27/2016 12:47 PM
137	Cleaner 4 hours per week.	1/27/2016 12:39 PM
138	work load varies.generally busier in mornings requiring extra staff,and staff going on leave,sick days etc.	1/27/2016 12:36 PM
139	To assist with office duties	1/27/2016 12:36 PM
140	it suits our roster needs	1/27/2016 12:36 PM
141	because they want to be casual and they are reliable	1/27/2016 12:33 PM
142	to cover extra vehicle repairs	1/27/2016 12:30 PM
143	The position is for cleaning our workshop and it suits the employee who performs this task, to change his hours around each week. We allow him this flexibility to suit him (not us)	1/27/2016 12:29 PM
144	Our intake of staff on a regular casual basis may lead to a permanent position for an individual if the role and job continues to require a casual employee.	1/27/2016 12:28 PM
145	job knowledge in admin and processes are important	1/27/2016 12:18 PM
146	PERSON LOOKING FOR WORK AT TIME, NORMALLY WOULD NOT EMPLOY CASUAL, WOULD LIKE TO EMPLOY HIM FULL TIME,	1/27/2016 12:17 PM
147	Employees like the higher wage rate and gives me a little more flexibility with rosters	1/27/2016 12:13 PM
148	because of the up/down turn in market	1/27/2016 12:10 PM
149	Cover staff on leave, and at the request of the employee	1/27/2016 12:09 PM
150	Flexibility	1/27/2016 12:02 PM
151	Best use of resource, driving is not a full time position for our organisation. Without this option we would use subcontractor company.	1/27/2016 12:02 PM
152	we don't have the hours to justify fulltime employment	1/27/2016 11:50 AM
153	Due to skill shortage have to take what qualified staff you can get. The current casual has another job. If work flow decreases will be able to negotiate time off for the casual without ramifications for the business	1/27/2016 11:34 AM
154	needs basis	1/27/2016 11:07 AM

Casual and Part-time Employment Survey

155	suits our relief	1/27/2016 10:14 AM
156	Limited demands for those particular services (ie Courtesy bus driver)	1/27/2016 10:10 AM
157	For assessment during a trial period or trying out a new position/role	1/27/2016 9:04 AM
158	To suit the positions time requirements	1/27/2016 9:01 AM
159	to meet variable workload - seasonal etc	1/27/2016 8:43 AM
160	consistency, unpredictable work loads	1/27/2016 8:38 AM
161	Works on a need basis	1/27/2016 8:11 AM
162	NOT ENOUGH WORK FOR A FULL TIMER	1/27/2016 7:57 AM
163	because of work load	1/27/2016 7:36 AM
164	they need to know ahead their schedule and it makes them feel safe when you guarantee the minimum hours	1/27/2016 6:41 AM
165	Only have ever employed one. He has a physical problem where he can only work 4 hours maximum per day - we had a re-training program with special assistance to have him re-enter the workforce and trained in something that he could do with his injury. It suits us & him to do what he is employed to do - he doe enjoy his work & we trust him to do what he is doing. Generally, we would NOT normally employ anyone to do casual jobs as they require too much supervision in any dept - Service, Spares, Sales, Finance, Insurance, Ebay or Wrecking.	1/26/2016 9:04 PM
166	Flexibility for both parties, to comply with the current award & to customize our biggest expense (labor) to sales.	1/26/2016 3:13 PM
167	If they don't come to work we can afford to cover their shifts	1/26/2016 12:04 PM
168	Not enough work to warrant full time and it is that...CASUAL. We don't know when these employees are required. It is also the case that one of these 2 casuals work when they want, not always what we want. (car cleaning etc)	1/26/2016 11:16 AM
169	work flow shifts daily	1/26/2016 11:04 AM
170	Due to work demand and the employee has another job, the employee likes to have the freedom to choose when to work and when not to. This suits the employer because he is able to hire a casual when work load is heavy. Full time employees are happy because when the work load is heavy, casual help alleviates stress of overload. When workload is heavy, overtime is offered to all employees, but limited based on employees preference and circumstances.	1/26/2016 10:59 AM
171	Beneficial for both sides of the fence.	1/26/2016 10:00 AM
172	As stated because that is what applicants want and what we need.	1/26/2016 7:18 AM
173	flexibility	1/25/2016 5:08 PM
174	The jobs they do take unknown hours on unknown days	1/25/2016 4:52 PM
175	Stable employment, job sharing	1/25/2016 4:19 PM
176	To suit demand and to work around other jobs, family and school	1/25/2016 3:25 PM
177	It suits both the employee and business	1/25/2016 3:16 PM
178	suits are situation	1/25/2016 3:04 PM
179	Work place flexibility. Easier to cover illness or leave.	1/25/2016 2:45 PM

Casual and Part-time Employment Survey

180	They don't work regular hours or days every week. Just as needed.	1/25/2016 2:44 PM
181	000	1/25/2016 2:40 PM
182	REGULAR IS ONLY A VAGUE DESCRIPTION OF THE HOURS WORKED. IT IS SUBJECT TO SERVICE BOOKINGS THAT REQUIRE PICKUP. SOME WEEKS HE WOULDN'T WORK AT ALL. IS THAT REGULAR?	1/25/2016 2:36 PM
183	we employ only one - suits both employer and employee, as stated earlier we can only afford a few hours a week for a casual	1/25/2016 2:35 PM
184	LESS HOLIDAY PAY AND SICK PAY	1/25/2016 2:34 PM
185	Flexibility & most employees prefer a casual status	1/25/2016 2:27 PM
186	If we have regular casual work it is usually for a high school student to do a few hours after school for a couple of days a week. They assist our mechanical and parts staff with general duties, organising parts and products, cleaning, etc. We use this position to look for future apprentices/trainees.	1/25/2016 2:26 PM
187	Detailer - washing cars in front yard when weather is suitable two days per week	1/25/2016 2:18 PM
188	Vacation staff to cover busy periods	1/25/2016 2:18 PM
189	to deliver cars	1/25/2016 2:14 PM
190	Some longer employed staff only wanted part time work and wished to remain casual. Hence future staff at reduced hours and a quantity needed to ensure coverage during illness or holidays of staff	1/25/2016 2:13 PM
191	not regular, only intermittent	1/25/2016 1:58 PM
192	Convenient to have employees that will work only the hours you want them to work. There is no non productive times with casual employees. If there is no work they do not work.	1/25/2016 1:49 PM
193	some positions do not require a full time employee.	1/25/2016 1:47 PM
194	Employee desire as cannot cope with full day's work Casual cleaning only 3 hours needed per week	1/25/2016 1:45 PM
195	Parts time reception cover	1/25/2016 1:41 PM
196	Hard to find permanent in a country area	1/25/2016 1:37 PM
197	Suits their situation - don't want to work full time	1/25/2016 1:26 PM
198	WE FEEL IT SUITS OUR NEEDS	1/25/2016 1:19 PM
199	Job share for receptionist, specialist tasks like marketing and book keeping.	1/25/2016 1:17 PM
200	Suits business and employee requirements	1/25/2016 1:11 PM
201	In a Provincial town sometimes you don't get to choose	1/25/2016 1:10 PM
202	School students employed after hours or on school holidays. Hours of work are unpredictable and sometimes affected by school or family commitments of the casual employee.	1/25/2016 1:10 PM
203	suits employee	1/25/2016 1:06 PM
204	The wage is more enticing and employees like the opportunity to have flexibility in their hours, or the opportunity to work a full 38hrs if they also choose. We try to work in with our employees and find that they work better for us if we can accommodate to their individual needs also.	1/25/2016 12:14 PM

Casual and Part-time Employment Survey

Q27 What would be the effect on your organisation if all casual employees were entitled to a four (4) hour minimum engagement period per day/shift?

Answered: 252 Skipped: 151

#	Responses	Date
1	Nil	2/10/2016 12:11 PM
2	Minimal. Casuals are engaged for either a full day or half day.	2/10/2016 8:48 AM
3	It would make it too expensive to employ in such a manner. We would have to look at alternatives.	2/9/2016 2:49 PM
4	we would be restricted and end up having extra staff onsite which would be uneconomical. It would be the demise of our independent business	2/9/2016 1:42 PM
5	It would mean that we can not have casuals work here	2/9/2016 7:44 AM
6	Further scaling down of our business	2/8/2016 9:32 PM
7	Probably little effect	2/8/2016 9:45 AM
8	if not enough work coming in I would have to end the employment	2/8/2016 8:59 AM
9	Little effect.	2/8/2016 8:14 AM
10	none to little	2/8/2016 7:38 AM
11	yes	2/8/2016 7:01 AM
12	some staff would lose rostered hours because it may not be practical or economically feasible to roster them for a minimum 4 hours. Having said that, most of the rostered shifts are already a minimum of 4 hours.	2/7/2016 10:53 PM
13	A significant cost increase.	2/7/2016 7:52 PM
14	NOT SURE	2/6/2016 1:04 PM
15	It would be inconvenient and may reduce one employee. Also we would not have any employment for school children after school.	2/6/2016 8:16 AM
16	Not good	2/6/2016 8:10 AM
17	I may have to reduce the number of casual staff & just do without them. It would not mean more full time staff	2/5/2016 6:03 PM
18	not much	2/5/2016 5:12 PM
19	SOME WOULD NOT BE EMPLOYED.	2/5/2016 5:02 PM
20	should be ok	2/5/2016 3:31 PM
21	some would go	2/5/2016 2:52 PM

Casual and Part-time Employment Survey

22	Not a big change to current workers, however, future casual workers, ie. office, etc, would not give us the flexibility for less hours, so it would be unnecessary as the hours would be discussed as part of the job offer.	2/5/2016 1:31 PM
23	will not hire them	2/5/2016 1:18 PM
24	this would make it unfinancial and re would reconsider employing a casual.	2/5/2016 11:38 AM
25	none	2/5/2016 11:13 AM
26	No effect	2/5/2016 10:38 AM
27	Would not suit our Buisness	2/5/2016 10:35 AM
28	none	2/5/2016 9:22 AM
29	It would reduce the number of casuals employed	2/5/2016 9:01 AM
30	Nil	2/5/2016 8:54 AM
31	non	2/5/2016 8:16 AM
32	none	2/5/2016 8:09 AM
33	.	2/5/2016 7:12 AM
34	none	2/5/2016 7:09 AM
35	none	2/5/2016 7:01 AM
36	none	2/5/2016 6:51 AM
37	NONE	2/5/2016 6:14 AM
38	Some students visa casuals, limited to 20 hours per week may lose shift We would tighten our shift rosters and more shifts would be lost	2/5/2016 6:11 AM
39	dont under stand it but sounds like more unproductive time	2/5/2016 4:23 AM
40	None	2/4/2016 7:58 PM
41	No effect	2/4/2016 7:42 PM
42	No real effect with current employees but potentially a big disincentive for employing future casual employees	2/4/2016 6:46 PM
43	Increase in staff costs for no benefit	2/4/2016 6:13 PM
44	This will be a huge problem. when we have casuals working we always make sure that they have a minimum of 2 hours to make sure it is worth the while	2/4/2016 5:08 PM
45	We would lay off some Casuals , to allow for a roster change. To 4 hrs ,there would definitely be some losers	2/4/2016 5:06 PM
46	The four shifts over the weekend are all 5 hours each.	2/4/2016 4:13 PM
47	None	2/4/2016 3:51 PM
48	None	2/4/2016 3:18 PM
49	none	2/4/2016 3:13 PM
50	none	2/4/2016 3:09 PM

Casual and Part-time Employment Survey

51	Our expenses would immediately increase as current shifts are matched to highest patronage times of clients; We would likely cease our driveway service as we have already minimised expenses, margins are already too tight, overheads are constantly increasing from all directions, competition is unbelievable and compliance costs and demands (example OH&S; EPA) are soaring, particularly for independent service stations!	2/4/2016 3:04 PM
52	no effect, all work a full day	2/4/2016 3:02 PM
53	cost goes up	2/4/2016 2:54 PM
54	If this is forced upon us many of our casuals will miss out on work we would be very reluctant to call a casual in under those proposed changes	2/4/2016 10:04 AM
55	would only effect us occasionally. Sometimes we do not need them to work more then two and a half three hours	2/4/2016 7:45 AM
56	reconsider the times we use them	2/4/2016 6:49 AM
57	nil at this stage	2/3/2016 4:14 PM
58	Would not employ them & close the time I would require them.	2/3/2016 3:51 PM
59	very little	2/3/2016 2:33 PM
60	cost but we have implemented this already and it would be to the discretion of the employee weather he would come in to work less hours for the day	2/3/2016 2:01 PM
61	None as they all work 4 or more hrs per shift	2/3/2016 2:00 PM
62	Less hour offered	2/3/2016 1:23 PM
63	none	2/3/2016 1:09 PM
64	We would re-structure our staff to fill the gaps and not have so many casuals.	2/3/2016 11:38 AM
65	none	2/3/2016 11:14 AM
66	would be ok	2/3/2016 9:52 AM
67	This would remove some of the flexibility to adapt and support peak period demands. Would potentially cost us \$'s in a business that can not afford it.	2/3/2016 9:05 AM
68	same answer as question 12	2/3/2016 8:34 AM
69	no effect	2/3/2016 8:20 AM
70	nil	2/3/2016 6:00 AM
71	Even though we do not run less than a 4 hour shift for any of our staff the flexibility to do so is valuable. Modern business needs flexibility and anything that limits that has no place in the workplace of the 21st century. We need to get out of 19th and mid 20th century thinking.	2/3/2016 1:53 AM
72	Little effect - if we get a casual employee to work it is generally for a full ordinary hour day.	2/2/2016 8:07 PM
73	They will get work less frequently	2/2/2016 6:39 PM
74	No difference. They all work more than 4 hour shifts	2/2/2016 5:11 PM
75	they do anyway	2/2/2016 4:37 PM
76	not enough work	2/2/2016 4:37 PM
77	maybe less opportunity to use this mode of employment and less hours offered	2/2/2016 4:32 PM
78	none	2/2/2016 4:28 PM

