



THE TEMP COMPANY
PEOPLE. PERFORMANCE. DELIVERED

WHAT TO EXPECT AS A: CASUAL EMPLOYEE



THE TEMP COMPANY GUIDE



WHAT TO EXPECT AS A CASUAL

TO TELL US WHEN YOU CAN WORK

Our expectation is that you're available for work unless you've told us otherwise. While you're free to decline shifts, we ask that you let us know by the Wednesday prior if there are any days you're unavailable for the following week.

We don't check your availability each time, if we haven't heard from you, we'll assume you're available and schedule you accordingly.

WORK IS NOT ALWAYS GUARANTEED

Our need for casual workers is entirely driven by client demand. There may be days or even weeks when no shifts are available.

Work typically slows down during winter, so fewer opportunities should be expected during that period.

SHIFTS ARE CONFIRMED BY TEXT EACH DAY

You'll receive a text in the late afternoon to let you know what shift you are working the following day. If you don't receive a text, this means we have no work for you.



WHAT TO EXPECT AS A CASUAL

TO START EARLY AND WORK LONG DAYS

Start times are usually between 5–6am, but may vary. Your text message will confirm the exact time to report to the Yard.

Be ready to go at the time stated, and aim to arrive 5–10 minutes early so you're set to start on time

Days can be long, 12-hour days are not uncommon.

WE WORK IN ALL WEATHER

Although some work may be cancelled due to weather, expect to work in all kinds of weather, hot, cold, wet, windy

BE ON YOUR FEET ALL DAY

You will get regular breaks throughout the day, but be prepared to be on your feet for long periods of time.



WHAT TO EXPECT AS A CASUAL

TOILETS, FOOD & CLOTHING

Toilets can sometimes be hard to locate, and while it's often easier for the men to manage, there will always be someone available to swap you out and provide a vehicle so you can get to the nearest public toilet

Bring your own food, as visiting a shop may not be possible. Always pack extra clothing, you can take layers off if you get too hot, but if you're cold without enough layers, you'll be stuck.

TO FOLLOW THE EXPECTED LEVELS OF BEHAVIOUR

It's important that you follow our Code of Conduct, policies, and procedures. Your attitude and performance matter, and they're noticed.

Many of our full-time team members started as casuals, so if you're reliable, show up with a positive attitude, and do the job well, you'll put yourself in a strong position for more work or future opportunities.

FURTHER WORK MAY NOT BE OFFERED

We reserve the right to cease offering further work to casual employees at any time, without notice, where work is no longer required or where conduct or performance does not meet expectations.



CODE OF CONDUCT