

MODERN AWARD CASUAL DEFINITIONS

Modern industry awards

Award	Casual definition	Definition type			
		Engaged as casual	Residual category	Engaged/ paid by hour	Other
Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award 2020	A casual employee is engaged as such on an hourly basis.				
Aged Care Award 2010	A casual employee is an employee engaged as such on an hourly basis, other than as a part-time, full-time or fixed term employee, to work up to and including 38 ordinary hours per week.				
Air Pilots Award 2020	A pilot who does not meet the definition of a part-time pilot and who is not a full-time pilot will be paid as a casual pilot in accordance with clause 10—Casual employees.				
Aircraft Cabin Crew Award 2020	A casual employee is an employee engaged as such.				
Airline Operations-Ground Staff Award 2020	A casual employee is an employee engaged as such.				
Airport Employees Award 2020	A casual employee is one engaged on a casual basis.				
Alpine Resorts Award 2020	A casual employee is an employee who is engaged and paid as a casual employee in any classification in this award.				
Aluminium Industry Award 2020	A casual employee is an employee engaged and paid as a casual employee.				
Ambulance and Patient Transport Industry Award 2020	A casual employee is an employee who is engaged and paid as a casual employee and will not include a part-time or full-time employee.				

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Amusement, Events and Recreation Award 2020	An employee who does not meet the definition of a part-time employee and who is not a full-time employee will be paid as a casual employee in accordance with clause 11—Casual employees.				
Animal Care and Veterinary Services Award 2020	A casual employee is an employee engaged and paid as a casual employee.				
Aquaculture Industry Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Architects Award 2020	A casual employee is one engaged and paid as a casual employee. An employee not specifically engaged as a casual employee will be deemed to be employed as a full-time or part-time employee.		Part-time and full-time are the residual types		
Asphalt Industry Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Banking, Finance and Insurance Award 2020	A casual employee is engaged and paid as a casual employee.				
Black Coal Mining Industry Award 2010	A casual employee is one engaged and paid as such.				
Book Industry Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Broadcasting, Recorded Entertainment and Cinemas Award 2020	A casual employee is an employee engaged and paid by the hour. An employer when engaging a casual must inform the employee that they are employed as a casual, of their hours of work, classification level and rate of pay.				
Building and Construction General On-site Award 2020	A casual employee is engaged and paid in accordance with the provisions of clause 12.				

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Business Equipment Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Car Parking Award 2020	An employee who does not meet the definition of a part-time employee and who is not a full-time employee will be paid as a casual employee in accordance with clause 11—Casual employees. Subject to clause 10.6, a casual employee is an employee who is engaged and paid as a casual employee. A casual employee is engaged to work less than 38 hours per week.				
Cement, Lime and Quarrying Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Cemetery Industry Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Children's Services Award 2010	A casual employee is an employee engaged as such and must, for each ordinary hour worked, be paid the hourly rate payable for a full-time employee for the relevant classification in clause 14—Minimum wages plus a casual loading of 25%. A casual employee is one engaged for temporary and relief purposes.				Engaged for temporary or relief purposes
Cleaning Services Award 2020	An employee is a casual employee if they are engaged as a casual employee. 11.2 A casual employee may only be engaged: (a) to perform work on an intermittent or irregular basis; or (b) to work uncertain hours; or (c) to replace a full-time or a part-time employee who is rostered off or absent.				
Clerks - Private Sector Award 2020	An employee is a casual employee if they are engaged as a casual employee.				
Coal Export Terminals Award 2020	A casual employee is engaged and paid as a casual employee.				

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Commercial Sales Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Concrete Products Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Contract Call Centres Award 2020	A casual employee is engaged and paid as a casual employee.				
Corrections and Detention (Private Sector) Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Cotton Ginning Award 2020	A casual employee is engaged and paid on an hourly basis.				
Dredging Industry Award 2020	Casual employee means an employee who is engaged for a period of less than 4 weeks and is notified on the first day of their employment.				Engaged less than 4 weeks
Dry Cleaning and Laundry Industry Award 2020	Subject to clause 10—Part-time employees a casual employee is an employee who is engaged and paid as a casual employee. An employee who does not meet the definition of a part-time employee and who is not a full-time employee will be paid as a casual employee in accordance with clause 11.				
Educational Services (Post-Secondary Education) Award 2020	A casual employee is engaged and paid by the hour.				
Educational Services (Schools) General Staff Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Educational Services (Teachers) Award 2020	Casual employment means employment on a day-to-day basis for a period of not more than 4 consecutive weeks, or 4 consecutive term weeks in the case of a teacher in a school or preschool.				Employed day-to-day for not more than 4 weeks