Casual and Part-time Employment Survey

79	It will lead to staff reductions..poorer service and make an already difficult business almost unviable	2/2/2016 3:36 PM
80	It would prevent juniors performing after school work	2/2/2016 3:22 PM
81	None	2/2/2016 3:18 PM
82	would not affect our business	2/2/2016 2:58 PM
83	finish his employment with our company	2/2/2016 2:48 PM
84	Not a problem, all work in excess of that now.	2/2/2016 2:42 PM
85	Devastating	2/2/2016 2:41 PM
86	An unneccasary increase in Saturday wages & trading hours, for very small return.	2/2/2016 2:40 PM
87	nil	2/2/2016 2:33 PM
88	Less amount of days & hours. most times you are finding things for them to do, to make up 3hour. only so much cleaning & filing can be done in a day or week.	2/2/2016 2:30 PM
89	nil	2/2/2016 2:27 PM
90	Would need to reduce number of staff employed	2/2/2016 1:49 PM
91	none	2/2/2016 12:09 PM
92	none, they all work full days	2/1/2016 8:09 PM
93	I do not run shifts less than 4hrs. Nor do I intend to.	2/1/2016 6:20 PM
94	This would be detrimental to our business, as sometimes they only work for 3 hours. We would have to look at reducing our staff numbers	2/1/2016 4:37 PM
95	not enough book keeping work to do 4 hrs each day - it is irregular	2/1/2016 3:23 PM
96	No effect - our minimum day is 4 hours (Sat & Sun) and 9.5 hours on weekdays.	2/1/2016 2:25 PM
97	It shouldn't make any effect as long as he turns up in time to complete the 4 hours before close of business!	2/1/2016 1:02 PM
98	No effect, if a casual is used they are used on a full day of at least 8hrs per day	2/1/2016 11:51 AM
99	Some would resign	2/1/2016 11:33 AM
100	Again would cause issues and possible look for alternate ways to cover duties	2/1/2016 11:09 AM
101	Probably no effect	2/1/2016 10:49 AM
102	we would not employ them each day of the week	2/1/2016 10:46 AM
103	no effect	2/1/2016 10:24 AM
104	significant additional costs will be incurred to maintain customer service. the workload cannot be spread across a longer period with less employees. the workload needs to be covered in short periods with more casuals.	2/1/2016 10:22 AM
105	Could make things difficult as at times, they will not be productive for the full 4 hours. Gives me as an employer less flexibility	2/1/2016 9:52 AM

Casual and Part-time Employment Survey

106	We currently do not have any casual employees but if we did 4 hours minimum would be excessive in some instances	1/31/2016 11:34 AM
107	This would not be suitable and would require a restructure	1/30/2016 3:24 PM
108	I would only engage them if I had a full days work	1/30/2016 11:40 AM
109	nothing	1/30/2016 9:50 AM
110	minimal	1/30/2016 9:26 AM
111	none	1/30/2016 8:27 AM
112	Nil	1/29/2016 8:38 PM
113	Would take into consideration how many employees would remain casual and consider costs to dealership	1/29/2016 7:13 PM
114	We'd lose flexibility, and over head costs would increase, making us less competitive in the market.	1/29/2016 7:07 PM
115	It would be difficult to keep on casual employees	1/29/2016 6:46 PM
116	Depending on workload requirements, if not enough work to complete 4 hours, then would not be employed.	1/29/2016 6:43 PM
117	no issue	1/29/2016 6:29 PM
118	OK	1/29/2016 6:04 PM
119	there position would be un sustainable	1/29/2016 5:46 PM
120	not hiring them	1/29/2016 5:46 PM
121	at quieter times they would be cut out, Also students studying for 1/2 days would not be able to be rostered due to insufficient travel time to get to Uni or TAFE if they had to do a 3 hour shift.	1/29/2016 4:24 PM
122	no effect	1/29/2016 2:14 PM
123	not employ	1/29/2016 12:31 PM
124	It would remove our ability to be flexible in staffing when we experience slower periods, and would result in a financial impact in these periods. We would have to look at how we are staffing in the sections of our business that require the flexibility of staff to meet demands of workload of our business. Our casuals who elected to work less than this minimum period would also be impacted because we would no longer be able to provide them with the flexibility they currently value in their employment.	1/29/2016 10:39 AM
125	I would not employ them	1/29/2016 8:43 AM
126	It would be very restricting on the business, we would have to let a few employees go	1/29/2016 8:22 AM
127	No effect as our casuals always work greater than 4 hours, however if the casual agrees it shouldn't be a problem	1/29/2016 8:11 AM
128	THAT WOULD BE OK AS MINIMUM IS NORMAL 8 HRS	1/29/2016 6:05 AM
129	No effect unless someone were to get sick or had leave early and I wasn't around to replace them	1/28/2016 8:35 PM
130	No effect at this stage	1/28/2016 7:01 PM
131	Not cost effective or practical. We currently pay casual employees for a minimum of three hours with the appropriate loading.	1/28/2016 5:12 PM
132	wouldn't be able to provide after school shifts for students	1/28/2016 4:39 PM

Casual and Part-time Employment Survey

133	would not employ them	1/28/2016 4:27 PM
134	not good	1/28/2016 3:47 PM
135	none	1/28/2016 3:28 PM
136	Most work longer than 4 hrs	1/28/2016 3:22 PM
137	none	1/28/2016 2:58 PM
138	We would loss him	1/28/2016 1:42 PM
139	4 hours min shift is fare	1/28/2016 12:28 PM
140	None	1/28/2016 12:10 PM
141	Would not be ideal but would be able to work with it	1/28/2016 11:35 AM
142	none	1/28/2016 10:25 AM
143	NIL	1/28/2016 9:58 AM
144	There may not be 4 hours work needed and paying employees when there is no work is not cost effective	1/28/2016 9:41 AM
145	none	1/28/2016 8:58 AM
146	little except where weather interfered with outdoor work	1/28/2016 4:05 AM
147	More costs, use them less or not employ.	1/27/2016 9:02 PM
148	nil	1/27/2016 7:37 PM
149	DONT KNOW	1/27/2016 6:28 PM
150	will reduce staff and look at other means, or days worked.	1/27/2016 5:39 PM
151	none	1/27/2016 5:38 PM
152	None	1/27/2016 4:43 PM
153	It would create an enormous strain on cashflow!	1/27/2016 4:25 PM
154	nil	1/27/2016 3:53 PM
155	NONE.WE WOULD MANAGE HOURS	1/27/2016 3:47 PM
156	nil	1/27/2016 3:31 PM
157	Not effect on our business	1/27/2016 3:21 PM
158	no effect at all	1/27/2016 3:08 PM
159	This would be a significant implication on our business and would not be sustainable for our business in the current economic climate.	1/27/2016 2:51 PM
160	nil	1/27/2016 2:41 PM
161	Irregular casuals work more than 4 hours in a shift	1/27/2016 2:31 PM

Casual and Part-time Employment Survey

162	Nil	1/27/2016 2:17 PM
163	there will be an increase in wages that would have to covered somehow, probably by reducing their hours overall	1/27/2016 1:55 PM
164	No effect, they all work 7.6 hour days	1/27/2016 1:51 PM
165	none	1/27/2016 1:33 PM
166	Fine. Generally would work full day anyway	1/27/2016 1:21 PM
167	Financial effect as they may not be required for a minimum of four hours.	1/27/2016 1:07 PM
168	Not run with casual employment. Look to outsource.	1/27/2016 1:04 PM
169	No effect	1/27/2016 12:54 PM
170	devastating	1/27/2016 12:48 PM
171	NIL	1/27/2016 12:39 PM
172	Would probably do without that employee	1/27/2016 12:37 PM
173	we would employ less casuals	1/27/2016 12:36 PM
174	none at all	1/27/2016 12:36 PM
175	none	1/27/2016 12:36 PM
176	Significant effect as casual means casual, ie. work while the need is there and go home once it job is finalised. Saturday work is only a 3 hour shift for ALL employees as penalty rates apply after this period. To have a minimum engagement period is blurring the lines between casual and part time. In our case it would lead to not using casuals on a regular basis unless we were guaranteed we could have the casual employee gainfully working for the 4 hours minimum. No business wants to pay employees to sit around for a "minimum engagement period".	1/27/2016 12:32 PM
177	It will add an extra 25% onto our stretched weekly wage bill, Plus Employee is not interested in the extra time.	1/27/2016 12:30 PM
178	It would not suit us, or our casual employee.	1/27/2016 12:30 PM
179	we wouldn't do four hour shifts	1/27/2016 12:27 PM
180	Reduce the number of casuals hired	1/27/2016 12:26 PM
181	NONE	1/27/2016 12:24 PM
182	no real impact	1/27/2016 12:19 PM
183	Nil	1/27/2016 12:19 PM
184	AT THE MOMENT HE DOES 20 HOURS	1/27/2016 12:18 PM
185	Less shifts so they would work same hours as they currently do. Perhaps some may loose hours to currently employed part or full timers paid overtime.	1/27/2016 12:16 PM
186	Would probably no longer employ them.	1/27/2016 12:10 PM
187	not much	1/27/2016 12:10 PM
188	Would not employ them. Tasks would be contracted out Full-time employees would need to do the work	1/27/2016 12:03 PM
189	We would cease to employ them	1/27/2016 12:03 PM

Casual and Part-time Employment Survey

190	no major effect	1/27/2016 12:01 PM
191	unsure	1/27/2016 11:50 AM
192	Lack of productivity and flexibility in the business. Paying someone where there is no work for them. Loss of profit which may impact on others employment.	1/27/2016 11:36 AM
193	position would become redundant	1/27/2016 11:08 AM
194	No effect.	1/27/2016 10:59 AM
195	none	1/27/2016 10:14 AM
196	We would not employ people in those positions, would not have necessary work to utilise the hours.	1/27/2016 10:11 AM
197	not applicable	1/27/2016 9:41 AM
198	Nil effect - the current casual position is in excess of 4 hours per day	1/27/2016 9:05 AM
199	None	1/27/2016 9:02 AM
200	No Casual employees would be employed. This defeats the reason to have casuals in the first place	1/27/2016 8:43 AM
201	wouldn't employ them	1/27/2016 8:39 AM
202	Nil	1/27/2016 8:11 AM
203	WOULD ONLY EFFECT ONE EMPLOYEE, SO NOT ALOT	1/27/2016 7:57 AM
204	would have to pay overtime to permanent employee → employ casual	1/27/2016 7:38 AM
205	very minimum but i don't like it	1/27/2016 6:42 AM
206	At this stage none, unless the conditions of employment changed their sickness / holiday pay etc.	1/26/2016 9:05 PM
207	Not devastating business-wise, but not always suitable for the employee. eg juniors 4-7pm after school, then home for dinner before dark & at a reasonable time.	1/26/2016 3:16 PM
208	NEED ONLY TO GET A CASUAL FOR THE AMOUNT OF WORK YOU NEED THEM FOR. THAT'S WHY ITS CASUAL. WOULD NOT BE ABLE TO GET AFTER SCHOOL CASUAL EMPLOYEES AS WE DID LAST YEAR. IT WAS GOOD TO TRIAL FOR APPRENTICES.	1/26/2016 12:44 PM
209	They already are	1/26/2016 12:05 PM
210	We'd have to ensure that there was sufficient work that day and it would be awful. We mostly do employ for 4 hours but it would hinder our ability to employ on occasions, and it wouldn't suit our employees sometimes either. We find it very difficult to find staff who can work here let alone over governance which buggers our ability to be profitable. I think all employees should be casual and include all their loadings...and provide flexibility for them in family matters or when they just need time off etc.	1/26/2016 11:21 AM
211	wouldnt employ them	1/26/2016 11:05 AM
212	The employee has requested to be free to work the hours he elects, based on his other primary job. His other job requires a roster that changes daily. That is acceptable to the employer.	1/26/2016 11:01 AM
213	none.	1/26/2016 10:00 AM

