

SECURE WORK FACTSHEET

Around 20% of all local government employees are now casual! The growth of insecure work is no accident. Employers have discovered many ways to move workers from secure to insecure forms of employment. These strategies include using labour-hire/agency companies to create triangular employment relationships avoiding any employment accountability and transparency; using casuals and multiple fixed short term contracts to avoid workers acquiring benefits that are only applicable to those in full-time permanent positions and the list goes on.

Casual jobs, short-term contracts, labour-hire and other forms of insecure work prevent people from properly planning for their future or managing their household. Insecure workers have no rights to paid sick or annual leave, no certainty about their income or whether they will have a job next week, and no career path or sense of belonging to a workplace. A casual job may suit some workers. But it's really tough on many working families who have less certain incomes, rising household costs and not able to plan for the future.

Where there is no job security, employees are at high risk of losing their jobs. It is shown that Secure employees do their best work. When you know you have a job to go to and not left unsure from day to day, you can relax and do your best work. Employees in insecure work are less likely to raise health & safety issues or make complaints. They are also more likely to go to work when they are sick because if they don't work they don't get paid. This is not what we want during a global pandemic and it puts us, our families and our communities all at risk.

Employers are using labour-hire as a vehicle to outsource public service work, undermine collective bargaining and the rights of workers, and to avoid accountability and transparency to the unions and its members covered by the agreements. Laws such as prohibiting the inclusion of restrictions upon the use of labour-hire employment from enterprise agreements provides employers with a free choice to side-step the terms and conditions of collective agreements which they have entered into.

We need to have strong provisions in our agreements that limit the use of agency/labour-hire and provide strong provisions around the use of casual and fixed-term staff that will stop the erosion of job security and workers rights.