

## Entitlements for Christmas casuals

4 November 2019

Many businesses hire extra workers as Christmas casuals to cover the busy holiday period over Christmas and New Year.

Employers need to get proactive and check they're meeting pay obligations to Christmas casuals.

Employees should make sure they know their minimum entitlements so they can spot if something's wrong.

Under the Retail Award:

- the adult (21 and over) casual rate starts from \$26.76. Use our [Pay Calculator \(https://calculate.fairwork.gov.au/findyouraward\)](https://calculate.fairwork.gov.au/findyouraward) to find minimum rates under the award
- there's a 3 hour minimum shift length – employers have to pay employees for this as a minimum, even if employees are sent home early
- if working 4 hours or more, employees get a paid 10 minute break
- if working more than 5 hours, employees also get a 30 - 60 minute unpaid break.

Remember, entitlements may be different if there's an enterprise agreement in place but the base pay rate can't be less than under the award.

Page reference No: 9295

### Contact us

Fair Work Online: [www.fairwork.gov.au](http://www.fairwork.gov.au)

Fair Work Infoline: 13 13 94

Need language help?

Contact the Translating and Interpreting Service (TIS) on 13 14 50

Hearing & speech assistance

Call through the National Relay Service (NRS):

For TTY: 13 36 77. Ask for the Fair Work Infoline 13 13 94

Speak & Listen: 1300 555 727. Ask for the Fair Work Infoline 13 13 94

The Fair Work Ombudsman is committed to providing advice that you can rely on. The information contained on this website is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional. Visitors are warned that this site may inadvertently contain names or pictures of Aboriginal and Torres Strait Islander people who have recently died.