Casual and Part-time Employment Survey

214	Could not operate	1/26/2016 7:18 AM
215	less employees, the more restrictions on how we can employ people means i will keep overall staff down and everyone just has to work harder	1/25/2016 5:09 PM
216	Sometimes, we don't need them for 4 hrs. We wouldn't employ them. We would have to outsource to an external company.	1/25/2016 4:54 PM
217	less casuals	1/25/2016 4:41 PM
218	Would employ less staff	1/25/2016 4:21 PM
219	If we were to employ a worker in the workshop on a casual basis there would need to be a minimum amount of work for him to do otherwise it would result in him being called and told not to come in at all that day. Not paying staff to stand around and do nothing.	1/25/2016 3:58 PM
220	Shifts may not be available for juniors, due to school hours and business operation hours. Saturday morning work hours are normally 9-12 opening. Shifts wouldn't be available.	1/25/2016 3:26 PM
221	No effect	1/25/2016 3:18 PM
222	increase costs	1/25/2016 3:05 PM
223	We may not be able to continue employing them	1/25/2016 2:45 PM
224	Nil. All are engaged for in excess of 4 hours per shift.	1/25/2016 2:45 PM
225	none	1/25/2016 2:41 PM
226	we would no longer be able to employ any casuals	1/25/2016 2:36 PM
227	LESS WOULD BE EMPLOYED.	1/25/2016 2:36 PM
228	NONE	1/25/2016 2:34 PM
229	They become unemployable. As we use high school students it's not possible to give them 4 hours work between the end of school and close of business (3:30pm to 5:30pm). We would simply stop employing casuals.	1/25/2016 2:28 PM
230	none	1/25/2016 2:27 PM
231	Minimal, only one employee however quite often does less than 4 hours due to rain/showers etc	1/25/2016 2:19 PM
232	Would decrease their opportunities to work. We would make do and not engage them	1/25/2016 2:19 PM
233	nil	1/25/2016 2:17 PM
234	none	1/25/2016 2:14 PM
235	We only have one staff member that works less than 4hrs as a security precaution. If required to give them 4hrs it wouldn't be sustainable for wages	1/25/2016 2:14 PM
236	that is fair,	1/25/2016 1:58 PM
237	No much effect. All our casual employees work a minimum 4 hour shift as it is now.	1/25/2016 1:50 PM
238	not affected	1/25/2016 1:48 PM
239	This does not take into account the available work and the fact that in a country town it is quick for employees to get to work, so a short shift is not a problem.	1/25/2016 1:48 PM
240	No effect	1/25/2016 1:42 PM

Casual and Part-time Employment Survey

241	costly on a weekend as I have extra staff over lunch and dinner, as a takeaway is included in my service station	1/25/2016 1:40 PM
242	Not good	1/25/2016 1:26 PM
243	NOT MUCH AS WHEN THE CASUAL WORKS WE GOT THEM IN FOR A FULL DAY OR NOT AT ALL	1/25/2016 1:20 PM
244	Would not employ as many casuals	1/25/2016 1:18 PM
245	It should be at the employers option I expect it would mean higher costs	1/25/2016 1:14 PM
246	NONE	1/25/2016 1:12 PM
247	not a great deal, as mostly does this anyway.	1/25/2016 1:12 PM
248	No effect	1/25/2016 1:12 PM
249	Terrible. What is the purpose of introducing a minimum 4 hours per day/shift? The hours worked are whatever the casual can manage and what best meets the needs of the business. This has always been satisfactorily negotiated between the parties, why change?	1/25/2016 1:11 PM
250	none	1/25/2016 1:06 PM
251	Would not put them on	1/25/2016 12:56 PM
252	We try to work in with our employees and it would be very occasionally that they do not work a minimum of 6hrs per shift, so for us there would be little to no effect.	1/25/2016 12:15 PM

Casual and Part-time Employment Survey

Q33 If casuals were given the right to convert to permanent full-time or part-time employment after 6 months of regular employment, with the employer having no right to refuse, what impact, if any, would this have on your organisation?

Answered: 251 Skipped: 152

#	Responses	Date
1	Would only employ casuals for less than 6months. Would depend if probation could be included in contract.	2/10/2016 12:14 PM
2	Minimal. This has never occurred previously. The company has a preference for permanent employees and would normally approve such a request.	2/10/2016 8:52 AM
3	firstly we wouldn't be able to be flexible with their hours or offer the hours they are available to work and we would probably not get satisfactory workers	2/9/2016 1:46 PM
4	Well it would take away our flexibility to have casual employment and may mean that if we had to convert a casual to a part-time employee the other casuals hours would have to be cut. I think if you take away the flexibility of having casual employees then there would be less casuals employed because it would put too much pressure on small business there for putting up the percentage of unemployed	2/9/2016 7:53 AM
5	We will close and become employees to reap the benefits the union/labour government has guaranteed to all employees.	2/8/2016 9:35 PM
6	little effect	2/8/2016 9:46 AM
7	if not enough work I would end the employment	2/8/2016 9:10 AM
8	Nil impact - We assess all our casual workers for full time after serving a trial period	2/8/2016 8:21 AM
9	To be honest it decreases my weekly wage and I would prefer it, however out of all employees I have ever offered to only 1 person took the option. Many refuse to take due to cut of wages	2/8/2016 7:41 AM
10	100	2/8/2016 7:02 AM
11	It can not be practically done because the rostered hours and days of week worked vary each and every week for all the reasons I have outlined in previous questions. We are not a factory or production line that has set days or hours of operation, we are a retail business (Service Station/Roadhouse/Truckstop) operating in regional areas of SA) operating 24 hours 7 days per week with my staff requiring and requesting to be rostered varied days and hours to be flexible (due to their availability), just as we also require flexibility for smooth and SAFE operations.	2/7/2016 11:04 PM
12	A significant cost liability to the balance sheet.	2/7/2016 7:56 PM
13	NONE	2/6/2016 1:12 PM
14	We would employ less people.	2/6/2016 8:19 AM
15	Large impact	2/6/2016 8:12 AM

Casual and Part-time Employment Survey

16	It would mean that we might not use casual staff but work without them which would be sad since we can use them on the current basis & they are happy with this & want this	2/5/2016 6:05 PM
17	We would only employ people for a few months and turn them over. Once they were employed part time workcover claims would rise, we would seriously put a lot more into who we employed and maybe just on a seasonal basis. We could not afford to pay all the benefits to a part time employee - they would also start to have sickies as they would be paid for these, but when they are casual they only take a sickie if they are really sick!	2/5/2016 5:18 PM
18	A VERY NEGATIVE IMPACT	2/5/2016 5:04 PM
19	none	2/5/2016 3:32 PM
20	i would have to re think there employment	2/5/2016 2:54 PM
21	A large impact - with our market fluctuations, work requirements and demand - it would give us no flexibility with regard to staffing requirements. The employer and employee should be able to weigh up the casual job offer and if it doesn't suit either party 6 months down the track at least there are 2 options for both parties (end or continue as is). However, under the new proposal the employer is given no option, and to roll over staff constantly gives no continuity and triggers further paperwork and management unnecessarily.	2/5/2016 1:41 PM
22	yes, we would not employ them	2/5/2016 1:20 PM
23	would discourage us from giving younger workers a go and they would all have to have trade qualifications.	2/5/2016 11:42 AM
24	yes, they would be entitled to sick pay, holiday pay, leave loading etc	2/5/2016 11:14 AM
25	This would cause a major impact to our business. We would probably only employ casual staff for very short periods of time	2/5/2016 10:39 AM
26	We couldnt afford to do it	2/5/2016 10:36 AM
27	none	2/5/2016 9:24 AM
28	Business loses flexibility of employment and job opportunities decrease	2/5/2016 9:06 AM
29	Nil	2/5/2016 8:55 AM
30	unsure	2/5/2016 8:18 AM
31	0	2/5/2016 8:10 AM
32	.	2/5/2016 7:14 AM
33	none	2/5/2016 7:11 AM
34	none, we always believed it was their right to ask anyway.	2/5/2016 7:03 AM
35	it may result in termination of employment	2/5/2016 6:54 AM
36	NONE	2/5/2016 6:15 AM
37	Presently difficult economic conditions, would not hire casuals	2/5/2016 6:13 AM
38	would do it if that were the way	2/5/2016 4:25 AM
39	We could not employ them	2/4/2016 8:02 PM
40	Does not apply	2/4/2016 7:43 PM
41	Would force me to let go of casuals prior to the 6 month rule and replace with a new casual... Will only achieve a churn effect	2/4/2016 6:50 PM

Casual and Part-time Employment Survey

42	Increased staff costs	2/4/2016 6:15 PM
43	we would have to terminate them	2/4/2016 5:10 PM
44	We only have limited right to refuse now , fact is casuals are given the choice , almost 100 % have chosen to stay casual	2/4/2016 5:10 PM
45	Not sure. Have not really discussed it with all the employers	2/4/2016 4:16 PM
46	This would have a cost impact on our company as we would be forced to carry full-time staff durring lows in our production. Which as a small business is not very feasible, possibly leading us to reconsider continuing in business.	2/4/2016 3:53 PM
47	None	2/4/2016 3:18 PM
48	Loss of flexibility, less inclined to start / trial / retain staff whom we have placed under various subsidies to assist community / employment organisations with providing on the job training (including slow learners, various levels of disability etc), the duration of which can need up to 12 months to achieve appropriate competency and trust levels	2/4/2016 3:17 PM
49	i would be forced to run on less employee's	2/4/2016 3:15 PM
50	none	2/4/2016 3:11 PM
51	a/l & s/l would need to be accrued, hrly rate will decrease and would be difficult to cover absenteeism	2/4/2016 3:05 PM
52	I like have the right to say if i employ some full or part time	2/4/2016 3:00 PM
53	The problem that we have is there are many reasons why workers are on part time or casual employment and they not all employers doing as the actu would try and make us believe maybe big business can support this and drive costs up but this will effect small business in a big way. I don't believe this push is in any way is to help the worker at all as this will cost jobs and put a percentage of those worker back on to Centre Link payments	2/4/2016 10:19 AM
54	Most likely be more fearful of employing people	2/4/2016 7:49 AM
55	would regularly replace staff	2/4/2016 6:52 AM
56	one less employee	2/3/2016 4:15 PM
57	Huge Impact, I would have less staff & close the days I would use the casual staff.	2/3/2016 3:53 PM
58	If currently working 38 hours per week very little impact	2/3/2016 2:37 PM
59	This would in most cases not be suitable for employee or ourselves	2/3/2016 2:10 PM
60	I would not be able to employee any one or only employ for 6 months at a time.	2/3/2016 2:04 PM
61	Casuals on a short term - irregular basis would become our preferred option	2/3/2016 1:26 PM
62	We would let them go	2/3/2016 1:11 PM
63	We would have to re-think our staff and hiring procedures	2/3/2016 11:42 AM
64	we would not employ casual employees and probably give overtime to current full time employees	2/3/2016 11:17 AM
65	we should have right of refusal. If it came in we would recruit more carefully, extend probation period	2/3/2016 9:55 AM
66	Un known as at this point those employees who have considered converting also want to retain THEIR flexibility and not get locked into 38 hour weeks and also prefer the better pay rate on casual as it suits them better.	2/3/2016 9:09 AM

Casual and Part-time Employment Survey

67	It would be quite a big impact to have to pay holiday pay and 17% loading and then employ some to there job while they are away. small business is doing it hard enough with out extra cost.	2/3/2016 8:39 AM
68	yes, I think it would make a financial impact	2/3/2016 8:22 AM
69	no business	2/3/2016 6:01 AM
70	All casual employees would be terminated prior to that right being available.	2/3/2016 1:56 AM
71	Some impact as casual employees pick up the overflow for peak work periods for the non peak work periods we will have too many employees for tasks to delegate	2/2/2016 8:10 PM
72	It would be very difficult to comply with it	2/2/2016 6:43 PM
73	Very NEGATIVE. I would have to make sure that their employment was NOT REGULAR - so they could NOT have the right to convert. It defeats the whole purpose of Casual Employment	2/2/2016 5:14 PM
74	major	2/2/2016 4:38 PM
75	not enough work load.	2/2/2016 4:38 PM
76	none	2/2/2016 4:33 PM
77	would be forced to turn over employee	2/2/2016 4:30 PM
78	It would make us unviable	2/2/2016 3:38 PM
79	Our business needs flexibility with staff as sometimes our employees do extra shifts to cover other staff members or are needed during busy holiday periods. Part time employment doesn't allow for this in a cost effective way.	2/2/2016 3:32 PM
80	none	2/2/2016 3:19 PM
81	we would not employ casuals	2/2/2016 3:11 PM
82	I would not employ as I want to run my business to suit me	2/2/2016 3:00 PM
83	review our employment structure for the future	2/2/2016 2:50 PM
84	No impact at this time.	2/2/2016 2:46 PM
85	It would make it very difficult	2/2/2016 2:44 PM
86	We would terminate half of our casuals	2/2/2016 2:42 PM
87	A very big burned the business, to find a place for that person to sit in admin support as all desk (work area's) are full rest of the week with full time staff. the Clean is only required when new stock arrives	2/2/2016 2:39 PM
88	serious impact we would downsize	2/2/2016 2:36 PM
89	Think that this would be very unfair	2/2/2016 1:54 PM
90	we may need to reconsider the position, whether to employee or not.	2/2/2016 12:11 PM
91	grave impact as we would not be able to employ sales staff on a casual basis. Sales staff in Motor Vehicle Industry have to be licensed in WA (costs) so it is not viable to keep these employees more than 6 months if this would be the case, as we would not be able to have work for them as permanent employees during the low season. It would basically make it required to employ sales staff permanently, which we can't afford.	2/1/2016 8:12 PM

