



# **Correct Employment Arrangements for the Spring- Summer Season**

## **Spring-Summer Considerations**

As spring arrives and summer planning begins, many businesses increase their staffing levels. This can include taking on short-term staff, adding casual workers, or trialing new roles. But with economic uncertainty, inflationary pressure, and an evolving labour market, employers need to get the arrangements right.

### **Fixed-Term or Casual?**

Fixed-term agreements are used when there is a genuine reason for the employment to end on a specific date or after a specific event (e.g. seasonal peak, parental leave cover). They must be agreed in writing – there are some specific clauses that must be included, including one that states the reason for only being fixed term and when the arrangement will come to an end.

Casual agreements are suitable when work is intermittent and irregular, and there is no expectation of ongoing hours. If a pattern of work develops, the employee may be considered permanent.

### **Risks and Tips**

- Do not roll over fixed-term agreements without reviewing the reason each time – if extended with the same reason

more than once, the arrangement may then be considered permanent.

- Be cautious with casual staff - if they start to work regular days or hours, their employment status may shift to permanent, regardless of the type of agreement the parties have signed.
- Ensure holiday pay is handled correctly for the type of arrangement, and where fixed-term, the length of the term.
- A risk of using the wrong type of arrangement is that you could find yourself with a new permanent employee – and then need to provide holidays etc, even if they have previously been paid out e.g. as a casual.
- Consider how other clauses may need to be tailored too. While clauses such as trial periods may be included in fixed-term or casual agreements, other clauses like holidays and leave or hours of work may require different wording than in a permanent agreement. Ensure the language reflects the specific nature of the employment type to avoid inadvertently creating a permanent relationship.

## **Getting it Right with Tovia Consulting**

Marie can help you assess the right employment model for your needs and provide tailored, compliant templates and onboarding documentation. Avoid the traps and stay confident with your seasonal recruitment.

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