

Part-time and Casual Workers

The SDA is committed to the protection and advancement of meaningful employment opportunities in the retail industry.

All non-full-time employees should, without restriction, have the same rights, privileges and protections as full-time employees, on a pro-rata basis. These rights, privileges and protections should be adequately enshrined in awards, agreements and legislation.

We recognise that some people prefer to work on a non-full-time basis and we are committed to protecting and advancing their interests and needs.

The SDA does not accept that the provision of non-full-time work is a satisfactory response to the problems of economic hardship faced by many individuals and families. We recommend that such measures as housing assistance, taxation reform and financial support to families be implemented to address such problems.

The Union believes that employment which is other than full time should, where possible, be on the basis of permanent part-time work, with full pro-rata benefits. Award provision for such permanent part-time employees should specify a minimum and maximum number of daily and weekly hours and provide for a guaranteed quantum of hours for each employee. Casual employment should be limited to short term or emergency employment.

We believe that current part-time employees should have priority of access to full-time employment where such employment becomes available and that casual employees should have priority of access to permanent part-time employment.

The SDA believes that non full-time employees should not be prejudiced in obtaining career advancement because of the nature of their employment and thus should have guaranteed access to career paths and training.

The Union believes that the most effective means of managing the incidence of non-full-time employment is by way of award provisions such as ratios or ceilings or other appropriate means.

The SDA will actively promote the recruitment and integration of part-time employees to the trade union movement by identifying the problems associated with the recruitment and participation of non-full-time employees and developing strategies specifically designed to overcome these difficulties.

For more details on your entitlements consult your award/agreement.