



# Permanent vs Casual Employment Fact Sheet

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

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

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



Need help with classifying your employees and avoiding any business risk? Let us help.

**CONTACT US**