## **Table of Contents**

Pag	6	N	0
гач	┖	ľ	v.

Introduction	1
Forms of employment in context	3
Aim of this publication	6
Significant workplace relations changes in 2023	6
Chapter One - Full-time / "Permanent" Employment	1
Permanent employment in Australia	1
What is full-time employment?	2
Salaried employees	3
Entitlements of full-time employees	6
Unlawful termination and general protections	7
Unfair dismissal laws	8
Chapter Two – Part-time Employment	1
Introduction	1
What is part-time employment?	1
Legislative and award provisions	2
Pro-rata benefits for part-time employees	4
Other indicia of part-time employment	5
Minimum daily engagement periods	5
Superannuation	6
Flexible part-time employment	6
Altering hours of work for part-time employees	8
Requests for flexible working arrangements	10
Full-time employees seeking access to part-time work	13
Unfair dismissal laws and general protections	20
Chapter Three - Casual Employment	1
Introduction	1
What is casual employment?	3
Statutory definition of casual employee – Closing Loopholes (2024)	9
Casual loading	12
Terms of engagement	13
Fixed-term contract limitations and casual employees	14
Minimum engagement periods	15
Casual conversion - historical	15

	Casual conversion following Closing Loopholes (2024)	13
	Reverting to casual employment	23
	Sham arrangements	23
	Casual employment and other entitlements	23
	Unfair dismissal laws and general protections	25
	Discrimination	34
	Casual Employment Information Statement	35
Ch	napter Four – Probationary Employment	1
	Introduction	
	Impact of the Fair Work Act	2
	Award provisions	2
	Unlawful termination and general protections	2
	Unfair dismissal laws	3
	Statutory "minimum employment period"	3
	Casual employment as a probationary period	7
Ch	napter Five – Fixed Term Employment	1
	Introduction	1
	Fixed term contracts: incidence and characteristics	1
	Fixed term contracts containing notice provisions	1
	Award provisions	5
	Notice of termination and redundancy	5
	Unfair dismissal laws	6
	Fair Work Act limitations on successive fixed term contracts	9
	Suspension of fixed term contracts	12
	Apprenticeships	13
Ch	napter Six – Specified Task Employment	1
	Introduction	1
	Award provisions	2
	Notice of termination and redundancy	3
	Unfair dismissal laws	3
	Termination of employment before the task is completed	7
	Fixed task contracts containing broad and unconditional	
	termination provisions	8
	Application of fixed term contract limitations to fixed task employment.	9

Chapter Seven - Labour Hire	1
Introduction	1
What is labour hire?	2
Labour hire clauses in enterprise bargaining	3
Regulated labour hire arrangement orders	4
Labour hire licensing	12
Unfair dismissal laws	15
Possibility of unfair dismissal claims against client companies	15
Labour hire company may be held responsible for client company's action	ns 21
Discrimination	23
Work health and safety	24
Chapter Eight – Independent Contractor or Employee	
Introduction	1
What are the differences between employees and independent contractors?	2
	∠
Legal tests for determining who is an employee or	2
an independent contractor	
Characterising workers in the on-demand, or 'gig' economy	
Regulation of 'employee-like workers' and road transport contractors	
Proposed On Demand Delivery Services Award Unfair dismissal laws	
General protections under the Fair Work Act	
Employment entitlements	
Taxation	
Superannuation	
Workers compensation	
·	
Work health and safety	
The Independent Contractors Act  "Sham Contracting"	
Sham Contracting	41
Chapter Nine - Skilled Migration	1
Why do employers need to be aware of migration issues?	1
New migration strategy	1
Skilled migration statistics and overview	2
A selective skilled migration program	2
Visa application process	3
Temporary employer sponsored visas	4
Permanent employer sponsored visas	13
Labour agreements	15

Citizenship eligibility changes for New Zealanders	16
Finding skilled workers from overseas	16
Sanctions for employing illegal workers	17
Visa Entitlement Verification Online	19
Working Holiday Maker Visas – cultural exchange with work rights	20
Work arrangements for student and temporary graduate visa holders	23
Helping overseas workers adjust to living in Australia	23
Workplace laws and overseas workers	25
Review of Australia's migration system	26
More information	27
Migration changes in 2024	28