



Quiz

Unpacking the Fair Work Act's new casual conversion "right"

1. The first problem with the proposed new statutory definition is?
 - a. The casual conversion criteria is ambiguous
 - b. The onus shifts to the employer at first instance
 - c. A well drafted contract can disguise the employment relationship
 - d. It further defines casual employment
2. Which of the following is incorrect?
 - a. The Fair Work Commission can only arbitrate a dispute with consent from both parties
 - b. The proposed new amendments are only applicable to NSW
 - c. Employers have a reasonable grounds exception
 - d. Employers are compelled to make a casual conversion offer to eligible employees
3. Which proposed new section defines casual employment?
 - a. Section 15A
 - b. Section 4AA
 - c. Section 66A
 - d. Section 66B

4. In the new statutory definition of a casual employee, whether there is a 'firm advanced commitment' is established when?
 - a. A casual conversion request is made
 - b. At the creation of the employment contract
 - c. After a six-month period
 - d. After a twelve-month period

5. If an employer makes a casual conversion offer, an employee must respond within?
 - a. Ten days
 - b. Fourteen days
 - c. Twenty-one days
 - d. Seven days

Answers:

1. d 2. b 3. a 4. b 5. c