



EMPLOYMENT TERMS AND CONDITIONS - Casual Employees

- a) The rate of pay for a casual employee has, in addition to the base rate, a 25% loading. This loading is in lieu of annual leave, personal/carer's leave, community service leave, notice of termination and redundancy benefits and public holidays not worked.
- b) The hours of work offered are determined by the availability of work. There is no requirement for JVJSM Pty Ltd trading as Stafflink Workforce Management to offer any hours of work to a casual employee. A casual employee has the right to refuse to accept work from JVJSM Pty Ltd trading as Stafflink Workforce Management and this will not affect the relationship between JVJSM Pty Ltd trading as Stafflink Workforce Management and the employee.
- c) For certain jobs, rosters may be set in advance. If a roster is set in advance there is no obligation for JVJSM Pty Ltd trading as Stafflink Workforce Management to continue with these hours when the job is concluded. If a job is extended for a significant period of time then JVJSM Pty Ltd trading as Stafflink Workforce Management will give consideration as to whether it is more appropriate to offer an employee a fixed term contract for the rest of that job. At the end of the contract the employee will revert to their casual role.
- d) If there is a contract or job where there will be consistent work for a period of time JVJSM Pty Ltd trading as Stafflink Workforce Management will give consideration to making an offer to engage an existing casual employee on a fixed term full time or part time contract. The decision will be made by mutual agreement between the employee and JVJSM Pty Ltd trading as Stafflink Workforce Management. In the event that an employee does not want to be engaged on a fixed term contract when offered, the employee will acknowledge their refusal of the contract in writing. At the end of the contract the employee will revert to their casual role.

Please note: The completion our Candidate Registration Form and receipt by JVJSM Pty Ltd trading as Stafflink Workforce Management in no way implies that you will be offered any form of employment with JVJSM Pty Ltd trading as Stafflink Workforce Management. However, if you are so engaged your employment will be subject to the following:

You will be deemed to accept these conditions, regardless of whether you have signed this application, if you accept an assignment with us after receiving a copy of this document.

You acknowledge that while working on assignment with JVJSM Pty Ltd trading as Stafflink Workforce Management your employment status will be CASUAL.

Each time you accept an assignment with JVJSM Pty Ltd trading as Stafflink Workforce Management you will be entering into a new contract of employment with JVJSM Pty Ltd trading as Stafflink Workforce Management and the terms may change as a result.

You accept that you are responsible for ensuring your details are kept up to date with JVJSM Pty Ltd trading as Stafflink Workforce Management and your licences and tickets remain valid.

By accepting an assignment, you warrant that you possess the skills, experience, qualifications and abilities to perform the required duties and tasks.

Your employment agreement may be terminated with such minimum notice (if any) as may be required by law, or by payment in lieu of notice at the sole discretion of JVJSM Pty Ltd trading as Stafflink Workforce Management.

Your employment and any subsequent agreement will be governed by, construed and take effect in accordance with the laws in force in Queensland.



STAFFLINK

WORKFORCE MANAGEMENT

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Further information regarding employment terms and conditions are available in the JVJSM Pty Ltd trading as Stafflink Workforce Management Safety and Employment Handbook and may be provided prior to commencement of any assignment.

You confirm that the information supplied by you in this application and your resume are true and correct and hereby authorise JVJSM Pty Ltd trading as Stafflink Workforce Management to use the information on this form to reference information and details in your resume and contact referees for the purpose of ascertaining your suitability for employment.

Further, you authorise JVJSM Pty Ltd trading as Stafflink Workforce Management to provide information concerning you and subsequent employment to Australian Government authorities as required. You understand that misleading or false information may lead to dismissal.

You agree to abide by all stated conditions of employment as advised by JVJSM Pty Ltd trading as Stafflink Workforce Management when placed into an assignment on behalf of JVJSM Pty Ltd trading as Stafflink Workforce Management and acknowledge that you must notify them of any changes to your skills and details to ensure they are accurate.

You indemnify JVJSM Pty Ltd trading as Stafflink Workforce Management against any responsibility for incorrect allocation of payments caused by Bank or other entity, and by accepting these terms and conditions authorise JVJSM Pty Ltd trading as Stafflink Workforce Management to credit payments to you into your accounts as listed or as instructed by you in writing.

By signing you consent that previous employers can provide relevant records pertaining to my employment and release them and JVJSM Pty Ltd trading as Stafflink Workforce Management from any damages resulting from this release of information.