Casual and Part-time Employment Survey

92	It could have a large impact on the way I run my business. It would be very difficult to manage such a change.	2/1/2016 6:22 PM
93	Huge detrimental financial impact on our business. We would have to reduce staff numbers to afford this.	2/1/2016 4:41 PM
94	no impact	2/1/2016 3:24 PM
95	None. I would be happy for them to do so if they wanted to.	2/1/2016 2:27 PM
96	He would cost us money standing around with little work to be done. We would probably have to let him go due to lack of work with the downturn in our industry.	2/1/2016 1:20 PM
97	We would not employ casual workers	2/1/2016 11:51 AM
98	May not be economically viable	2/1/2016 11:35 AM
99	would possibly terminate some of the employees - as a casual we can employ with the knowledge of we don't have to continue. so far the employees who have requested the change have been good employees and we have had the workload, things are changing at the moment and our work load is decreasing	2/1/2016 11:14 AM
100	A bit of frustration as we would probably terminate the EEs that we did not wish to offer FT employment - and then perhaps rehire again - to avoid the obligation at 6 month mark.	2/1/2016 10:55 AM
101	I would out source the work instead	2/1/2016 10:48 AM
102	less flexibility to meet changing workload peaks.	2/1/2016 10:43 AM
103	Yes, this would restrict our flexibility to move with market demands. This would affect our efficiency and profitability. We could be in a position of having an excess number of employees and we would have to take other measures to reduce the work force.	2/1/2016 10:30 AM
104	I may have to cease their employment and look for another casual prior to the 6 months expiring. They becoming full time or part time isn't their right in my opinion as they are casual for a reason. The employer needs flexibility for a variety of reasons	2/1/2016 9:54 AM
105	It would impact our profitability and flexibility. Currently, we only employ casuals in areas of the business that need to be flexible to be competitive based on demand/supply of work at that time. We would have to reassess how we staff these areas of the business to ensure we are able to be cost effective in slower periods to manage the risk.	2/1/2016 8:54 AM
106	We would most likely not taken on a casual employee on a full time basis. We would cease the employment	1/31/2016 11:36 AM
107	Depending on how the pay structure was set up it may not be an issue, but would really need to know pay structure to answer accurately	1/30/2016 3:27 PM
108	higher running costs,	1/30/2016 11:42 AM
109	Yes I would not employ Casual staff as that is a commitment that we cannot for fill	1/30/2016 9:52 AM
110	it would not provide the flexibility needed by the business	1/30/2016 9:27 AM
111	We would have no choice but to employ them full time. just another right the employer is losing!!	1/30/2016 8:29 AM
112	Would change casuals within the time period.	1/29/2016 8:40 PM
113	obviously employees would be employed for shorter periods of time therefore we would have a greater turn over in staff. Our casual employees all work in the cleaning field.	1/29/2016 7:15 PM
114	Our overheads would increase, we'd be less competalitive and we'd lose sales due to increased costs.	1/29/2016 7:10 PM
115	I would stop keeping casual employee after 6 months and rotate to new ones.	1/29/2016 6:48 PM

Casual and Part-time Employment Survey

116	It would depend on the amount of casual work that was available for them.	1/29/2016 6:46 PM
117	none	1/29/2016 6:36 PM
118	employ more staff	1/29/2016 6:11 PM
119	NOT SURE	1/29/2016 6:07 PM
120	our business could not afford it	1/29/2016 5:48 PM
121	I would employ less adults and choose students	1/29/2016 4:27 PM
122	Only having to allow for annual leave periods requested by the employee & of course payment while the workshop is closed for owner's purposes.	1/29/2016 2:17 PM
123	yes	1/29/2016 12:32 PM
124	I would no longer employ casuals	1/29/2016 8:45 AM
125	This would be a very costly exercise	1/29/2016 8:28 AM
126	No impact, as the current casual would be paid a lower hourly rate, but be paid leave instead	1/29/2016 8:12 AM
127	MAJOR IMPACT AS IT WOULD BECOME TO HARD TO MANAGE WORK LIFE BALANCE FOR CURRENT STAFF	1/29/2016 6:11 AM
128	I would have to sell up as the hours aren't available	1/28/2016 8:38 PM
129	Previous no problem but as the economy in Adelaide is unstable it could cause me some concern .	1/29/2016 7:04 PM
130	Unsure but believe that business should have the right to refuse.	1/28/2016 5:28 PM
131	a massive impact as we might not have the hours to have a full time employee	1/28/2016 4:46 PM
132	again would not employ casual. would lay them off before that time	1/28/2016 4:29 PM
133	won't be happy	1/28/2016 3:48 PM
134	we would only employ temporary staff for 3 months or less only ones that we would want to keep we would anyway which is how normally do it	1/28/2016 3:31 PM
135	Would make survival in this competitive industry very hard.	1/28/2016 3:25 PM
136	none	1/28/2016 2:59 PM
137	Don't want to be tried down anymore	1/28/2016 1:43 PM
138	I would close my doors. I can not afford that commitment. i struggle to pay myself a wage as it is.	1/28/2016 12:31 PM
139	Not sure	1/28/2016 12:11 PM
140	Would reduce staff to compensate for having to have permanent full time workers fully engaged & they would then do all of the tasks.	1/28/2016 11:37 AM
141	It would impact in quiet times and holidays we like the flexibility to down size our organisation	1/28/2016 10:32 AM
142	Would reconsider the hiring process of casuals. Casuals can be offered a permanent positions after 6 months	1/28/2016 10:01 AM
143	NOT MUCH	1/28/2016 9:59 AM
144	Cost more in wages. Have to pay out holiday and sick pay.	1/28/2016 9:01 AM

Casual and Part-time Employment Survey

145	cease to employ and go to sub contracting	1/28/2016 4:07 AM
146	With all the costs and paper work, would consider shutting up shop, just making it harder. I would have to work longer to make up for lost time.	1/27/2016 9:06 PM
147	I wouldn't be able to offer them full time hours that would fit in the guidelines of the award	1/27/2016 7:39 PM
148	FINE	1/27/2016 6:29 PM
149	rate of pay would reduce and we will probably lose staff as they currently want the extra dollars.	1/27/2016 5:45 PM
150	We only need casuals as casuals	1/27/2016 5:42 PM
151	Less flexibility	1/27/2016 4:55 PM
152	It would probably close down mine and certainly other colleagues of ours businesses!	1/27/2016 4:27 PM
153	rostering difficulty	1/27/2016 3:55 PM
154	IT COULD UPSET THE WOKFLOW	1/27/2016 3:51 PM
155	at present none as our staff happy with higher pay, but if they did it would be huge	1/27/2016 3:34 PM
156	Financial impact of having to accumulate holiday and sick pay. We would also lose the security of having the ability to reduce staff if quiet times ensued	1/27/2016 3:22 PM
157	we would stop employing them before they hit 5 months 29 days service. Then hire someone else. Or ensure they were not getting regular work.	1/27/2016 3:11 PM
158	This would have a major impact on our business as we do not have the work load for this to occur.	1/27/2016 2:55 PM
159	huge impact. if the business couldn't afford another permanent full-time or part-time employee then it would mean extra costs to make position(s) redundant and may force closure of part or all of business due to those costs.	1/27/2016 2:46 PM
160	Leave accruals and likelihood of less reliability	1/27/2016 2:33 PM
161	I am happier with my staff staying casual as this works very well in my business and the service station industry with the rostered shifts I have available	1/27/2016 2:19 PM
162	a lot more paperwork and costs	1/27/2016 1:57 PM
163	No effect if they have been suitable for the 6 months and the work was still there.	1/27/2016 1:53 PM
164	inconvenient, staff would want the same rate of pay. They will not work for a lesser rate, not a long term job for them, most of them are students.	1/27/2016 1:42 PM
165	none	1/27/2016 1:23 PM
166	Probably little impact on finances regarding sick and annual leave provisions for permanents.	1/27/2016 1:09 PM
167	Look into outsource on a contract basis, or fixed term contracts. including review of these positions to merge in with existing ft positions.	1/27/2016 1:08 PM
168	Likely we would get rid of certain employees as dismissal more difficult once permanent full time.	1/27/2016 12:59 PM
169	devastating	1/27/2016 12:51 PM
170	minimum	1/27/2016 12:43 PM
171	I guess if you are willing to keep an individual working on a permanent casual basis for the period of +6months, then they must be doing a reasonable job and are worth keeping in the organisation. If an individual employed on a casual basis is not performing or unreliable, I would presume they would not be asked to return to the job in less than the six month period. However, the person must want to be converted as each individual has varying circumstances for wanting casual employment. After saying all this, I do not believe the right to refuse should be available to the employer.	1/27/2016 12:42 PM

Casual and Part-time Employment Survey

172	It would be a huge impact as we are a small garage in a rural community. We couldn't afford to employ additional staff full time.	1/27/2016 12:41 PM
173	we would have people being paid to stand around with no work to do	1/27/2016 12:40 PM
174	NIL	1/27/2016 12:40 PM
175	i would think this would make it hard to fill positions as i would have to allocate a certain amount of hours to particular staff, what happens if they are not available or they are all available, i only have so many shifts.	1/27/2016 12:39 PM
176	Would look at other options	1/27/2016 12:38 PM
177	We would shut up shop	1/27/2016 12:32 PM
178	This agreement should be between the employer and the employee - not mandated.	1/27/2016 12:32 PM
179	yes	1/27/2016 12:29 PM
180	NONE	1/27/2016 12:25 PM
181	It would make employing a casual very difficult and would impact on the bottom line of the business if we were forced to convert an employee especially if the workload did not exist for the casual, we would effectively end up paying them for doing nothing. The employer should have right to refuse with evidence to support the refusal ie: work flow, etc	1/27/2016 12:22 PM
182	NIL	1/27/2016 12:20 PM
183	we would lose the opportunity to adjust staff numbers without penalty when it suited the business	1/27/2016 12:20 PM
184	lose flexibility with rosters. Most likely hire extra casuals, spreading and juggling the same hours over more people to make sure they cannot be classified as a regular hours casual.	1/27/2016 12:18 PM
185	None	1/27/2016 12:11 PM
186	Annual leave and sick leave requirements	1/27/2016 12:11 PM
187	Less people would be employed at our dealership in the future.	1/27/2016 12:05 PM
188	Would not employ casual workers any longer	1/27/2016 12:04 PM
189	I would not hire any casuals	1/27/2016 12:03 PM
190	unsure	1/27/2016 11:51 AM
191	Lack of workforce flexibility. Would need to employ such staff during downtime and low levels of work activity. Lack of productivity and profit.	1/27/2016 11:40 AM
192	not a need for a full time employee	1/27/2016 11:09 AM
193	No impact. If we need someone for that length of time we would generally offer them permanent employment anyway.	1/27/2016 11:03 AM
194	could lose an employee not on a casual basis of employment	1/27/2016 10:16 AM
195	Discontinue to offer that type of employment	1/27/2016 10:12 AM
196	has big financial effect.	1/27/2016 9:45 AM
197	Nil. The point we make is that the employee is advised up front that conversion from casual to part/full time would cause a 25% reduction in hourly rate of pay	1/27/2016 9:07 AM

Casual and Part-time Employment Survey

198	Very minimal as we do not use casuals to fill fulltime positions across a number of employees	1/27/2016 9:04 AM
199	Casuals would not get hired in the first place.	1/27/2016 8:47 AM
200	negative	1/27/2016 8:40 AM
201	We would not hire casuals	1/27/2016 8:13 AM
202	JUST ANOTHER EMPLOYEE RIGHT, EMPLOYERS WILL EVENTUALLY HAVE NO RIGHTS WHATSOEVER	1/27/2016 8:00 AM
203	reduced work force	1/27/2016 7:40 AM
204	I may not be able to do that, it will be an unfair decision	1/27/2016 6:45 AM
205	We would terminate employment before the 6 month period was up. We don't want permanent part time. Our Casual gets a loading on his pay to cover holidays & sick pay now - if it changed he would get less money & create more work to do wages. He wants to stay casual !!!!!	1/26/2016 9:11 PM
206	Shift rostering & hiring w/be made even more difficult, as w/be selecting best or right staff for appropriate shifts. Would also significantly reduce our ability to reward our best staff with extra shifts, with customer service & business improvement suffering. (This proposal clearly put forward by people who have never run their own business!)	1/26/2016 3:27 PM
207	EMPLOYERS SHOULD HAVE THE RIGHT TO EMPLOY CASUALS FOR AS LONG AS THEY HAVE WORK FOR THEM AND FOR WHAT IS RIGHT FOR THEIR BUSINESS AT THE TIME. SOMETIMES YOU NEED THEM TO REPLACE THE PERMANENT EMPLOYEES THAT ARE ON HOLIDAYS OR SICK DAYS.	1/26/2016 12:51 PM
208	It would have a bad effect	1/26/2016 12:06 PM
209	MASSIVE! Our employees want the flexibility to work odd, irregular hours and request a day off at short notice. We find that casual employment takes the hard work out of wages preparation and offers the employee the right to have leave at short notice. It is vital to our business future, that's how important it is.	1/26/2016 11:26 AM
210	we wouldnt employ casuals past five months	1/26/2016 11:05 AM
211	It could impact on whether the casual employee could continue to be employed.	1/26/2016 11:04 AM
212	Extremely detrimental,staff turn over,lack of consistancey,staff training etc.	1/26/2016 10:20 AM
213	Massive impact as all ready explained	1/26/2016 7:20 AM
214	huge, i would have less staff than i do now and they would have to get the job done. having flexibility means that employees that i would never give full time too still get work. i would never give some of these casuals a full time position. we have a responsibility ourselves to be valued employees, not just because of time.	1/25/2016 5:14 PM
215	We wouldn't employ casuals. Why pay for someone for more hours than you need. We would probably outsource	1/25/2016 4:56 PM
216	less casuals	1/25/2016 4:42 PM
217	Less likely to employ casual staff, would loose staff that are currently job sharing	1/25/2016 4:23 PM
218	I guess this would result in having a full time worker who would be getting paid regardless of whether the work was there or not	1/25/2016 4:01 PM
219	It would only impact if there was a downturn in business	1/25/2016 3:31 PM
220	Current casuals are working with us as second jobs or after school jobs. They all require flexibility and could not commit to agreed hours and days	1/25/2016 3:27 PM
221	big impact	1/25/2016 3:07 PM