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Electrical Power Industry Award 2020	<p>An employee who does not meet the definition of a part-time employee and who is not a full time employee will be paid as a casual employee in accordance with clause 11—Casual employees.</p> <p>A casual employee is an employee engaged and paid as a casual employee.</p>				
Electrical, Electronic and Communications Contracting Award 2020	<p>A casual employee is one engaged and paid as a casual employee. A casual employee’s ordinary hours of work are the lesser of an average of 38 hours per week or the hours required to be worked by the employer.</p>				
Fast Food Industry Award 2010	<p>An employee who does not meet the definition of a part-time employee and who is not a full-time employee will be paid as a casual employee in accordance with clause 13—Casual employment.</p> <p>A casual employee is an employee engaged as such.</p>				
Fire Fighting Industry Award 2020	N/A (no reference to casuals)				
Fitness Industry Award 2020	<p>An employee who does not meet the definition of a part-time employee and who is not a full-time employee will be paid as a casual employee in accordance with clause 12—Casual employees.</p> <p>A casual employee is an employee engaged and paid as a casual employee.</p>				
Food, Beverage and Tobacco Manufacturing Award 2020	<p>A casual employee is one engaged and paid as a casual employee.</p>				
Funeral Industry Award 2020	<p>An employee who does not meet the definition of a part-time employee and who is not a full-time employee will be paid as a casual employee in accordance with clause 11— Casual employees.</p> <p>A casual employee is engaged by the hour and paid as a casual employee.</p>				
Gardening and Landscaping Services Award 2020	<p>A casual employee is an employee who is engaged and paid as a casual employee.</p>				

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Gas Industry Award 2020	A casual employee is an employee who is engaged by the hour and paid as a casual employee.				
General Retail Industry Award 2020	A casual employee is an employee engaged as such. 11.2 An employee who is not covered by clause 9—Full-time employees or clause 10—Part-time employees must be engaged and paid as a casual employee.				
Graphic Arts, Printing and Publishing Award 2020	A casual employee is an employee engaged and paid as a casual employee.				
Hair and Beauty Industry Award 2010	An employee who does not meet the definition of a part-time employee and who is not a full-time employee will be paid as a casual employee in accordance with clause 13. A casual employee is an employee engaged as such.				
Health Professionals and Support Services Award 2020	A casual employee is an employee engaged on an hourly basis, other than as a part-time, full-time or fixed-term employee.				
Higher Education Industry-Academic Staff-Award 2020	Casual employment is employment by the hour and paid on an hourly basis that includes a loading related to award-based benefits for which a casual employee is not eligible.				Hourly pay includes casual loading
Higher Education Industry-General Staff-Award 2020	Casual employment means employment where a person is engaged by the hour and paid on an hourly basis a payment that includes a loading related to award based benefits for which a casual employee is not eligible.				Hourly pay includes casual loading
Horse and Greyhound Training Award 2020	A casual employee is one engaged by the hour and paid as such. 10.2 Casual employees may only be engaged in the following circumstances: (a) to meet short term work needs; or (b) to carry out work in emergency circumstances; or (c) to perform work unable to be practicably rostered to a permanent employee.				

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Horticulture Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Hospitality Industry (General) Award 2020	An employee is a casual employee if they are engaged as a casual employee.				
Hydrocarbons Field Geologists Award 2020	9.3 Notwithstanding anything to the contrary appearing elsewhere in this award, the services of a casual employee may be terminated by one hour's notice by either party or payment or forfeiture of one hour's salary as the case may be.				
Hydrocarbons Industry (Upstream) Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Joinery and Building Trades Award 2020	A casual employee is engaged and paid in accordance with the provisions of clause 11-Casual employees. A casual employee is engaged by the hour with a minimum daily engagement of 7.6 hours.				
Journalists Published Media Award 2020	A casual employee is an employee who is engaged by the hour and paid as a casual employee.				
Labour Market Assistance Industry Award 2020	A casual employee means an employee who is engaged intermittently by the hour for work of an unexpected or casual nature and does not include an employee who could properly be engaged as a full-time, part-time or sessional employee.				Engaged intermittently for unexpected or casual work
Legal Services Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Live Performance Award 2020	A casual employee is engaged and paid as such. An employer must inform an employee that they are employed as a casual, stating by whom they are employed, their hours of work, classification level and rate of pay. Where an employee who is not engaged as a weekly employee or part-time weekly, he or she will be engaged as a casual employee.				
Local Government Industry Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				

