



enews

# INFORMATION SHEET

## Daily hire or weekly hire under the Building and Construction General On-site Award?

Under the modern onsite building award, there are four types of employment:

- daily hire,
- weekly hire,
- part-time and
- casual.

The last two are fairly straight-forward – you generally stipulate in a letter of engagement whether an employee works part time or on a casual basis, but what is the difference between daily hire and weekly hire employees?

Daily hire and weekly hire are essentially full time categories of employment under the award (which means they work a 38 hour week) but what is the difference and why do I need to categorise an employee as one or the other?

**Daily hire employment** is a form of employment that has historically existed in the construction industry and continues to do so under the modern award. Employees categorised as such generally receive a higher rate of pay than those employed on a weekly hire basis to cater for downturns and periods of employment that is synonymous with the construction industry (the follow the job loading). Apart from the higher rate of pay, daily hire employees are subject to a different period of notice in cases of termination for employment, i.e. employment may be terminated with one day's notice as opposed to notice periods based on length of service.

**Weekly hire employees** receive a slightly lower rate per hour but they are entitlement to a longer notice period on termination.. In the construction award in NSW (the state award and NAPSA that existed prior to the modern award), daily hire was the only category of full time employment, therefore it is likely that such employees moving from the state award or NAPSA to modern award will be classed as 'daily hire' unless there has been an agreement to classify as weekly hire.

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DISCLAIMER - The above is intended to provide general information in summary form. The contents do not constitute specific advice and should not be relied upon as such. Formal specific advice should be sought by members with respect to particular matters before taking action.

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It is essential that when you employ someone that you specify the type of employment in a letter or contract of employment. This way it will be clear when it comes to pay rates and notice periods what rate to pay or notice to give.

**For more information, contact an HIA Workplace Adviser on 1300 650 620.**