Casual and Part-time Employment Survey

222	It could be significant. Overtime provisions for permanent part timers is onerous and unworkable as often employees work more than "standard" hours	1/25/2016 2:49 PM
223	We wouldn't employ casuals	1/25/2016 2:46 PM
224	000	1/25/2016 2:42 PM
225	WE WOULDN'T EMPLOY THEM AS CASUALS ANY LONGER OR AT ALL. THIS WOULD NOT SUIT THOSE WORKERS - NOT THE EMPLOYER. CASUAL EMPLOYEES WANT EXACTLY THAT. WE CAN'T EMPLOY STAFF TO STAND AROUND DOING NOTHING IF THERE IS NO WORK.	1/25/2016 2:38 PM
226	MORE WAGES- - MORE STAFF OFF WORK USING CARE LEAVE FOR CHILDREN	1/25/2016 2:36 PM
227	as before, that would mean we would have to terminate our casual	1/25/2016 2:36 PM
228	We would stop employing casuals. Where additional work loads impact on the business we would look to cover with existing employees and use subcontractors where applicable.	1/25/2016 2:35 PM
229	none	1/25/2016 2:29 PM
230	None. Would not employ casuals	1/25/2016 2:22 PM
231	We would not use casual staff	1/25/2016 2:20 PM
232	nil	1/25/2016 2:18 PM
233	The impact would be additional wages cost on weekends and public holidays plus finding additional staff to cover shifts for annual leave etc	1/25/2016 2:16 PM
234	it would take away the flexibility	1/25/2016 2:15 PM
235	My preference is for full time employment, it is fair and secure employment	1/25/2016 2:00 PM
236	This will have an enormous impact mostly by way of paying unnecessary wages for non productive work or it will probably see those in casual employment loose their jobs before the six month cut off.	1/25/2016 1:54 PM
237	nil	1/25/2016 1:51 PM
238	I would be very wary taking on casuals because of the added impost of payment for public holidays, sick pay etc	1/25/2016 1:51 PM
239	extreme has I don't have the hours of full time to accommodate the staff that I have employed as casuals, some casuals only want one or two shifts per week	1/25/2016 1:44 PM
240	May not be suitable for posution	1/25/2016 1:43 PM
241	some	1/25/2016 1:28 PM
242	WE WOULD NOT EMPLOYEE A CASUAL	1/25/2016 1:22 PM
243	Let casuals go after 5 months due to costs. Less casuals employed	1/25/2016 1:19 PM
244	There are some employees that Just don't want full time work employing staff is a very fine balancing act It's not a case that is easily fixed	1/25/2016 1:18 PM
245	Casuals are already considered permanent after 6 months, so long as they have been employed on a regular and systematic basis. The employer is required to notify the employee of this fact after 6 months with an offer of permanent employment. It is in the employer's best interest to do this, and enter into a permanent full-time or part-time contract to protect the employer. FWA will consider the casual employee to be permanent after 6 months anyway.	1/25/2016 1:15 PM
246	It is our right to operate within the guide lines and offer suitable applicants more regular employment	1/25/2016 1:15 PM
247	Doesnt give employers the chance to factor in the increased costs (liabilities) or need for the increased hours of the employee	1/25/2016 1:15 PM

Casual and Part-time Employment Survey

248	no impact	1/25/2016 1:14 PM
249	some	1/25/2016 1:07 PM
250	Would not employe them	1/25/2016 12:57 PM
251	I do not believe that any of our current employees would take up the offer as they are all very happy with their current arrangements, however if was to become a mandatory basis of employing people that once they reach 6mths I feel that our business would fold as we simply do not have the turn over to pay out the expenses associated with 7+ employees on a full time wage.	1/25/2016 12:20 PM

Casual and Part-time Employment Survey

Q35 What would be the effect on your organisation if you were forced to offer additional hours to existing casual and part-time employees working less than 38 hours per week, before increasing the number of casual or part-time employees in your business?

Answered: 251 Skipped: 152

#	Responses	Date
1	Nil	2/10/2016 12:14 PM
2	Negligible.	2/10/2016 8:53 AM
3	we wouldn't get them to agree.	2/9/2016 1:48 PM
4	None	2/9/2016 7:55 AM
5	They can't work any more hours anyway....	2/8/2016 9:36 PM
6	no effect	2/8/2016 9:47 AM
7	I only have 1 casual employee	2/8/2016 9:15 AM
8	Nil affect. Our casual workers are employed for 38 hours with a view to full time. Generally only have one casual at any given time	2/8/2016 8:37 AM
9	none	2/8/2016 7:42 AM
10	dramatic	2/8/2016 7:03 AM
11	many casual staff do not want the additional rostered hours, or if they do then often they can not keep their commitment to the roster and then I would be left short staffed and couldn't efficiently or safely operate my business if I didn't already have employed additional casual staff to have them ready trained and experienced as back up staff - the issues of staff "dropping or changing" their rostered shifts occurs virtually on a daily basis. Obviously the people dreaming up any proposed changes to the Casual employment issue have never operated a business to understand what is occurring in the "real world".	2/7/2016 11:11 PM
12	A significant additional cost and less flexibility in the roster personnel.	2/7/2016 7:58 PM
13	NONE	2/6/2016 1:14 PM
14	It would not be any good	2/6/2016 8:57 AM
15	Many of our employees would not want the extra hours. If we had to pay existing employees more hours it would impact too much on the cost of operating the business.	2/6/2016 8:37 AM

Casual and Part-time Employment Survey

16	Some employees would not have the skill set & so it is impractical even though the ideologues think it is great. Some of the casuals are simply put on to give them a go which would not happen if this changed as suggested. It reduces the ability to give several people some work as opposed to a few people all the work. as people age, it is good to be able to spread the casual tasks between young & old to give the young experience & to use the older experience. Some employees do not want to work the different hours & this would have to change if the above scenario was introduced because a current casual may want the tasks but insist that they be able to do it at a different time. with seasonal work this is not an option.	2/5/2016 6:10 PM
17	up to 38 hours a week is fine after that its double time so would put on another casual.	2/5/2016 5:19 PM
18	IT WOULD OFTEN NOT SUIT THE EMPLOYEE AS WELL AS EMPLOYER. HOW CAN WE RUN A SUCCESSFUL BUSINESS THESE DAYS WHEN WE ARE FORCED TO COMPLY WITH UNNECESSARY REOUSETS ON TOP OF ALREADY HARD TIMES.	2/5/2016 5:08 PM
19	none	2/5/2016 3:33 PM
20	some would go	2/5/2016 2:55 PM
21	It would be fine, assuming the work is within the skill set of the casual employee (this would be a very important criteria of the proposal). Otherwise of course it would make sense to give preference of more work hours to existing employees rather than get someone else in.	2/5/2016 1:50 PM
22	would not employ part time or casuals	2/5/2016 1:20 PM
23	would downsize business so we don't employee part-time employees.	2/5/2016 11:45 AM
24	none	2/5/2016 11:14 AM
25	I don't believe there would be a major impact	2/5/2016 10:42 AM
26	We could afford too	2/5/2016 10:38 AM
27	Reconsider future hiring of casuals	2/5/2016 10:15 AM
28	none	2/5/2016 9:24 AM
29	Nil	2/5/2016 8:55 AM
30	unmsure	2/5/2016 8:18 AM
31	depends if it is skills based	2/5/2016 8:10 AM
32	.	2/5/2016 7:15 AM
33	none	2/5/2016 7:12 AM
34	none	2/5/2016 7:03 AM
35	none	2/5/2016 6:54 AM
36	NONE	2/5/2016 6:16 AM
37	Reduces staff roster flexibility	2/5/2016 6:15 AM
38	would let it get to that	2/5/2016 4:26 AM
39	To costly	2/4/2016 8:04 PM
40	No effect	2/4/2016 7:43 PM

Casual and Part-time Employment Survey

41	Offering additional hours to current casuals may not suit their circumstances so they may not accept additional hours so would likely have to make the permanents do longer hours even though that will not suit the permanent.	2/4/2016 6:54 PM
42	Increased staff costs	2/4/2016 6:15 PM
43	we lose the benefit of flexibility and this will not help our cause	2/4/2016 5:13 PM
44	If this is the case. It appears as though the award has become dis functional. Our Company would seriously consider selling on ,	2/4/2016 5:12 PM
45	Cant see what effect it will really have as we are already giving them more than what is being suggested	2/4/2016 4:17 PM
46	None	2/4/2016 3:54 PM
47	Loss of flexibility, increased costs, modification of operations with consideration to ceasing some of those operations (already being contemplated due to rising costs...)	2/4/2016 3:25 PM
48	None	2/4/2016 3:19 PM
49	i would not survive	2/4/2016 3:16 PM
50	none	2/4/2016 3:12 PM
51	why would we offer if there is no work? they work the required hours to get the job done.	2/4/2016 3:06 PM
52	I spot using casual employees and close down	2/4/2016 3:03 PM
53	In most cases we couldn't do it due to the many reasons associated with the employment of part time and casual workers and mostly in our business it is the request of the worker so I don't believe this should be forced upon us	2/4/2016 10:26 AM
54	This would not work. No point asking a female cleaner to do additional hours being a mechanic in our workshop	2/4/2016 7:53 AM
55	none	2/4/2016 6:54 AM
56	nil	2/3/2016 4:16 PM
57	I could not do this the business would go broke. It is a very very stupid concept, whatever dickhead politician or unionist thinking of doing this obviously does not have, or has never owned & operated a small business! It is not financially viable to for small business to do this.	2/3/2016 3:55 PM
58	None	2/3/2016 2:37 PM
59	We would have to cut down the amount of part-time & casual employees	2/3/2016 2:30 PM
60	hardship.& cut backs	2/3/2016 2:07 PM
61	The part time position we have is for admin only and requires suitable experience and qualifications, so this can not be done by a car detailer who is the only other casual we have Not all organisations are so large that more than one person can do the same job.	2/3/2016 1:28 PM
62	Not in that position	2/3/2016 1:11 PM
63	If they are up to the job it would be fine	2/3/2016 11:45 AM
64	probably would not employ part time or casual employees	2/3/2016 11:19 AM
65	impact flexibility	2/3/2016 9:55 AM
66	Massive negative. This would cut down the number of people employed as fewer people doing more hours the flow on with sickness and leave gets harder and harder to cover with the remaining staff.	2/3/2016 9:13 AM

Casual and Part-time Employment Survey

67	at this stage they do not want to do extra hours. I may lose some employees	2/3/2016 8:43 AM
68	again it would effect us financially	2/3/2016 8:23 AM
69	go broke	2/3/2016 6:01 AM
70	This is ludicrous. Not all opportunities are suited those already on the team and doing less than 38 hours. The only time when it might have some logic is if the role is identical. Even then it is inappropriate to suggest such a thing. It must be the prerogative of an employer to employ whom ever they wish to whether or not someone else is already on staff or not whether the position is identical or not. This notion not belong in the 21st century.	2/3/2016 1:59 AM
71	Little effect - it would be our preference to increase the workflow to existing casual & part time employees rather than sourcing new employees.	2/2/2016 8:11 PM
72	Very difficult to do as most of them are casuals because that is all hours they can do and also that would bring less employment.	2/2/2016 6:46 PM
73	NEGATIVE. Would have to review out entire employment policy - maybe go to Contracts or something. That is "Big Brother" taking over the rights of employers - it is the opportunity to tap into differing skill levels and that makes Casual employment attractive. We would probably replace the Casual staff quite regularly if we HAD to !!!!	2/2/2016 5:17 PM
74	severe hardship which could result in fewer jobs.	2/2/2016 5:05 PM
75	nil	2/2/2016 4:39 PM
76	none	2/2/2016 4:34 PM
77	none	2/2/2016 4:31 PM
78	very restrictive and expensive	2/2/2016 3:45 PM
79	Unsure	2/2/2016 3:34 PM
80	It would increase wages expenditure	2/2/2016 3:19 PM
81	we would not employ any casuals or part-time	2/2/2016 3:14 PM
82	not sure	2/2/2016 3:00 PM
83	Provided the casual and part-time employees are qualified for the particular work there would be no effect.	2/2/2016 2:51 PM
84	0	2/2/2016 2:51 PM
85	Would be difficult to spread the skills amongst workers	2/2/2016 2:46 PM
86	Not much	2/2/2016 2:42 PM
87	Less time per week. Carry work over till the next week to be done. would then only get them in once a fortnight.	2/2/2016 2:41 PM
88	we would down size or call it a day it is just to bloody hard	2/2/2016 2:38 PM
89	Probably would not increase number of employees	2/2/2016 1:55 PM
90	We may not employ the casual, as we don't need the employee to be present and not doing work at the extra hours not needed.	2/2/2016 12:12 PM
91	this would restrict us in flexibility and as a small business make us dependent on one employee which is a high risk in case of sickness or other personal absences.	2/1/2016 8:14 PM
92	This would not be a problem.	2/1/2016 6:22 PM

