



Online submission					
First name	Lisa		Surname	Brooke	
Age	44	Gender	Female	State	QLD
Occupation (if available)	nurse				
Text of submission	<p>My name is Lisa I am 44 yrs old, single. And am currently employed as a casual. I have worked as a casual for 4 yrs. I work more than one job, as being casual I don't know whether my shifts are going to get cancelled at the last minute, which can happen. These are referred to as ad-hoc shifts. Every week is different. Work is unpredictable and work comes in out of the blue, so have to be prepared for anything at any time. The downside is I can't really plan anything, unless definitely booked ahead, even then I can still be cancelled. If i need some down time, I let employers know I am not available on certain dates, but am still contacted regardless. I don't really have any control over my work and can be at mercy of employers. Sometimes short term contracts are available, which are better as the hours are set, with sick pay and holiday pay.</p> <p>Hours can vary from week to week and so does the pay. You can guarantee that there will be no work on public holidays. As a casual i am not entitled to any holiday or sick pay, if I want to do any educational courses related to my work i have to fund them myself, which means taking time off with no pay. So consequently I tend to overcompensate and take all work available sometimes working 7 days in one week and sometimes doing two shifts in one day or double shifts. As the following week there could only be a couple of shifts. Working like this can make one very tired and shift work definitely impacts on my health, and sometimes things have to be dropped at the last minute.</p> <p>There are several people employed at my workplace on a casual basis, the numbers I would not know. It easier for employers to employ casuals, as they don't have to pay sick leave or annual leave to them and can cancel them at the last minute.</p> <p>Financially i have to budget , as when times have been bad with no work i couldn't pay my mortgage, bills etc, and had to sell things or go to the bank for an overdraft. as a casual it is difficult to apply for a credit card.</p> <p>In the workplace i take the shifts offered because i need the work and tend not to complain as i feel i would be sidelined and the shifts given to</p>				

	<p>someone else.</p> <p>There is mandatory training offered at my workplace, and some educational training for further skill enhancement.</p> <p>If there were any real hazards in my workplace i would definitely speak out. Career wise i would have to pay for more education and training myself if i want to scale the ladder, but there are opportunities for developing skills depending on which area is worked.</p> <p>I tend to put work first and everything else second,.</p> <p>The only way i can make things better for myself is to take regular permanent work, with annual leave, and sick pay, with a scheduled roster, free time for hobbies, social times with friends and regular holidays. This is what I intend to do this year.</p> <p>On the whole I think insecure working conditions can have a huge impact esp on families, but it is better to have casual work than no work at all as when money stops coming in that is when it hurts the most.</p> <p>Insecure working conditions can really test a person as you have to be prepared to work in conditions you don't always like and some people you don't always like. I think this has made me stronger as a person and much more resilient and tolerant.</p>
--	---

This submission was received online at the Inquiry's web site:
<http://securejobs.org.au/independent-inquiry-into-insecure-work-in-australia/>

Certain information, including full contact details, have been withheld to respect the privacy of the submitter. Further details about the publication of submissions and a privacy statement are available at the website.