



# Engaging and Managing Casual Employees in 2022

## Current State of Play + Contracts + Practical Steps

### When and Where:

Thursday 9 December 2021  
Online Webinar Through Your PC

### Session Times:

**NSW Vic Tas ACT:**  
11.00 am - 2.00 pm  
**South Australia:**  
10.30 am - 1.30 pm  
**Queensland:**  
10.00 am - 1.00 pm  
**Northern Territory:**  
9.30 am - 12.30 pm  
**Western Australia:**  
8.00 am - 11.00 am

### What You Will Gain:

- Technical/practical know how
- Casual Employee Examples
- Contract Clauses Examples
- Expert presentation
- All Your Questions Answered
- 3+ CPD/CPE Hours
- Comprehensive Course Notes

### Attendees:

- HR/Personnel Staff
- Remuneration Managers
- Recruitment Personnel
- Directors/Section Heads
- Legal/Paralegal Professionals

### Fees Per Delegate (incl GST):

\$365 Standard  
\$350 Early Bird (paid 7 days prior)  
\$335 Group of 4 + Early Bird

### Registration (essential):

W: seminarsaustralia.com.au  
E: admin@seminarsaustralia.com.au

### Payment Methods:

EFT (on invoice): Preferred  
Online\*: Visa/MCard/Amex (\*fee)

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### The Webinar in a Nutshell

*This webinar defines what a casual employee now is under the FWA, how and why we have reached this new definition, how to engage casual under the new definition, what the contract of employment should look like, casual to permanent conversion rules (for both employers and employees), the entitlements of regular casual employees under federal and state legislation.*

### What Was the Definition of a Casual Employee?

The Distinction Between Statute and Common Law.  
The Common Law Definition of a Casual Employee.  
How Awards and EAs Define Casual Employees.  
Brief Overview of the Workpac Cases:

*WorkPac Pty Ltd v Skene* [2018] FCAFC 131  
*WorkPac Pty Ltd v Rossato* [2020] FCAFC 84  
*WorkPac Pty Ltd v Rossato & Ors* [2021] HCA 23

### The Current Statutory Definition of a Casual

Section 15A Fair Work Act 2009:

The Specific Offer by the Employer  
The Requisite: "No Firm Advance Commitment"  
Knowledgeable Acceptance of the Offer  
Effects on Casuals Engaged Before the Changes

### What an Employment Contract Engaging Casual Employees Should Now Look Like

The Employer's Letter of Offer  
The Written Employment Contract and Specific Clauses  
Identifying the Casual Loading

### Casual to Permanent Conversion Rules

Employer Offers to Casual Employees Under the FWA  
When Employer Offers are Not Required  
Employee Requests for Conversion to Permanent  
Employer Responses to Employee Requests  
What Are Reasonable Grounds for Not Making an Offer?  
Small Business Exception Rules

### Long Term Casual Employees' FWA Entitlements

New Definition of "Regular Casual Employee"  
Flexible Working Arrangements, Unpaid Carer's Leave,  
Parental Leave, Long Service Leave, Unfair Dismissal.

### Fair Work Casual Information Statements

FWA Requirement as Provided by the FWO

### Question and Answer Session

### Dr Peter Klomp

### FCA CTA FTIA FGIA FCG (CS, CGP), Barrister

The Presenter, Dr Klomp, is a probably the most highly qualified and experienced person in this field. He holds four university degrees, is a practising barrister at the NSW Bar, a registered legal practitioner in three states, a Chartered Accountant, Chartered Taxation Adviser, Chartered Company Secretary and Chartered Governance Professional. Dr Klomp is a member of the NSW Bar Association; and a Fellow of Chartered Accountants (Aust & NZ), the Taxation Institute of Australia and the Governance Institute of Australia. Dr Klomp has had over 40 years' experience in employment, business and taxation law in Australia and overseas, and is in constant demand to provide professional advice and speak at conferences.