Casual and Part-time Employment Survey

93	None, this already happens	2/1/2016 4:42 PM
94	It wouldnt work as the book keeping is irregular	2/1/2016 3:25 PM
95	Because we are a 7 day a week operation closing only on public holidays, this would create difficulties in rostering holidays and bringing in additional staff for peak periods. It would also require us to institute an annual leave blackout in peak periods (such as around Christmas-New Year and Easter), which would not benefit employees.	2/1/2016 2:31 PM
96	I doubt it would have any effect as we don't envisage we would have enough work to go around for any more casuals and part-timers. The 2 part-timers we employ suits their lifestyles and our workload for their position. The casual employee was can be unreliable, so we fit in around him and our workload.	2/1/2016 1:27 PM
97	No effect whatsoever	2/1/2016 11:52 AM
98	Would not meet demands within given time frames	2/1/2016 11:36 AM
99	Often the extra work is to be completed at the same time as the current casuals are working so this would not be realistic	2/1/2016 11:15 AM
100	Minimal effect.	2/1/2016 10:57 AM
101	Have not got the additional work to justify giving extra work hours	2/1/2016 10:52 AM
102	there would be a detrimental impact as the workload is spread across short time frames requiring more employees at these times.	2/1/2016 10:45 AM
103	no effect	2/1/2016 10:31 AM
104	The extra hours may not suit as there are tasks that need to be conducted at specific times of the day, thus requiring more casual or part time staff	2/1/2016 9:56 AM
105	It would leave us with a gap for busy periods of work. Working in a customer service area, we need to be able to resource based on workload (eg. in peak times we need our casuals for 38 hours) during the peak times, there would be a gap in other areas of the business if we did not have the appropriate number of casuals to allow us to do this. It would then stretch other staff in times when casual staff are on holidays, and also present an area of risk with casual staff being able to leave with less notice then fulltime/part time staff. The use of casuals is minimal in our business, but the casuals positions we do have are for the purpose of flexibility in meeting customer demand.	2/1/2016 8:59 AM
106	Multiple tasks required to be completed in specific time frame would not be undertaken	1/31/2016 11:37 AM
107	This would not be an issue	1/30/2016 3:28 PM
108	If I were in this situation then the work load is there, I would not have a problem. Most times it is the employee that has other commitment issues and can't attend work full time. For example - carers children, older parents etc. attending courses for study etc	1/30/2016 11:46 AM
109	I would be employing less casual staff in the first place	1/30/2016 9:53 AM
110	nil	1/30/2016 9:27 AM
111	none	1/30/2016 8:29 AM
112	Wouldn't be able to, as extra hours usuatly at same time as existing hours	1/29/2016 8:42 PM
113	cost wise the effect would be the same however, some roles may be harder on the employees who are not generally interested in more hours We would have to consider the whole structure of the employment set up that may impact on the employee not having the flexibility of a role that is less than 38 hours per week.	1/29/2016 7:18 PM
114	If they were suited to the position/duties we would have already asked them. If their not suited we won't give them extra hours. Simple as that.	1/29/2016 7:12 PM
115	It would make it difficult to be flexible and there would be no redundancies.	1/29/2016 6:50 PM

Casual and Part-time Employment Survey

116	The requirement for casual / part-time work may depend on the availability of the current casual / part-time workers to do extra hours.	1/29/2016 6:48 PM
117	bad for us	1/29/2016 6:40 PM
118	hiring less staff	1/29/2016 6:11 PM
119	NOT SURE	1/29/2016 6:08 PM
120	it would make employing un sustainable	1/29/2016 5:50 PM
121	Not likely	1/29/2016 4:29 PM
122	This circumstance does not effect our business.	1/29/2016 2:19 PM
123	wouldn't employ	1/29/2016 12:48 PM
124	they could not do them because they are a student	1/29/2016 8:51 AM
125	Being a small business this would be costly	1/29/2016 8:31 AM
126	NA	1/29/2016 8:12 AM
127	NONE	1/29/2016 6:13 AM
128	I can't offer any more hours than what is already available	1/28/2016 8:40 PM
129	At the moment no concern but times are getting tuff & could cause me some concern	1/28/2016 7:06 PM
130	None.	1/28/2016 5:28 PM
131	Massively effects us, when someone is sick and not having another member to cover the shift/ might be a different job role	1/28/2016 4:49 PM
132	would not employ them	1/28/2016 4:29 PM
133	it would be terrible	1/28/2016 3:49 PM
134	none	1/28/2016 3:32 PM
135	Not applicable	1/28/2016 3:26 PM
136	none	1/28/2016 3:00 PM
137	0	1/28/2016 1:44 PM
138	that is fare	1/28/2016 12:33 PM
139	None	1/28/2016 12:12 PM
140	Probably would not get the right skill set that I needed from existing staff and would probably offer more overtime to existing full time staff to cover the needs.	1/28/2016 11:39 AM
141	dose not apply only will have 1 casual at a time	1/28/2016 10:35 AM
142	Are they able to do the job, fit for the role, flexibility, increasing the number of people in the workforce.	1/28/2016 10:14 AM
143	NIL	1/28/2016 9:59 AM
144	None	1/28/2016 9:01 AM

Casual and Part-time Employment Survey

145	skill may not match task	1/28/2016 4:07 AM
146	?	1/27/2016 9:07 PM
147	nil	1/27/2016 7:40 PM
148	CANT DO IT	1/27/2016 6:30 PM
149	less flexibility, as most staff only want certain number of hours and they may leave.	1/27/2016 5:53 PM
150	We would drop casuals.	1/27/2016 5:43 PM
151	It would give us less flexibility	1/27/2016 5:00 PM
152	As previously stated; it would more than likely cause the closure of my business. The financial burden would certainly outweigh the benefits of remaining in business!!	1/27/2016 4:28 PM
153	GO BROKE	1/27/2016 3:56 PM
154	reduce flexibility	1/27/2016 3:55 PM
155	not a lot most are nearly at 38 so our staff get a good pay which keeps them happy	1/27/2016 3:36 PM
156	NO effect	1/27/2016 3:22 PM
157	this would not work. Say a storeman quit, I need a casual storeman, until I get a replacement. I don't want a part time accounts girl to drive a forklift. I don't want my casual brake shoe riveter wanting to drive a forklift.	1/27/2016 3:13 PM
158	The impact would be minimal	1/27/2016 2:57 PM
159	Would review the job skills of current employee and possible offer a new employee a role under another name	1/27/2016 2:46 PM
160	nil	1/27/2016 2:46 PM
161	I would find this difficult as many of my casual employees have other work commitments and are not always available for the additional hours I have on offer. It is sometimes necessary to source additional staff although I do offer additional shifts to existing staff where possible first	1/27/2016 2:21 PM
162	minimal	1/27/2016 1:58 PM
163	No effect	1/27/2016 1:54 PM
164	availability of too few staff, they work when they want to, not always available	1/27/2016 1:44 PM
165	none. As long as in same trade	1/27/2016 1:24 PM
166	Review current tasks and make current casual positions redundant.	1/27/2016 1:11 PM
167	Little effect.	1/27/2016 1:10 PM
168	no effect	1/27/2016 1:00 PM
169	we would go broke	1/27/2016 12:51 PM
170	minimum	1/27/2016 12:44 PM
171	None that I can think of.	1/27/2016 12:43 PM
172	we would find it hard to find cleaners as they are fairly itinerant	1/27/2016 12:42 PM

Casual and Part-time Employment Survey

173	na	1/27/2016 12:42 PM
174	NIL	1/27/2016 12:40 PM
175	I only employ 1 casual so no effect	1/27/2016 12:39 PM
176	terrible	1/27/2016 12:39 PM
177	This should be the choice of the business owner. It should not be mandated by an award. The business owner should be able to decide what best suits the business and the existing or new staff.	1/27/2016 12:33 PM
178	N/A - as casual employee will only work less than 15 hours per week	1/27/2016 12:32 PM
179	unknown	1/27/2016 12:30 PM
180	NOT SURE	1/27/2016 12:25 PM
181	This all depends on the individual employees and offering two people two jobs with hours in our small community would be preferable to one getting all of the available time	1/27/2016 12:23 PM
182	we would lose the flexibility . often we need more numbers at one particular time not just more hours	1/27/2016 12:21 PM
183	very little as we run very bare bones staffing levels. Our part timers work their current hours around other commitments.	1/27/2016 12:20 PM
184	NIL	1/27/2016 12:20 PM
185	none	1/27/2016 12:12 PM
186	none	1/27/2016 12:11 PM
187	Less people would be employed at our dealership in the future. Manage workload with less people. Existing full-time people would work more hours sometimes more than they would wish to	1/27/2016 12:06 PM
188	not offer that new employment opportunity if it meant less flexibility for me	1/27/2016 12:05 PM
189	would not hire casuals	1/27/2016 12:04 PM
190	loss of income	1/27/2016 11:51 AM
191	Lack of workforce planning and flexibility to the detriment of business operations. Often need more casuals or part-time employees due to lack of availability of casual and part time staff.	1/27/2016 11:43 AM
192	cost prohibitive to employ someone	1/27/2016 11:10 AM
193	It would force us to limit our choices when the current casuals or part timers do not possess the required skills for the other job. Surely we could avoid using the current casuals and part timers more by stating more defined job roles that require specific skill sets.	1/27/2016 11:07 AM
194	Would not employ part time or casual employees	1/27/2016 10:28 AM
195	cost of employees	1/27/2016 10:17 AM
196	Big financial effect on bussines	1/27/2016 9:52 AM
197	Can have an effect if job descriptions conflict ie a position in parts that would have to go to someone already doing admin or sales	1/27/2016 9:10 AM

Casual and Part-time Employment Survey

198	Minimal	1/27/2016 9:04 AM
199	Would not hire any casuals. There'd be no point	1/27/2016 8:48 AM
200	wouldn't employ them	1/27/2016 8:41 AM
201	N/A	1/27/2016 8:13 AM
202	THAT WOULD BE GREAT, CURRENT CASUALS ARE NOT MAKING THEMSELVES AVAILABLE ENOUGH	1/27/2016 8:01 AM
203	none	1/27/2016 7:41 AM
204	it would be reasonable	1/27/2016 6:46 AM
205	Previous question asked "casual and part-time employees performing similar work? " Different departments require different qualifications. We only have had 1 casual - Probably won't have any more if conditions change.	1/26/2016 9:15 PM
206	Devastating! We always offer our best staff the hours that most suit them, why wouldn't we???	1/26/2016 3:30 PM
207	I FEEL YOU NEED TO GET THE RIGHT PERSON FOR THE JOB, SO YOU SHOULD HAVE THE RIGHT TO GIVE EXTRA HOURS TO WHO EVER YOU THINK WOULD DO THE BEST JOB.	1/26/2016 12:54 PM
208	We would find it hard to get staff to work more hours	1/26/2016 12:08 PM
209	Provided they are qualified to perform the duties and wish to, no problems that I can see.	1/26/2016 11:27 AM
210	Don't appreciate the degree to which we are dictated to as employers. Too many restrictions on our rights and choices will impact on employment of staff. We do deserve to have some rights in determining what is suitable for us in our particular business and to determine the flexibility we offer our employees. When unreasonable restrictions and obligations are placed on us we take that into account when deciding to employ people. If we feel we too restricted because of unreasonable laws and obligations, then we just won't employ people, we will change our work commitments to meet our current employment situation. Certainly impacts on a little community like ours when it comes to deciding whether to employ extra staff.	1/26/2016 11:11 AM
211	we would employ less	1/26/2016 11:06 AM
212	would depend on the employees answer,however would increase staff turnover.	1/26/2016 10:23 AM
213	The rosters would be unworkable as we are a 24 hour Buisness .	1/26/2016 7:21 AM
214	its not about giving hours to a part time. if work needs to be done in the morning then you need more staff for these times. again, we must be allowed to staff our business as we see fit. people have the choice whether to do the hours given or not.	1/25/2016 5:16 PM
215	As long as they worked the hours we wanted, with the skills we required, then there'd be no problem	1/25/2016 5:00 PM
216	less casuals	1/25/2016 4:43 PM
217	It would take more time to organise.	1/25/2016 4:24 PM
218	It wouldn't work	1/25/2016 4:05 PM
219	No effect/ not relevant to us as are most of these questions	1/25/2016 4:02 PM
220	It may produce more injuries in manual repetitive work roles.	1/25/2016 3:34 PM
221	Existing employees would not be able to handle the extra hours and commit for ongoing terms	1/25/2016 3:28 PM
222	increase in costs	1/25/2016 3:08 PM

