

# Casual Employment Changes

## Casual conversion pathway to permanence

Employees who have worked in your business in a **regular pattern for 12 months**, can ask to convert to permanent employment. You need to be ready to handle these requests.

### New 'casual employee' definition

The new definition focuses on whether there is a firm advance commitment to ongoing and indefinite work. **If your business employs casual workers, understanding this definition is essential.**

## Casual Employment Information Statement (CEIS)

Small business employers **must provide casual employees with a CEIS before, or as soon as practicable** after, the **commencement of employment**, and as soon as practicable **after 12 months of employment**.





# SMALL BUSINESS PEAK

A large white arrow graphic pointing upwards and to the right, with the text 'SMALL BUSINESS PEAK' integrated into its path.

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