

REDUCTION OF RETAIL AWARD ONLY CASUAL MINIMUM ENGAGEMENT PERIOD FROM 1 JULY 2011

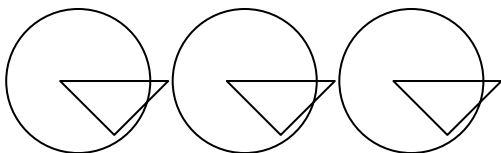
From 1 July 2011, the *retail industry's modern award* will allow employers to engage casual high-school students for 90 minute shifts after school, provided that a longer engagement period is not possible.

An application to Fair Work Australia (FWA) by retail employers has successfully reduced the existing 3-hour casual minimum engagement period under the *General Retail Industry Award 2010 (Award)* to 90 minutes for casual employees who are secondary school students.

While FWA granted the application, the exception to the 3 hour minimum casual engagement period was limited to circumstances where a longer period of employment is not possible. Specifically, Vice President Watson identified that *"where a longer period [of engagement] is possible, the 3 hour minimum will continue to apply and school students will continue to have the benefit of such an engagement. Where only a shorter period is possible, then a shorter period of engagement can be utilised."*

The decision follows previous unsuccessful bids by retail employers to reduce the minimum engagement period for all casual employees.

A draft determination to give effect to the variation has been published and will be finalised following the consideration of additional submissions by FWA. Employers wishing to comment on the draft must do so in writing before 27 June 2011.



The variation takes effect on 1 July 2011. In order for the 90 minute minimum engagement period to apply, **all** of the following circumstances must be met.

- The employee must be a full-time secondary school student AND
- The employee must be a casual employee, engaged to work between 3.00 pm and 6.30 pm on a day they are required to attend school AND
- The employee, and their parent or guardian, must agree to allow the employee to work a period of less than 3 hours AND
- Employment for a longer period must not be possible, either because of the operational requirements of the employer, or the unavailability of the employee.