Casual and Part-time Employment Survey

223	Significant. We need a larger pool of trained staff who work lower number of hours to give us the ability to cover absences.	1/25/2016 2:50 PM
224	000	1/25/2016 2:43 PM
225	HE IS NOT TRAINED FOR OTHER POSITIONS. HE IS A DRIVER NOT A SALESMAN OR MECHANIC OR PARTS INTERPRETER, HE DRIVES AND THATS ALL HE WANTS TO DO. IT SUITS HIM.	1/25/2016 2:40 PM
226	Nil, casual employees take the variable work load as is currently offered or they dont work.	1/25/2016 2:38 PM
227	MORE COSTS	1/25/2016 2:37 PM
228	we do not have any other existing casual employees and no part-time employees	1/25/2016 2:37 PM
229	if the employee left or got sick we would have to cover more hours & have les flexibility when rostering	1/25/2016 2:30 PM
230	None. No current part time employees wish to work longer hours	1/25/2016 2:26 PM
231	Decrease in managerial control, should be our decision.	1/25/2016 2:21 PM
232	nil	1/25/2016 2:19 PM
233	We don't have sufficient hours to offer them. We would have to put some staff off instead	1/25/2016 2:17 PM
234	less flexibility	1/25/2016 2:15 PM
235	Employees working casual in our business do so for various reasons, some do not want to work any more than the hours they are working because they are either not medically well, semi retired or university students. We should not be forced to offer additional hours to employees who do not want extra hours. We treat our casual employees with the utmost respect and consult them on their wants and needs. Legislation is not going to make that relationship any more harmonious.	1/25/2016 2:01 PM
236	have no idea	1/25/2016 2:01 PM
237	We only have 2 casuals, different work done by each, so does not really apply, but as the person paying the wages I would not appreciate being dictated to as to whom I can employ. Surely I know what is best for my business rather than a government agency?	1/25/2016 1:56 PM
238	nil	1/25/2016 1:53 PM
239	Don't know,	1/25/2016 1:45 PM
240	May not have the right skills	1/25/2016 1:44 PM
241	some	1/25/2016 1:28 PM
242	WOULD THINK TWICE ABOUT EMPLOYING CASUALS	1/25/2016 1:23 PM
243	My employees are very happy	1/25/2016 1:20 PM
244	If theres no work, its a waste of resources to have the employee here for the sake of it doing nothing. They are only here for as long as they are needed	1/25/2016 1:20 PM
245	They would be overloaded and refuse. Lack of choice to bring in specials with required skills	1/25/2016 1:20 PM
246	Terrible. We are happy with the hours our employees work. In all likelihood the part-time employee would not want the extra hours anyway. Also, we do not want him to work anymore than his three days per week. The nature of our existing casual/part-time employees is that of "trades assistant" and the duties would not align with our three-day per week employee who does administration work. This offer could only be made if the duties of the new casuals align with the job description of existing staff.	1/25/2016 1:18 PM

Casual and Part-time Employment Survey

247	It would reduce the opportunity to find the right person for the job	1/25/2016 1:16 PM
248	No casual Employees work less than 38	1/25/2016 1:15 PM
249	none	1/25/2016 1:07 PM
250	Would not employe them	1/25/2016 12:58 PM
251	This would be detrimental to our business, as not everyone we employ has the same skill set and this is how and why we employ new staff. For example we employ one member to paint, he however can not weld. Some weeks the painting can be done over a 3-4 day period, where a welder can be working 5+ days on one single job.	1/25/2016 12:23 PM

ATTACHMENT C
LIST OF AFFIDAVITS

AFFIVADIT
MARIA MEILAK

IN THE FAIR WORK COMMISSION

In the matter of:

**Section 156 of the Fair Work Act 2009 (Cth)
4 yearly review of Modern Awards**

AM2014/196 & AM2014 / 197 Casual and Part time employment

Vehicle Manufacturing, Repair, Services and Retail Award 2010

AFFIDAVIT

Affidavit of: Maria Meilak
Address 146 Mason Street, Newport VIC 3015
Date: 22 February 2016

I, Maria Meilak, Office Manager of [REDACTED], say on oath:

1. I am the Officer Manager at Melita Auto Electrical Services Pty Ltd (**Melita Auto Electrical Services**) (ABN 15 867 835 993) and I am authorised to make this affidavit on behalf of the business.
2. I have been employed at Melita Auto Electrical Services for 18 and a half years.
3. I have had 28 years' experience in human resources and payroll.
4. My employment history also includes managing payroll and administration for approximately 340 employees for Australian Concessions Management, a Division of Ansett Airlines Australia.

Business operations

5. Melita Auto Electrical Services is a small auto electrical business in Newport, located in the western suburbs of Melbourne, Victoria.
 6. The business has seven employees, including the two owners and we employ two junior Auto Electrical Apprentices.
- [REDACTED] [REDACTED]

7. The business hours are 8:00am to 5:00pm, Monday to Friday.

Use of junior employees on a casual basis

8. For several years, Melita Auto Electrical Services has employed junior employees on a casual basis during after school hours i.e. 3:45pm to 5:00pm or 5:30pm.
9. Furthermore, the business has taken on several students as part of work placement/work experience during high school. These students have later taken up casual employment with the business during after school hours, to gain further experience in the automotive industry.
10. The junior employees are engaged on a casual basis so that the business can assess their suitability and the junior employees are able to gain valuable experience which will assist them in choosing their career path.
11. The business has therefore played a crucial part in establishing a career path for these young students during their formative years.
12. The insertion of a minimum engagement of four hours will be crippling to our business, as it will detrimentally effect our ability to employ students after school. It will also diminish the potential apprenticeship opportunities for these school students.
13. In the last two and a half $\frac{1}{2}$ years alone, we have employed six young employees by way of work experience and or work placement.
- a. One employee completed year 10 work experience and continued as an afterschool casual employee for a period of two $\frac{1}{2}$ months in the administration office;
 - b. Another junior employee came to the business via a high school work placement. He was subsequently offered an apprenticeship and is currently completing his 4th year.
 - c. Another junior employee completed year 10 work experience and then completed a period of casual employment after school hours between the hours of 3:20pm and 5:30pm, on Monday and Friday. During his casual employment, he worked between three and six hours per week over two days and during school holidays. Due to the



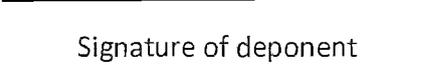
flexibility and success of the casual employment relationship, he was subsequently offered an apprenticeship and is currently completing his 2nd year.

Opposition to four hour minimum engagement

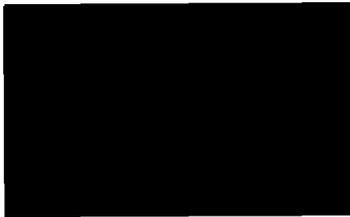
14. I urge the Commission not to insert a four hour minimum engagement provision into the modern awards. This amendment will diminish potential job opportunities for junior employees and school students seeking to enter the automotive trade and undertake an apprenticeship. The proposed provision will mean that these young workers can no longer be retained after school and within business hours, particularly in small automotive repair and service businesses. In turn, potential opportunities for junior apprenticeships will dry up.
15. The proposed provision will also close the door on valuable workplace social interaction, communication and life skills a young person requires in preparation for entering the workforce.
16. With the ongoing loss of vehicle manufacturing offshore, it is a worthwhile investment into the future generations to keep the wheels of the automotive industry turning. I believe we should focus our attention on the tradespersons and business owners of tomorrow to sustain our future economy.
17. The four hour minimum engagement provision proposed will in my opinion, severely effect small business like Melita Auto Electrical Services.



18. I believe creating apprenticeships will assist in ensuring the sustainability of the automotive industry and addressing the skills shortage which exists for qualified tradespersons.

Affirmed/sworn by the deponent MARIA MEILAK)
At Melbourne) 
In Victoria) 
On 22 February 2016) Signature of deponent

Before me:



Signature of witness

*Natasha Dessmann
An Australian Legal Practitioner
within the meaning of the Legal
Profession Uniform Law (Victoria).
Level 7, 464 St Kilda Road
Melbourne, Victoria*

AFFIVADIT
ROSS MAXWELL KEALY

IN THE FAIR WORK COMMISSION

In the matter of:

Section 156 of the Fair Work Act 2009 (Cth)
4 yearly review of Modern Awards

AM2014/196 & AM2014 / 197 Casual and Part-time employment

Vehicle Manufacturing, Repair, Services and Retail Award 2010

AFFIDAVIT

Affidavit of: Ross Maxwell Kealy

Address

Date: 18 FEBRUARY 2016

I, Ross Maxwell Kealy, Group Human Resources Manager at Jefferson Automotive Group (the Company) (ABN 27 005 620 897) say on oath:

1. I have been employed in my current role as Group Human Resources Manager with the Jefferson Automotive Group (the Company) since 2006. I have had 30 years' experience in human resources in both public and private industry.
2. The Company has 12 dealerships and eight (8) brand franchises covering Ford, Hyundai, Subaru, Toyota, Lexus, Mitsubishi, Skoda and Winnebago brands. The Company employs 580 employees at 15 locations across the Melbourne metropolitan area.
3. In my role as Group Human Resources Manager I am responsible for the preparation of employment contracts by Dealer Principals in charge of the 12 franchise locations. I am also involved in the development of the Company's recruitment practices and staff policies across the 12 dealerships.
4. I am also in charge of payroll operations across the franchise locations. In this capacity I am aware of the provisions of the two (2) awards which are relevant to the coverage of staff in the Company. These awards are the Vehicle Manufacturing, Repair, Services and Retail Award 2010, (VMRSR Award) and the Clerks – Private Sector Award 2010.
5. I am a member of the VACC Industrial Relations Committee and acting in this capacity I have read the claims filed by the AWMU Vehicle Division (the Union) to amend and add to the existing casual and part-time provisions in the VMRSR Award.



6. As a large multi-site dealership franchise operation operating in a retail vehicle customer service business, the Company's primary focus is to employ permanent staff working on a full-time basis. The business predominantly looks at employing permanent full-time staff to maintain continuity of service during a week, particularly in dealings with customer service requirements. It is very difficult to fill roles in operating areas with casuals and part-timers due to the need to have continuity in dealings with customers. Whilst the Company looks predominantly to employ full-time employees due to business operating needs, it recognises that some roles can be filled in a part-time capacity and looks at providing the type of secure employment that part-time employees in our company are looking for based on lifestyle, family responsibilities, work/life balance or personal preference as to how they want to be engaged in the workplace.
7. There are a number of departments where casuals and part-timers are employed. Principally these are in clerical/administration and receptionist roles. At present, there are 16 casuals contracted by the Company. Not all of these employed at the one time. As a general rule, the Company does not engage casuals for long periods of time as they are primarily used on an ad-hoc basis for temporary relief due to annual leave/sick leave absences or short-term assignments due to peak workloads. There are 5 longer term casuals employed the Company. Employees in this category have all been offered permanent employment but have declined either due to their desire to retain the casual loading or personal preference.
8. The Company employs 32 part-time employees. Applicants who respond to vacancy advertisements and/or existing staff who seek part-time roles do so for a variety of reasons including a preference for reduced hours on returning from maternity leave, family responsibilities, work/life balance, as a transition to retirement, or even to have some social interaction at a workplace. There are occasions when part-time staff are offered increased hours (and for casuals permanent employment) but generally these employees tend to be satisfied with their existing hours and work arrangements for the reasons outlined above. If a request is made for additional or reduced hours, it is given due consideration by the department manager, subject to operational requirements.
9. The operation of the business and the structure of work means that casual and part-time employees work more than the four hour minimum period proposed by the Unions in their claim. The Company would not be affected by this claim based on current operating practices, and the VMRSR Award is currently working satisfactorily without these mandatory engagement periods.
10. From my experience casual and part-time staff employed by the Company are satisfied with their employment arrangements and are working in either a part-time or casual capacity for their own particular reasons. The flexible working arrangements currently in place meet their personal circumstances and the customer service requirements of the business. It is very important to maintain flexibility and not over-regulate this issue.
11. The amendments sought by the Union that would prohibit an employer from ...
"increase[ing] the number of casual employees without first allowing an existing casual or part-time employee engaged in similar work, whose normal working hours are less than 38 hours per week, an opportunity to increase their normal working hours" would impose an unreasonable burden on the Company.



12. Each of the 12 dealerships is responsible for its own staffing and recruitment. There are minimal staff transfers from one dealership to another for obvious reasons. With the size and geographical diversity of the Company, comprising 15 locations across metropolitan Melbourne, and the limited number of casual and part-time positions at each location, if this claim is introduced into the VMRSR Award, it would present administrative and logistical problems to an otherwise well organised system of recruitment and employment. The claim could also present a barrier to current full-time employees wanting to change to part-time or casual hours, and effectively prevent them from seeking a better work/life balance or seeking flexible working arrangements to look after their families.