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Mannequins and Models Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Manufacturing and Associated Industries and Occupations Award 2020	A casual employee is one engaged and paid as such.				
Marine Tourism and Charter Vessels Award 2020	11.1 An Overnight Charter Employee or Non-overnight Charter Employee may be engaged to work on a casual basis ... 11.3 A casual Overnight Charter Employee: (a) is engaged to work a specified trip or trips, at the direction of the employer; (b) must be engaged for a minimum of one half-day trip ... 11.4 A casual Non-overnight Charter Employee: (a) is engaged to work a variety of hours, at the direction of the employer; (b) must be engaged for a minimum of 2 hours per engagement and a maximum of 12 hours per shift ...				Engaged to work a specified trip or trips at direction of employer Or Engaged to work a variety of hours, at direction of employer
Marine Towing Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Maritime Offshore Oil and Gas Award 2020	N/A (No reference to casuals)				
Market and Social Research Award 2020	A casual employee is an employee who is engaged and paid as a casual employee. A casual employee's ordinary hours of work are usually irregular and less than an average of 38 hours per week or the hours required to be worked by the employer.				
Meat Industry Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Medical Practitioners Award 2020	A casual employee is an employee who is engaged as a casual employee and paid on an hourly basis.				
Mining Industry Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				

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Miscellaneous Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Mobile Crane Hiring Award 2020	A casual employee is engaged and paid in accordance with the provisions of clause 9.				
Nursery Award 2020	A casual employee is an employee who is engaged and paid by the hour as a casual employee.				
Nurses Award 2010	A casual employee is an employee engaged as such on an hourly basis.				
Oil Refining and Manufacturing Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Passenger Vehicle Transportation Award 2020	A casual employee is an employee who is engaged as a casual employee and paid by the hour.				
Pastoral Award 2020	A casual employee is an employee engaged as such and paid by the hour. An employee who does not meet the definition of a part-time employee in clause 10.1 and who is not a full-time employee will be paid as a casual employee in accordance with clause 11.				
Pest Control Industry Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Pharmaceutical Industry Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Pharmacy Industry Award 2020	An employee who is not covered by clause 9—Full-time employees or clause 10—Part-time employees must be engaged and paid as a casual employee.				
Plumbing and Fire Sprinklers Award 2020	A casual employee is an employee engaged and paid as such and who works less than an average of 38 ordinary hours or 5 days per week over any 2 successive weeks.				Works less than 38 hours or 5 days over 2 successive weeks
Port Authorities Award 2020	A casual employee is engaged and paid as a casual employee.				

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Ports, Harbours and Enclosed Water Vessels Award 2020	A casual employee is an employee engaged and paid as a casual employee.				
Poultry Processing Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Premixed Concrete Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Professional Diving Industry (Industrial) Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Professional Diving Industry (Recreational) Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Professional Employees Award 2020	An employee may be engaged as a casual and must be paid per hour worked: (a) the minimum hourly rate appropriate to the employee's classification prescribed in clause 14—Minimum rates; and (b) a loading of 25% of that rate.				
Racing Clubs Events Award 2020	11.2 - A casual employee is an employee who is engaged and paid as a casual employee. 12.1 – A casual employee is an employee who is engaged and paid as a casual employee.				
Racing Industry Ground Maintenance Award 2020	A casual employee is an employee engaged and paid as a casual employee.				
Rail Industry Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Real Estate Industry Award 2020	A casual employee is engaged and paid as a casual employee.				
Registered and Licensed Clubs Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				

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Restaurant Industry Award 2020	An employee is a casual employee if they are engaged as a casual employee.				
Road Transport (Long Distance Operations) Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Road Transport and Distribution Award 2020	A casual employee is engaged as a casual employee and paid by the hour.				
Salt Industry Award 2020	A casual employee is an employee who is engaged and paid as a casual employee. A casual employee's ordinary hours of work are the lesser of an average of 38 hours per week or the hours required to be worked by the employer.				
Seafood Processing Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Seagoing Industry Award 2020	N/A (No reference to casuals)				
Security Services Industry Award 2020	An employee is a casual employee if they are engaged as a casual employee.				
Silviculture Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Social, Community, Home Care and Disability Services Industry Award 2010	A casual employee is one who is engaged and paid as such but will not include a part-time or full-time employee.				
Sporting Organisations Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
State Government Agencies Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				

