



9 March 2022

Committee Secretary
Senate Education and Employment Committees
PO Box 6100
Parliament House
CANBERRA ACT 2600

Dear Committee Secretary

Clarification to Hansard – Additional Estimates hearing on 16 February 2022

I am writing to provide a clarification to evidence I gave to the Senate Education and Employment Legislation Committee during the Additional Estimates hearing on 16 February 2022.

On p 31 of the transcript, in response to a question from Senator Small on whether the data supported casual employment being used by younger Australians as a stepping stone to long-term careers, I said:

Ms Wang: I have the figures about the incidence or the proportion of young people who are casual employees, and you are right. Young people are more likely to take casual employment. For example, in the age group 15 to 19, the incidence of casual employment is 72.8 per cent. In the next age group, which are the 20- to 24-year-olds, the incidence is 42.4 per cent. Compared to the across-the-board incidence rate, which is 22.5 according to the latest data, you can see that young people are more likely to take casual employment.

I wish to clarify that the casual employment incidence rate of 22.5 per cent is the latest comparable data when analysing age groups.

On pages 23 to 24 of the transcript, in response to a question from Senator Sheldon on casual conversion, I said:

Ms Wang: ... There is a transitional arrangement and all the employers need to advise every casual in their business, including those who may not be eligible for the casual conversions, and before 27 September advise them of whether they are meeting the eligibility criteria or not. If they are meeting the eligible criteria, they would be making the offer.

I wish to clarify that under the transitional arrangement all employers, except small business employers, were required to notify casual employees who started their employment with their

employer before 27 March 2021, by 27 September 2021 whether or not they were eligible to receive an offer of casual conversion. Employers are required to make a casual conversion offer to eligible employees unless there are the reasonable grounds based on facts that are known, or reasonably foreseeable, at the time of deciding not to make the offer.

Yours sincerely

Ms Lace Wang
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Employment Conditions Division