



Online submission					
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<b>Occupation (if available)</b>	Public servant				
<b>Text of submission</b>	<p>Hi Folks,</p> <p><b>Introduction</b></p> <p>In the Federal Government Agency I work for, we employ Casual staff doing Support roles - these people are "FTE50" (Full Time Equivalent 50%) which means that they are on the books as 50% of a real person. So if the establishment is for one person, they can employ two casuals. The above reasoning is totally flawed, as they use these people not only full time, but also extra days as well. Most have been there for years, with no hope of ever gaining permanency.</p> <p>However, as a result of our Union's persistence in accordance with ACTU policy, the employer has been forced to give some permanencies. We will get 8 placements out of 14 vacancies, with six people "missing out". For these people missing out to go into the 2011 Christmas Season, having missed out again on permanency, will be a devastating blow to them. The continued "Air of Hopelessness and Despair" will pervade, causing misery and depression. This is just "bloody mindedness" on the part of the employer who wants to have their cake, and eat it too.</p> <p><b>Employer Aspects and Effects on Casual Staff</b></p> <p>One girl worked 14 days in a fortnight. Had she refused, she may never work for the company again. The employer can break every rule in the book with casuals for the following reasons as the employee will work long hours with no time off, as each day they work may be their last.</p> <ol style="list-style-type: none"><li>1. If a Casual does not work as instructed, the work may suddenly "dry up". A chap I work with went through a period where he had no work for 5 months. His boss greeted him warmly at the Christmas Party, and asked how he was ... to which he replied ... "How the F@*! would you think I was, after no work for 5 months, and all the dramas with Centrelink trying to get money from them when there is not work".</li><li>2. Casual employment puts into the workplace a "them and us" mentality amongst Casual and Permanent staff, often causing friction.</li></ol>				

3. Casual work can suddenly stop if the employer takes a dislike to the particular person. All protection of discrimination, workplace bullying and harassment go out the window to Casual Employees.

4. Casual Employment is a good way to have the workforce NOT Union Members, as employers will employ Non Union Members in preference.

5. Displaced permanent staff can be moved into the jobs that have been occupied by casuals for years, the casuals forced to train them to take over ... and the Casuals dismissed. I have personally seen this happen before.

#### **Casual Employment Effects on the Employees:-**

1. No Sick Leave. This means, that in these tight financial times, a Casual will come to work when Sick, and infect the rest of the staff.

2. No Long Service Leave. Long Service Leave is enshrined in Legislation and should be available to every employee in Australia.

3. No Recreation Leave. Casual Staff are forced to work 52 weeks a year.

4. Pay Loading. While a 25% pay loading sounds good in Theory, by the time inflation, and the tax man have their way, it isn't worth it. In times of inflation, when paltry wage increases are not keeping up with the cost of living, Casual Employees have to work Long Hours to make ends meet. If this situation is allowed to continue, we shall return to the days before the Industrial Revolution, when Employers could force everyone to do anything, for nothing.

5. Lack Of Security. I've observed Casual Staff anguish over their lack of security. An employer can withhold work whenever they like, from whoever they like. This occurs in our company over the Christmas period, for approximately two months as things wind down. Thus, casual staff and their family go for this long period with no pay. The employer says "they should save the extra 25% they get, but the reality is that most live from pay to pay, and saving just cannot happen.

6. Long Term Financial Commitments. Banks and other Financial Institutions will not enter into agreements with Casual Staff, who they say can lose their jobs whenever the company desires. This restricts access to Home Loans and Motor Vehicle Loans.

7. Effects of Casuals on Permanent Part Time Staff. This is where the employer can really practice discrimination, as Permanent Part Time staff earnestly desiring Full Time Employment cannot get it, as Casual staff are rostered in their place, and Full Time work was denied me for almost 3 years. They wanted to force me out of the workforce due to my age, and working Part Time meant that my skills were deteriorating, and they refused to give me full time. Fortunately, I was able to go over their heads, and get Full Time Work, and I've survived 3 years and haven't been "culled" yet because I've been able to get my skills back to where

they should be, but watch this space.

8. Employers do not like their staff being Union Members ... hence Casual Staff are reluctant to join, or commit to Union Dues.

### **Contract Work**

After 12 months as a Contract Staff Member, Permanency has to be Offered. Thus, contracts only go for 11.5 months, then the next the new contract starts a few weeks later, employers can get out of giving Permanency.

Employers only offer Casual employment now, so that all their staff are "competing" with each other.

### **Conclusion**

Casual work is cruel in the extreme to those needing permanency. Employees have no guarantees of Permanent employment, No Sick Leave, Long Service Leave Rec Leave, or Normal Australian Working Conditions.

### **Recommendation**

It is strongly recommended that the ACTU negotiate with Government to Legislate that Casual Staff who work more than a year be offered permanency. If this is law, I believe it is the only way to "keep the bastards honest". People should only be able to access Casual Employment, if it is their specific request to do so, otherwise contracts leading to permanency should be the Norm.

Kind regards, thanks for the good job you are doing on behalf of those who need help,

Phillip Ware.

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*This submission was received online at the Inquiry's web site:*

*<http://securejobs.org.au/independent-inquiry-into-insecure-work-in-australia/>*

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