



# CASUAL EMPLOYEES



**'Casual employee'** is a term used to refer to a situation where the employee has no guaranteed hours of work, no regular pattern of work, and no ongoing expectation of employment.



The employer doesn't have to offer work to the employee, and the employee doesn't have to accept work if it's offered.



The employee works as and when it suits both them and the employer.

***Fun Fact:** At RBHU some of our members are misclassified as **'casual workers'** when they are actually **part** or **full-time**.*

***For example:** if you work one shift or more a week consistently for 3+ months you're no longer a casual employee. You're now a permanent part-time employee and your employer cannot cut your shift/s out of nowhere.*



**If you want to know more:**

Visit [www.employment.govt.nz](http://www.employment.govt.nz) and search "Types of employee"

**Contact us at Raise the Bar Hospo Union:**

**E: [advocacy@raisethebar.net.nz](mailto:advocacy@raisethebar.net.nz)**

**W: [www.raisethebar.net.nz](http://www.raisethebar.net.nz)**