

## 2.3 Employment Types

There are many different working arrangements that can apply when employers engage workers and it is important to understand the difference as this can affect the terms and conditions of employment, including employee entitlements (leave, etc).

What are some of the definitions? Below please find some broad definitions of the types of employment that can apply to your employees. Please be sure to refer to relevant awards or agreements to ensure a clear definition and understanding of entitlements. It is also important to check the links below for State-based industrial relations information.

### **Full Time (or Permanent) employment.**

Employees in this category work between 38 to 40 hours per week on a regular, ongoing basis. Full time/permanent employees are eligible for entitlements like annual leave, personal leave (sick or carers leave) and public holidays.

### **Part Time employment**

Part time employees work on a regular, ongoing basis but work fewer hours than full time. They are sometimes called part time permanent employees. They may work a set number of hours on specific days per week. These employees are entitled to the same entitlements as full time employees, only on a pro-rata basis based on the hours worked.

### **Casual employment**

Casuals are employed on an irregular basis with no set routine to when they work and with no expectation by either party that there will be regular, ongoing employment. Casuals are not entitled to annual or personal leave and thus are paid a "loading" which is incorporated into the hourly rate.

### **Fixed Term employment**

These employees are employed to do a job for an agreed length of time. The most common reason for these types of employees are to work on a specific project or to fill in whilst an employee is away on leave.

There are many other types of employment arrangements:

- Commission
- Seasonal
- Piece work
- Independent contractor
- Apprentice
- Traineeship

Please check with relevant awards and industrial instruments as to the employment types and their conditions which apply to your industry or business.

Please follow the links below to provide you with additional information and resources about this topic:

[NSW Government - Industrial Relations - Guides to employing staff in NSW \(download pdf documents\)](#)

[NSW Government - Industrial Relations - Guide to Awards and Agreements\](#)

[NSW Government - Industrial Relations - Other types of engagements](#)

[NSW Government - Industrial Relations - Differences between contractors and employees](#)

[Federal Government - Workchoices website](#)

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