
From:
Sent: Monday, 2 August 2021 2:00 PM
To: Committee, Job Security (SEN);
Subject: Re: Senate Select Committee on Job Security – Questions on Notice and Hansard corrections – Wednesday, 14 July 2021

Dear Job Security Committee,

Here is the information we stated we would provide on notice regarding a survey we ran around experiences of casual conversion.

Survey ran:
02/06/2020 - 08/07/2020

Respondents:
The survey was sent to our IR alert list which includes businesses who use our HR service as well as non-member businesses who sign up for these alerts off our website.
Response: 550

Number of staff the respondents had (FTE):

0-9: 37.82%
10-19: 23.09%
20-49: 18.36%
50-99: 12%
100-249: 6.73%
250-499: 1.27%

Have you ever had casual staff reject an offer of permanent employment?

Yes: 82.35%
No: 17.65%

Why have staff rejected permanent employment?

They like the 25% casual loading: 78.93%
Other (please specify): 21.07%

The qualitative responses also list flexibility as a predominant reason:

“They like to be able to give little notice to not work. They like being able to refuse shifts when it doesn’t fit their personal schedule. I’ve offered one particular casual full time employment numerous times and it’s always rejected.”

“They like the flexibility to work for someone else. They can make more money if they work 2 casual jobs rather than 1 permanent job”

“They like the flexibility of not being permanent, and like the 25% casual loading”

“They like the ability to change work hours/days for family reasons”

“Study & pursuing other types of employment”

“They like the loading and they wanted flexibility to agree to shifts or not”

“They have been in a position that they don’t want or need permanent work and enjoy the flexibility of making themselves unavailable when it suits them”

“We pay above the award and they like the 25% casual loading on top of this and also the flexibilities that come with their casual employment”

Kind regards,

Luisa Baucia

Chamber of Commerce & Industry Queensland
