

CASUAL EMPLOYMENT CONTRACT VICTORIA

Employer:

Employee:

1. Engagement and Position

The Employer hereby engages the Employee as a casual employee in the position agreed. The Employee accepts the engagement on a casual basis. The Employee will perform the duties as reasonably required by the Employer.

2. Term of Employment

This contract commences when the Employee starts work and continues until terminated in accordance with clause 12.

3. Casual Employment

The employment is casual, which means that the Employee is engaged on an as-needed basis, without a firm advance commitment to ongoing work. The Employee accepts that work hours may vary and that there is no guarantee of regular or continuing employment.

4. Hours of Work

The Employee will be offered work on an as-required basis. The Employee may accept or decline offers of work without penalty. Work hours will be as agreed between the parties prior to commencing each shift.

5. Rate of Pay

The Employee will be paid the applicable casual hourly rate as set out in the relevant modern award, enterprise agreement, or applicable law, including the casual loading. Payment will be made weekly/fortnightly/monthly by direct deposit unless otherwise agreed.

6. Superannuation

The Employer will make superannuation contributions on behalf of the Employee in accordance with the Superannuation Guarantee (Administration) Act 1992 and applicable laws.

7. Leave Entitlements

As a casual employee, the Employee is not entitled to paid personal/carer's leave, paid annual leave, or paid public holidays, except as provided under applicable law or award/agreement.

8. Work Health and Safety

The Employer will take all reasonably practicable steps to provide a safe workplace. The Employee must comply with all lawful instructions and safety policies.

9. Confidentiality

The Employee must not disclose any confidential information obtained during employment to any third party except as required by law or authorised by the Employer.

10. Intellectual Property

All intellectual property created by the Employee during the course of employment belongs to the Employer unless otherwise agreed in writing.

11. Termination

Either party may terminate this contract at any time by giving reasonable notice or payment in lieu of notice where applicable. The Employer may terminate immediately for serious misconduct or lawful reasons.

12. No Guarantee of Work

The Employer does not guarantee any minimum hours of work under this contract. The Employee is not obliged to accept any offer of work.

13. Governing Law

This contract is governed by the laws of the State of Victoria, Australia. The parties submit to the exclusive jurisdiction of the courts of Victoria.

14. Entire Agreement

This contract contains the entire agreement between the parties and supersedes all prior agreements and understandings.

15. Variation

Any variation to this contract must be in writing and signed by both parties.

EMPLOYER'S SIGNATURE

EMPLOYEE'S SIGNATURE

Signature: _____

Signature: _____

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