

	Indicative Terms & Conditions	Permanent	Fixed (Specified) Term	Temporary	Casual
Tenure & Working Hours	Duration of employment	<ul style="list-style-type: none"> Continuous and ongoing until terminated in a manner permitted by the contract 	<ul style="list-style-type: none"> Continuous and ongoing until completion of specified period, task or season 	<ul style="list-style-type: none"> Continuous and ongoing until completion of specified period, task or season, <i>unless</i> terminated beforehand in a manner permitted by the contract 	<ul style="list-style-type: none"> Each 'casual engagement' (eg, shift) is a separate, broken period of casual <i>employment</i> The casual <i>contract</i>, however, may be ongoing until terminated
	Guaranteed expectation of work	✓ part time or full time	✓ part time or full time	✓ part time or full time	✗ No – hours are offered 'as needed' by employer with no expectation of regular or systematic work in future
	Regular and systematic pattern of work	✓ Yes	✓ Yes – during the term	✓ Yes – during the term	✗ No – hours are irregular and unpredictable
	Firm advance commitment to continuing work according to an agreed pattern of work	✓ Yes	✓ Yes – during the term	✓ Yes – during the term	✗ No – absence of any firm advance commitment by employer and employee
Remuneration	Ordinary pay	hourly rates or salary	hourly rates or salary	hourly rates or salary	hourly rates
	Casual loading	✗	✗	✗	✓ Yes – min. 25% of base
	Penalties and allowances	per award	per award	per award	per award
	Overtime payments	per award	per award	per award	per award
Leave & Absences	Paid for (unworked) public holidays on work days	✓	✓	✓	✗
	Paid Annual Leave	✓	✓	✓	✗
	Paid Personal/Carer's Leave	✓	✓	✓	✗
	Paid Compassionate Leave	✓	✓	✓	✗
	Paid Community Service Leave (Jury Service)	✓	✓	✓	✗
	Unpaid Personal/Carer's Leave, Compassionate Leave or Community Service Leave	✓	✓	✓	✓

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	Eligible for Unpaid Parental Leave	✓	✓	✓	✗ generally – no ✓ if a ‘long term casual’ as defined – yes
	Unpaid Family and Domestic Violence Leave	✓	✓	✓	✓
	Eligible for Paid Long Service Leave	✓	✓	✓	✓
Termination of Employment	Probation period in contract	✓	✗	✓	✗
	Termination without notice permitted for serious misconduct	✓	✓	✓	✓
	Termination with notice permitted (with or without cause)	✓ Yes (min. 1 – 5 weeks)	✗ No – the contract must not permit early termination except for serious misconduct	✓ Yes (min. 1 – 5 weeks)	✓ Yes (min. 1 hour, subject to minimum shift payment)
	Eligible to make Unfair Dismissal claims	✓	✗ No – an exemption applies under the FW Act	✓	✗ No – an exemption applies under the FW Act
	Eligible to make other discrimination / general protections / unlawful termination claims	✓	✓	✓	✓
	Eligible for Redundancy Pay	✓ Yes (min. 0 – 16 weeks)	✗ No – an exemption applies under the FW Act	✗ No – provided termination at completion of term occurs ‘in the ordinary and customary turnover of labour’ ✓ Otherwise – yes (min. 0 – 16 weeks)	✗ No – an exemption applies under the FW Act