Award	Casual definition	Definition type			
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Stevedoring Industry Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Storage Services and Wholesale Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Sugar Industry Award 2020	A casual employee is an employee engaged as a casual employee.				
Supported Employment Services Award 2020	A casual employee is an employee engaged on an hourly basis.				
Surveying Award 2020	A casual employee means an employee specifically engaged as a casual employee.				
Telecommunications Services Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Textile, Clothing, Footwear and Associated Industries Award 2020	<p>A casual employee is an employee who is engaged in relieving work or work of a casual, irregular or intermittent nature, but does not include an employee who could properly be classified as a full-time or part-time employee.</p> <p>An employee who does not meet the definition of a part-time employee and who is not a full-time employee will be paid as a casual employee.</p>				Engaged in relieving work or casual, irregular or intermittent work
Timber Industry Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Transport (Cash in Transit) Award 2020	A casual employee is engaged and paid as a casual employee.				

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Travelling Shows Award 2020	<p>Casual employees Employees may be engaged as casual employees, subject to the following conditions:</p> <p>A casual employee is engaged by the hour for not more than 38 ordinary hours per week Monday to Sunday.</p> <p>Casual loading (a) Casual employees will be paid the minimum hourly rates prescribed for the appropriate classification in clause 16—Minimum rates, plus a casual loading of 25% for ordinary hours worked. (b) The casual loading will not be paid for overtime hours worked.</p> <p>Minimum engagement A casual employee will be engaged for a minimum period of 3 hours' work or receive a minimum payment of 3 hours per engagement.</p> <p>A casual employee may leave the employer's service or be discharged without notice.</p> <p>Casual employees may be employed for up to 8 ordinary hours each day. All time worked in excess of 8 ordinary working hours on any one day will be overtime.</p>				
Vehicle Repair, Services and Retail Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Waste Management Award 2020	A casual employee is (a) an employee who is engaged and paid as a casual employee; and (b) paid by the hour				
Water Industry Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Wine Industry Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				
Wool Storage, Sampling and Testing Award 2020	A casual employee is an employee who is engaged and paid as a casual employee.				

State reference public sector and enterprise modern awards

Award	Casual definition	Definition type			
		Engaged as casual	Residual category	Engaged/paid by hour	Other
Aboriginal Legal Rights Movement Award 2016	A casual employee is an employee engaged as such.				
Airservices Australia Enterprise Award 2016	A casual employee is a person employed on an irregular, intermittent and hourly basis without any ongoing commitment from either party as to an ongoing relationship.				Employed on irregular, intermittent and hourly basis without any ongoing commitment from either party
Australian Broadcasting Corporation Enterprise Award 2016	Casual employees are provided for in Part 9—Journalists Stream and Part 10—Actors Stream of this award. A casual is a person employed temporarily by the day or half day to perform work of a kind similar to that done by employees classified under clause 30 of this Part.				Employed temporarily by the day or half day
Australian Bureau of Statistics (Interviewers) Enterprise Award 2016	A casual employee is an employee who is engaged and paid as a casual employee.				
Australian Capital Territory Public Sector Enterprise Award 2016	A casual employee is an employee who is engaged to perform work for a short period on an irregular or non-systematic basis.				Engaged for a short period on an irregular or non-systematic basis
Australian Federal Police Enterprise Award 2016	Where an employee is engaged on a casual basis to do work that is intermittent or irregular in nature, the employee will receive a 25% loading of their base salary in recognition that they do not have access to certain entitlements. Casual employees shall normally be employed for a maximum of 480 hours (equivalent to twelve weeks of 40 hours) in any twelve month period.				Engaged on a casual basis to do work that is intermittent or irregular
Australian Nuclear Science and Technology Organisation (ANSTO) Enterprise Award 2016	N/A (No casual definition)				
Australian Government Industry Award 2016	A casual employee is an employee who is engaged and paid as a casual employee.				

