

## Appendix D

### Clause 10 Casual Employee

St John proposed clause changes

Without Prejudice

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**St John propose the following revision to clause 10 Casual Employee:**

#### **11 Casual Employee**

- a) A casual employee will receive 25% casual loading on the hourly rate of the appropriate classification as set out in **Appendix 1 - Rates of Pay** of this Agreement.
- b) A casual employee will receive a minimum of three (3) hours per shift at the hourly rate for the applicable classification.
- c) Superannuation contributions will be made on the ordinary earnings of the casual employee, including the casual loading.
- d) A casual employee is not entitled to paid personal/carer's leave, compassionate leave, annual leave, jury duty leave, defence forces leave or public holidays, in accordance with this Agreement.
- e) **A casual employee is not entitled to any travel allowance other than in accordance with clause 17.1 (a) (i) and (g).**
- f) Once a year St John at its discretion will review the amount of hours a casual Transport Officer has worked and may move the casual Transport Officer to the next level as outlined in **Appendix 1 - Rates of Pay**.
- g) **Unless otherwise agreed, casual employees must complete at least ~~85 hours work per year~~ 21.25 hours of work in each quarter of the calendar year, commencing after the employee's first quarter of employment. These minimum hours exclude** training as part of the Continuing Education Program and on-road training component appropriate to the needs of each individual.
- h) Either the casual employee or St John may terminate the employee's employment by giving one (1) hours' notice or other notice as agreed. St John may elect to pay the employee one (1) hour in lieu of notice.
- i) St John will offer eligible casual employees conversion to permanency in line with the requirements as outlined in the NES under 'Offers and requests for casual conversion'.
- j) Eligible casual employees may request conversion to permanency in line with the requirements as outlined in the NES under 'Offers and requests for casual conversion'.