



27 February 2019

Committee Secretary
Senate Education and Employment Committees
PO Box 6100
Parliament House
Canberra ACT 2600

By email: eec.sen@aph.gov.au

Dear Sir/Madam

Fair Work Amendment (Right to Request Casual Conversion) Bill 2019 [Provisions]

The inclusion of the Model Clause in the *Fair Work Act 2009* (the Act) will have little impact on small businesses. The majority of small businesses engage staff under awards, which contain such clauses, as tools such as enterprise agreements are not accessible to them.

While the inclusion in the Act may provide clarity on the right to convert from casual to full time employment it does not in any way address the key issue facing small businesses. That is, how the classification of workers across casual, part time and full time can be reflected in how they are employed on a day-to-day basis.

Thank you for the opportunity to comment. If you would like to discuss this matter further, please contact _____ on _____ or at _____

Yours sincerely

Kate Carnell AO
Australian Small Business and Family Enterprise Ombudsman