

AM I FULL-TIME, PART-TIME OR CASUAL?



FULL TIME

If you are a full-time employee, you generally work 38 hours per week. You are entitled to paid sick leave and annual leave days. You are also entitled to notice of termination of your employment (usually a number of weeks), and your employer needs to have a proper reason for ending your employment.



PART TIME

If you are a part-time employee, you work a regular number of hours each week. The number of hours you work will be less than 38, which is the full-time workload. You are entitled to a number of paid sick leave and annual leave days. The amount of sick leave and annual leave you get will be calculated based on how much you work – eg if you work half the hours of a full-time employee, you will be entitled to half the amount of leave. You are also entitled to notice of termination of your employment (usually a number of weeks), and your employer needs to have a proper reason for ending your employment.



CASUAL

If you are a casual employee, you are employed on an hourly or daily basis. Your working hours can change at short notice, and you are less likely to have a regular work pattern or a guaranteed number of hours. You are not entitled to any paid sick leave or annual leave, which means that if you don't work, you don't get paid. However, you will generally be paid more money *per hour* than full-time and part-time employees, to make up for this. You are not entitled to notice of termination, meaning that either you or your employer can end your employment at any time, without notice or a reason.

In Australia, the **national minimum wage** for adults is currently:

\$19.84 per hour if you are a full-time or part-time employee

\$24.80 per hour if you are a casual employee.

Turn over the page for more information.

MINIMUM WAGE

Each year in Australia from 1 July, the Fair Work Commission sets the national minimum wage. From 1 July 2020 until 1 July 2021, the national minimum wage for adult workers is \$753.80 per week (or \$19.84 per hour) for full-time workers, \$19.84 per hour for part-time workers, and \$24.80 per hour for casual workers.

Your minimum hourly rate may be *lower* than this if you are an apprentice or a trainee, or if you are under 21 years old. It also might be *higher* than this depending on the job that you do. You can contact us if you think you are being paid under the minimum wage, and we can give you free and confidential advice about your own situation.



SNAPSHOT

	FULL-TIME	PART-TIME	CASUAL
Weekly working hours	Usually 38	Regular, less than 38	Irregular
Minimum wage	\$19.84 per hour	\$19.84 per hour	\$24.80 per hour
Paid sick leave	Yes	Yes	No
Paid annual leave	Yes	Yes	No
Notice of termination	Yes	Yes	No
Reason for termination	Yes	Yes	No

The information provided in this factsheet is for information only. It must not be relied on as legal advice. You should seek legal advice about your own situation.