

27 July 2021

Select Committee on Job Security
Department of the Senate

Sent via email: jobsecurity.sen@aph.gov.au

Dear Secretariat

Questions on Notice - 13 July 2021

During the Select Committee hearing on 13 July 2021, the following question from Senator Faruqi was taken on notice:

Senator FARUQI: *'If it's possible, could you provide on notice, out of the 53 per cent in casual employment, how many have been in casual employment for a year or longer.'*

In response, I can confirm 52.9% of the current labour hire employees of the One Key Group are employed on a casual basis. A breakdown of tenure is provided below:

- 46.1% of employees have tenure of less than 1 year
- 15.5% of employees have tenure between 1 - 2 years
- 17.1% of employees have tenure between 2 - 3 years
- 13.7% of employees have tenure between 3 - 5 years
- 7.5% of employees have tenure which is greater than 5 years

Further, when looking at the statistics above, it is important to note that of all casual employees the majority (53.9%) have a tenure greater than 1 year; and over 21% of those casuals have a tenure greater than 3 years, including 7.5% who have a tenure greater than 5 years.

As was discussed in the hearing, pursuant to the FES Coal Pty Ltd Greenfield Agreement 2018, which is the current enterprise agreement under which we engage our coal employees, casual employees who have been employed for over 12 months (and meet the relevant criteria) have the right to request conversion from casual to fixed term or permanent employment (which cannot be denied by One Key).

It is clear from the above tenure statistics that the conversion right is available to a considerable percentage of the casual workforce but despite this, very few choose to request conversion.

I trust the above sufficiently addresses the question raised by Senator Faruqi.

Yours faithfully

Ben Lewis
Managing Director
One Key Group