



## Media Release

# Workers and Employers Should Have the Right to Choose Flexible Work says RCSA

**18 March, 2016:** Members of RCSA (Recruitment & Consulting Services Association) are showing strong support for the industry fighting fund established to meet the additional costs of the association's defence against greater restrictions on casual employment during the Modern Award Review.

The push by the ACTU and the unions' to impose new clauses into the Modern Awards designed to make all employees permanent does not reflect the modern world of work. Workers and employers alike should have the right to engage in flexible work arrangements,

The number of employees in casual employment is falling, and is now below 20 per cent of the Australian workforce according to the latest ABS Forms of Employment Survey<sup>1</sup>.

On-hire and casual employment today makes an important contribution to the Australian economy, and a survey of agency workers showed 80 per cent selected flexibility as their number one reason for choosing on-hire work<sup>2</sup>.

RCSA members presented evidence to the Modern Award review on Friday, 15<sup>th</sup> March which further illustrated that not all workers are seeking permanent positions, and that flexible work arrangements are preferred by a growing number of workers in the modern Australian labour market.

Evidence from RCSA members also showed that very few eligible casual employees take up the opportunity to seek permanent employment having been notified of their right to do so, with a survey of members conducted by the RCSA showing that 63 per cent of survey participants advised that no casuals sought the opportunity to convert to permanent employment<sup>3</sup>.

### **Quotes that may be attributed to Peter Langford FRCSA, RCSA Acting President.**

"RCSA members from across all sectors are showing their strong support for the fighting fund. We further encourage members to continue to make contributions to this important one-off fighting fund."

"The proposals from the ACTU and unions are out of touch with the modern workplace and do not reflect the wishes of on-hire and contract workers."

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<sup>1</sup> ABS, May 2014

<sup>2</sup> Adapting to Change – How private employment services facilitate adaption to change, better labour markets and decent work, BCG and Ciett

<sup>3</sup> RCSA submission to Modern Award review



“Very few eligible casual employees take the opportunity to seek permanent employment when it is offered, opting instead for an increased level of flexibility, or for others an important re-entry into the labour market or a stepping stone to permanent employment.”

**About RCSA**

The Recruitment and Consulting Services Association (RCSA) is the leading industry body for the employment services sector in Australia and New Zealand. With over 3,000 corporate and individual Members, the Association sets professional standards, conducts research, educates and develops members’ skills, monitors industry development and lobbies governments on issues directly affecting members.

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