



Part-time/casual

Part time and casual work hours have been part of the work scene for a very long time and would be considered the most common types of flexible work arrangements available. Part time workers work for an agreed number of hours each week, whilst casual employees generally don't get guaranteed any hours and have to work whenever their employer requests.



School hours and *term-time* are other terms used for these types of flexible working arrangements. School hours refers to someone who works only during school hours and term-time is when workers take all school holiday breaks off either by taking unpaid leave or by working additional hours throughout each school term.

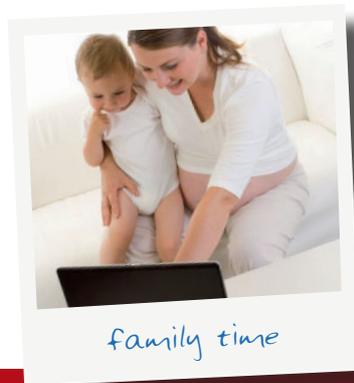
Working part of the time is probably the most flexible of all the options and Australia's Fair Work Act state that workers can request flexible arrangements under certain conditions. It may be that the employee wants a gentle transition to or from the workforce, are studying part time, need to work around family responsibilities.

Benefits Of Part-time For Employers

- Business Flexibility**
For companies whose staffing requirements expand and contract, flexible workers that can work hours to suit the business requirements are ideal.
- High Quality Workers**
Skilled workers that want to work flexible hours will be attracted to a workplace that offers part-time, casual and other flexible working arrangements.
- Increased Productivity**
Workers that are happy with their work arrangements tend to work harder and more efficiently, which equals increased productivity for the employer.
- Reduced Costs**
Employers pay for the time worked rather than paying full time wages when the work requirements slow down.
- Fewer Overheads**
Traditionally the benefits that need to be paid with part-time or casual roles are less because the work hours are reduced overall.

Benefits Of Part-time For Employees

- ✓ **Family Time**
Employees choosing part-time or casual roles often do so to have more time to spend with their families.
- ✓ **Work/life Balance**
Employees that have the option to work the hours that they choose and spend more time doing the things that they want to do, have a better balance between their work and personal life.
- ✓ **Health and Wellbeing**
Working fewer hours can be very good for the health as employees have time to rest and rejuvenate outside of work.
- ✓ **Fewer Hours**
Not everybody wants to work a 40 hour week and working less hours frees time up for other projects.
- ✓ **Reduced Stress**
Fewer hours can equate to less stress and in turn this can lead to greater job satisfaction.
- ✓ **Reduced Responsibility**
Often part-time/casual roles have lower levels of responsibility and can be good for employees with high levels of responsibility outside of the work environment i.e. carers, students or those simply seeking less responsibility i.e. elderly.



Glossary of Terms

- **Casual:** working the hours as required on an ad-hoc basis and generally less than 40 hours.
- **Full-time position:** at least 40 hours worked per week.
- **Part-time:** a job that has less hours than a full-time position.
- **School hours:** working only during school hours.
- **Term-time:** working only during term time – additional leave to match school holidays is taken as unpaid leave.

'School Hours' are Australia's family friendly employment experts. We will help jobseekers find it, employed parents to negotiate it, employers to understand the benefits of it and how to implement it and be a champion for those doing it.

School Hours are at the centre of every parent's world and a school hours, part-time or casual role will fulfil the needs of many who want to ensure that they are available for their families and their needs.

If you're interested in considering a part-time or casual role as part of your family friendly employment/flexible working strategy, visit <http://www.fairwork.gov.au/leave/parental-leave/pages/returning-to-work.aspx> for more information. If you would like to advertise a vacant part-time or casual role position, visit <http://www.schoolhours.com.au> or contact us for more information.