Affirmed by the deponent, **Ross Maxwell**

Kealy

At Melbourne

in Victoria

)
)
)
)



Signature of deponent

On the 18th day of February 2016

Before me:



Signature of witness

**BRETT H JEFFERSON
LEGAL PRACTITIONER
621 ELIZABETH STREET
MELBOURNE VIC 3000**

AFFIVADIT
GLEN DECLASE

IN THE FAIR WORK COMMISSION

In the matter of:

Section 156 of the Fair Work Act 2009 (Cth)
4 yearly review of Modern Awards

AM2014/196 & AM2014 / 197 Casual and Part time employment

Vehicle Manufacturing, Repair, Services and Retail Award 2010

AFFIDAVIT

Affidavit of: Glen DeClase

Address

Date: 19 February 2016

I Glen DeClase, National Manager HR/IR & Payroll, of

say on oath:

1. I am employed in the position of National Manager HR/IR & Payroll with Prixcar Services Pty Ltd (ACN 007 063 505) and Prixcar Transport Services Pty Ltd (ACN 158 361 721) (jointly, **Prixcar**) and I am authorised to make this affidavit on behalf of Prixcar.
2. I commenced employment with Prixcar in 2003.
3. In my role I am responsible for managing approximately 865 employees, nationally.
4. Prior to my employment with Prixcar I held the position of HR Manager – Southern Region with Franklin Supermarkets.

Workforce Composition

5. The Prixcar workforce comprises of:

Permanent award-covered employees	550
Salaried employees	119

Casual employees	212
------------------	-----

6. Pertinent to this matter, the Prixcar Vehicle Processing Centres comprise of:

Permanent award-covered employees	244
Salaried employees	141
Casual employees	67

Casual conversion of Prixcar employees

7. On a monthly basis, a reported is generated which shows casual employees who have reached 6 months service. This report is reviewed by Payroll. Attached and marked "GD-1" is an example of this report.
8. Next, Payroll will advise the relevant State of the casual employees and their average working hours over the 6 month period. The relevant state advises if the employee is an irregular or regular casual. If the employee is considered a regular casual, they are to be offered Part Time or Full Time Employment by way of a letter of casual conversion (**Casual Conversion Letter**).
9. Payroll then issues a Casual Conversion Letter. Attached and marked "GD-2" and "GD-3" are casual conversion letters (with names redacted for confidentiality purposes) issued on 24 September 2013 and 3 February 2016.
10. The Casual Conversion Letter advises the employee that Prixcar is required to notify them about their right to request that their casual employment to be converted to permanent. It also outlines the loss of the casual loading and entitlement to leave entitlements should they become a permanent employee. Finally, the Casual Conversion Letter requests the employee to advise Prixcar of their choice to convert to permanent employment or remain casual.
11. The employee is required to return to Prixcar a notice of election (attached to the Casual Conversion Letter), indicating whether they wish to remain a casual or convert to permanent employment. Attached and marked "GD-4" are the respective election letters corresponding to the letters attached at GD-2 and GD-3.



Education about casual conversion

12. Employees also have access to the *Prixcar Enterprise Agreement 2013* <AE405480> which contains a casual conversion clause at clause 31 in line with the *Vehicle Manufacturing, Repair, Services and Retail Award 2010*. Copies are located in the staff lunch room.
13. Further, where applicable, employees receive a Casual Conversion Letter.

Discussions with AMWU in 2014

14. I note that as evidenced by exhibits "GD-1" and "GD-2", Prixcar has managed conversion of its regular casual employees *prior* to its correspondence with the Australian Manufacturing Workers' Union – Vehicle Division (**AMWU-VD**) in May 2014, as set out in the AMWU-VD submissions dated 2 November 2015 (**AMWU-VD Submissions**).
15. By way of background, on 7 May 2014, I received correspondence by email from Ms Lucy Weber, National Industrial Officer at the AMWU-VD. In the letter (which is attached to the AMWU-VD Submissions), Ms Weber writes that the AMWU-VD is concerned that a number of casual employees who have been engaged for more than a period of 6 months, have not been given the opportunity to elect to convert to permanent employment.
16. On 8 May 2014, by reply email, I advised Ms Weber that the relevant documentation would be given to employees.
17. On 5 June 2014, I received correspondence by email (also attached to the AMWU-VD Submissions) from Ms Weber advising that two Prixcar employees had not yet received a letter of offer in relation to casual conversion. Further, Ms Weber noted that Prixcar had not taken action in relation to three employees who elected to convert to permanent.
18. On 6 June 2014, after making relevant enquires, I advised Ms Weber by email of the status of the employees referenced in her letter dated 5 June 2014.
19. I have cross referenced the original correspondence and can confirm that:



(a) of the two Prixcar employees who had not allegedly received a Casual Conversion Letter;

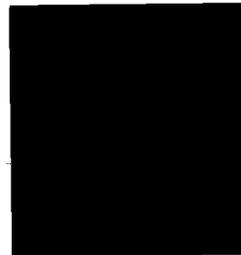
- i. one had the opportunity to apply for a couple of permanent roles (which did not come to fruition); and
- ii. one had an issue of wages to be addressed. I advised that new letters had been issued;

(b) of the three who had been issued Casual Conversion Letters but no action had been allegedly taken, all three employees elected to convert to permanent employment.

(c) Almost all employees listed in Ms Weber's letter dated 7 May 2014 have secured permanent employment (others have since left Prixcar).

20. In my opinion, the casual conversion provision operates effectively. The insertion of automatic deeming would only create an added administrative burden on businesses in the automotive industry.

Sworn by the deponent **Glen DeClase**)
at Melbourne)
in Victoria)
on 19 February 2016)
Before me:)



ment

Signature of witness



*Natasha Dessmann
An Australian Legal Practitioner
within the meaning of the Legal
Profession Uniform Law (Victoria).
Level 7, 464 St Kilda Road
Melbourne, Victoria*

"GD-1"
Significant Dates
PRIXCAR SERVICES PTY LTD

Significant Dates

Page 1 of 1

Employee Code	Employee Name	Significant Date	Repeat	Pay Frequency
---------------	---------------	------------------	--------	---------------

Payroll Company: 0001 - Prixcar Services PTY LTD - Weekly

Location: 30 - Altona VIC

Significant Description: 6 Months Probation Period

28/08/2015	No	1W01 - Weekly
18/08/2015	No	1W01 - Weekly
11/09/2015	No	1W01 - Weekly
17/09/2015	No	1W01 - Weekly
19/09/2015	No	1W01 - Weekly
01/10/2015	No	1W01 - Weekly
11/11/2015	No	1W01 - Weekly
19/11/2015	No	1W01 - Weekly
17/12/2015	No	1W01 - Weekly
23/01/2016	No	1W01 - Weekly

This is the exhibit marked **GD-1** referred to in the affidavit of Glen Declase Sworn
this 10th day of February 2016 before me.

Signature of witness

Natasha Dessmann
An Australian Legal Practitioner
within the meaning of the Legal
Profession Uniform Law (Victoria),
Level 7, 464 St Kilda Road
Melbourne, Victoria

"GD-2" 1/2 PRIXCAR

SERVICES

Tuesday, 24 September 2013

YOUR CHOICE - CONVERSION OF CASUAL EMPLOYMENT TO FULL TIME EMPLOYMENT – TERMS AND CONDITIONS

We refer to the conversations that you had with us immediately before you commenced employment with PrixCar Services Pty Ltd (referred to in this letter as the "Company"). In the course of the above mentioned conversations we advised you that if the Company would employ you as a casual employee for a period longer than six months, the nature of your employment must be reviewed.

You have been employed with the Company since 12th March, 2013 as a casual Vehicle Processor in accordance with the *Vehicle Manufacturing, Repair, Services and Retail Award 2010* (referred to in this letter as the "Award").

What is this letter about?

We write this letter to you in compliance with the requirements of clause 13.3 of the Award and to advise that Prixcar would like to offer you Permanent Full Time employment.

Why do we pay you a casual loading?

As a casual employee, in addition to the prescribed ordinary hourly rate of pay you receive a casual loading of 25 % which is to compensate you for not being paid annual and personal leave, and receiving paid public holidays.

What happens to your rate of pay if you convert from a casual to a permanent full time employee?

As a permanent part time employee, your ordinary hourly rate would be reduced from \$26.3931 to \$21.1145.

However, as a permanent full time employee you would be entitled to receive annual leave, personal leave (sick and carer's leave) and payment for public holidays in each completed year of service with us.

Your choice

You must let us know of your decision to request the conversion to permanent full time employment or to remain a casual employee by signing and returning the attached document by 4th October, 2013 regardless of which option you choose.

If you have any questions or do not understand the content of this letter, please talk to me at your earliest convenience.

Yours sincerely

PRIXCAR SERVICES PTY LTD &
PRIXCAR TRANSPORT SERVICES PTY LTD

Attachment

This is the exhibit marked GP-2 referred to in the affidavit of Glen Declase Sworn this 19th day of February 2016 before me.


Signature of witness

*Natasha Dessmann
An Australian Legal Practitioner
within the meaning of the Legal
Profession Uniform Law (Victoria).
Level 7, 464 St Kilda Road
Melbourne, Victoria*

"GD-3" 1/2
PRIXCAR

SERVICES

Wednesday, 3 February 2016

**YOUR CHOICE - CONVERSION OF CASUAL EMPLOYMENT TO PART -TIME EMPLOYMENT –
TERMS AND CONDITIONS**

We refer to the conversations that you had with us immediately before you commenced employment with **Prixcar Services Pty Ltd** (referred to in this letter as the "Company"). In the course of the above mentioned conversations we advised you that if the Company would employ you as a casual employee for a period longer than six months, the nature of your employment must be reviewed.

You have been employed with the Company since **23rd July, 2015** as a casual employee in the **Detailing Department** in accordance with the *Vehicle Manufacturing, Repair, Services and Retail Award 2010* (referred to in this letter as the "Award").

What is this letter about?

Under clause 13.3 of the Award, the Company must notify you that at the completion of six months casual employment with the Company, you have the right to request that your casual employment be converted to part time employment provided that your employment is likely to continue with the Company. Over the past six months you have worked an average of 32 hours per week. We write this letter to you in compliance with the requirements of clause 13.3 of the Award and wish to offer you a permanent part time position of 35 hours per week.

Why do we pay you a casual loading?

As a casual employee, in addition to the prescribed ordinary hourly rate of pay you receive a casual loading of 25 % which is to compensate you for not being paid annual and personal leave, and receiving paid public holidays.

What happens to your rate of pay if you convert from a casual to a permanent part time employee?

As a permanent part time employee, your ordinary hourly rate would be reduced from \$29.2972 to \$23.4377.

However, as a permanent part time employee you would be entitled to receive annual leave, personal leave (sick and carer's leave) and payment for public holidays in each completed year of service with us.

As a permanent part time employee the above mentioned leave entitlements will be paid on a proportionate basis depending on the number of your weekly hours of employment. For example if you work 7.6 hours per day three weekdays per week, you would be entitled to 91.2 hrs (or twelve days) annual leave per year.

What happens to my hours of work?

Should you elect to the conversion to part time a more formalised roster will be setup outlining the days, hours, start / finish times to be worked each week.

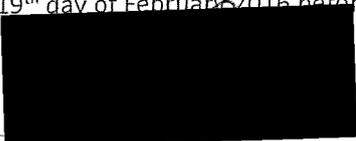
Your choice

You must let us know of your decision to request the conversion to permanent part time employment or to remain a casual employee by signing and returning the attached document by 12th February, 2016 regardless of which option you choose.

If you have any questions or do not understand the content of this letter, please talk to me at your earliest convenience.

Yours sincerely

This is the exhibit marked GD-3 referred to in the affidavit of Glen Declase Sworn this 19th day of February 2016 before me.


Signature of witness

*Natasha Dessmann
An Australian Legal Practitioner
within the meaning of the Legal
Profession Uniform Law (Victoria),
Level 7, 464 St Kilda Road
Melbourne, Victoria*

Attachment

"GD-4" 1/2

NOTICE OF ELECTION
REGARDING THE NATURE OF MY EMPLOYMENT

I,

(print name)

of.....

(insert address)

have read and understood the content of the above letter.

(Please tick one of the boxes below)

I elect to remain a casual employee.

OR

I elect to convert my casual employment to permanent full time employment.
(conditions outlined in attached Casual Conversion Change Form)

.....
(Signature of employee)

Date: 24/9/13

This is the exhibit marked GD-4 referred to in the affidavit of Glen Declase Sworn
this 19th day of February 2016 before me.

Signature of witness

Natasha Dessmann
An Australian Legal Practitioner
within the meaning of the Legal
Profession Uniform Law (Victoria).
Level 7, 464 St Kilda Road
Melbourne, Victoria

2/2

NOTICE OF ELECTION
REGARDING THE NATURE OF MY EMPLOYMENT

I, ...

..(print name)

of...

..(insert address)

have read and understood the content of the above letter.

(Please tick one of the boxes below)

I elect to remain a casual employee.

OR

I elect to convert my casual employment to permanent part time employment.

.....
(Signature of employee)

Date: 8-2-16