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Australian Public Service Enterprise Award 2015	An irregular or intermittent employee is an employee who works on an irregular or intermittent basis. (i) An irregular or intermittent employee will also be paid a casual loading of 25% of that rate in lieu of paid leave entitlements (other than long service leave), notice of termination of employment and redundancy benefits, Public Holidays and the holiday described in clause 22.				Works on an irregular or intermittent basis
Australia Post Enterprise Award 2015	A casual employee is an employee who is engaged and paid by the hour but does not include an employee who could properly be classified as full-time, part-time or fixed-term.				
Christmas Island Administration Enterprise Award 2016	A casual employee is an employee who is engaged on an hourly basis under one or more short term contracts to cater for the absence of other employees, or where unexpected or unusual circumstances have arisen or where it would not be reasonable for the work to be done on any other basis.				Engaged under short term contract(s) to cover absences, unexpected or unusual circumstances or where not reasonable to do the work on another basis
Chullora Printing Award 2015	A casual employee is one engaged by the Company and paid as such.				
CSIRO Enterprise Award 2016	A casual employee is engaged by the hour, paid on an hourly basis, to cover genuine temporary need. A casual employee can be called for duty at any time.				Engaged to cover genuine temporary need
GrainCorp Country Operations Award 2015	An employee who does not meet the definition of a part-time employee and who is not a full-time employee will be paid as a casual employee in accordance with clause 10.4. A casual employee is one engaged by the hour and paid as such and will be guaranteed not less than four hours' engagement every start.				
Health Professionals, Medical Scientists and Support Services (Victoria) State Reference Public Sector Modern Award 2018	A casual employee is an employee engaged as such on an hourly basis, other than as a part-time or full-time employee to work up to and including 38 ordinary hours per week.				
Metropolitan Newspapers (South Australia and Tasmania) Printing Award 2015	A casual employee is an employee engaged other than as a weekly employee.		Engaged other than as a weekly employee		

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Northern Territory News Award 2015	The employer when engaging a person shall inform him or her then and there that he/she is to be employed as a casual. Except where this is done, the employee shall be a weekly employee. A casual employee, after two weeks of continuous employment as a casual employee, shall become a full-time weekly employee.				Becomes a weekly employee after 2 weeks continuous casual employment
Northern Territory Public Sector Enterprise Award 2016	An employee engaged on a casual basis will be paid the hourly pay rate for their classification in clauses 10.3, 10.4 and Schedule M – Power and Water.				
Note Printing Australia Award 2016	A casual employee is an employee who is engaged and paid by the hour.				
Nurses and Midwives (Victoria) State Reference Public Sector Award 2015	A casual employee is an employee engaged as such on an hourly basis.				
Nurses (ANMF - Victorian Local Government) Award 2015	A casual employee is an employee engaged as such on an hourly basis.				
Optus Award 2015	Persons may be engaged as casual employees on an hourly basis.				
Parliamentary Departments Staff Enterprise Award 2016	An irregular or intermittent employee is an employee who works on an irregular or intermittent basis.				Works on an irregular or intermittent basis
Printing Industry – Herald & Weekly Times – Production Award 2015	N/A (No casual definition)				
Queensland Newspapers Pty Ltd Printing (Murarie) Award 2015	11.1 A casual employee is one engaged and paid as such and whose employment may be terminated upon one hour’s notice, subject to the minimum described in clause 11.4 ... 11.4 A casual employee shall be rostered for a minimum of four hours pay for each day.				
Reserve Bank of Australia Award 2016	A casual employee is one engaged and paid as such.				

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Telstra Award 2015	A casual employee is one engaged and paid as such, and for working ordinary time will be paid per hour 1/36.75 of the weekly wage prescribed by this award for work performed, plus a casual loading of 25% in lieu of paid annual leave, paid personal leave, redundancy pay and notice of termination of employment.				
Victorian Government Schools Award 2016	N/A (No casual definition)				
Victorian Government Schools - Early Childhood - Award 2016	N/A (No casual definition)				
Victorian Local Government Award 2015	A casual employee is an employee who is engaged and paid as such but does not include a part-time or full-time employee.				
Victorian Local Government (Early Childhood Education Employees) Award 2016	(i) Casual employment means employment on a day-to-day basis for a period of not more than five consecutive days. (ii) A casual engagement may be extended by agreement between the teacher and the employer provided the total period of the engagement does not exceed one term in the case of teachers in a preschool or a total of 10 weeks in any other case. (iii) The rates of pay for a casual teacher are contained in clause 14.4.				Employment day-to-day for not more than 5 consecutive days
Victorian Public Service Award 2016	A casual employee is an employee engaged and paid as a casual employee.				
Victorian State Government Agencies Award 2015	A casual employee is an employee engaged and paid as a casual employee.				
Viterra Bulk Handling and Storage of Grains, Pulses and Minerals Award 2015	A casual employee is one engaged as such.				