

Fact Sheet

Permanent vs Casual Employment

September 2021

Determining if an individual is classified as a permanent (full time or part time) employee or a casual employee can create confusion for employers.

Engaging individuals in the right manner is critical to avoid future business risk.

Employers and employees tend to not understand the differences between the two employment natures. The below table provides an overview of the differences to assist employers and employees.

Party	Permanent Employment	Casual Employment
Employer	<ul style="list-style-type: none">• Greater commitment from the employee to the business• More engagement• Stronger care factor• Prioritises the business first• Allows for resourcing security• Assists to build a consistent culture	<ul style="list-style-type: none">• Flexibility to support business peaks and troughs with resources when needed• Not committed to ongoing wages if work is not available• No leave liabilities payable
Employee	<ul style="list-style-type: none">• Guaranteed minimum weekly income with set hours and days of work• Personal job security• Security when going for any form of bank loan• Accrues leave entitlements• Paid for time off (leave)• Paid for public holidays	<ul style="list-style-type: none">• Generally higher hourly rate of pay• More 'cash' short term• No commitment – freedom to work elsewhere• Ability to say no to work• Does not have to request time off (leave)

Need Help?

Unsure the best nature to hire an employee, reach out to Now Actually and we can assist with identifying the best option for engagement.