



Australian Government



Australian  
**Small Business and  
Family Enterprise**  
Ombudsman

27 February 2019

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

**By email:** eec.sen@aph.gov.au

Dear Sir/Madam

**Fair Work Amendment (Right to Request Casual Conversion) Bill 2019 [Provisions]**

The inclusion of the Model Clause in the *Fair Work Act 2009* (the Act) will have little impact on small businesses. The majority of small businesses engage staff under awards, which contain such clauses, as tools such as enterprise agreements are not accessible to them.

While the inclusion in the Act may provide clarity on the right to convert from casual to full time employment it does not in any way address the key issue facing small businesses. That is, how the classification of workers across casual, part time and full time can be reflected in how they are employed on a day-to-day basis.

Thank you for the opportunity to comment. If you would like to discuss this matter further, please contact \_\_\_\_\_ on \_\_\_\_\_ or at \_\_\_\_\_

Yours sincerely

**Kate Carnell AO**

Australian Small Business and Family Enterprise Ombudsman