

# Casual Employment Agreement

Driver, Telride fleet

Version 1.0 · September 2026

**For Telride:** fill in the grey fields on a computer and save the file before sending it. **For the employee:** please read the whole agreement. You're welcome to get advice before you sign. Print it, sign the last page, and return every page to us.

This agreement is between **Sassway Pty Ltd**, trading as Telride (ABN 76 628 840 826) of Sydney, Australia ("Telride", "we", "us"), and the employee named below ("you").

## Your details

Full name

Home address

Phone

Email

## Employment details

Position

Start date

Reports to

Hourly rate

\$

per hour, including 25% casual loading

Usual hours

About

hours a week (a guide only, not guaranteed)

Pay

Weekly, paid each

Modern award

## 1. Casual employment

- 1.1 You are employed as a casual employee. Telride does not make a firm advance commitment to continuing and indefinite work according to an agreed pattern of work.
- 1.2 We will offer you shifts as work is available. You are free to accept or decline any shift.
- 1.3 The usual hours above are a guide to the work we expect to offer. They are not a promise of any minimum or regular hours.

## 2. Pay

- 2.1 You will be paid the hourly rate above for every hour you work, including time you are on shift and available for bookings between trips.
- 2.2 The hourly rate includes a casual loading of 25%. The loading is paid instead of paid annual leave, paid personal/carer's leave, notice of termination and redundancy pay, which casual employees do not receive.
- 2.3 You are paid for the hours you actually work. You will not be paid for a shift you do not attend.
- 2.4 Your rate will never be less than the minimum for your role under the modern award named above or, if no award applies, the national minimum wage for casual employees. We will pay overtime, penalty rates and allowances wherever the award requires them.
- 2.5 We pay weekly by bank transfer to the account you nominate, and you will receive a payslip within one working day of each payment.
- 2.6 We will pay superannuation for you at the rate required by law. Please give us a completed superannuation choice form so we know which fund to use.
- 2.7 We will withhold tax from your pay as the law requires. Please give us your tax file number declaration before your first pay.

## 3. Shifts and attendance

- 3.1 Once you accept a shift, please be there on time. If you can't make it, tell your manager as soon as possible, and before the shift starts.
- 3.2 If you often miss shifts you have accepted without telling us, we may stop offering you shifts.
- 3.3 You will get the meal and rest breaks the award and the law require, and you must take them. Do not drive while tired.

## 4. Your role

- 4.1 You will drive Telride vehicles to carry passengers who book through the Telride app, and do other reasonable tasks connected with that role.
- 4.2 You must follow the Telride Driver Code of Conduct, the Fleet Vehicle Policy, the road rules, and every law that applies to passenger transport in NSW.

## 5. Licences and checks

- 5.1 Your employment depends on you holding, and keeping current:
  - (a) a full, unrestricted Australian driver licence;
  - (b) any authorisation the law requires to drive passengers for a booked service in NSW; and
  - (c) a National Police Check that Telride accepts.
- 5.2 Tell us straight away if your licence is suspended, cancelled or restricted, if you are charged with a criminal offence, or if you are involved in an accident while working.

## 6. Uniform

- 6.1 Telride will provide a uniform at no cost to you. Please wear it on every shift and keep it clean and presentable.
- 6.2 The uniform belongs to Telride. Please return it when your employment ends.

## 7. Vehicles, fines and damage

- 7.1 You will drive vehicles owned or supplied by Telride. Use them only for Telride work unless we agree otherwise in writing.
- 7.2 You are responsible for traffic and parking offences you commit while driving, and Telride may nominate you as the driver for them.
- 7.3 We will not deduct any amount from your pay unless you have agreed to it in writing and the deduction is allowed by law.

## 8. Confidentiality and privacy

- 8.1 Keep confidential any information about Telride's business or its riders that you learn through your work, including names, phone numbers, addresses and trip details. This continues after your employment ends.
- 8.2 Do not photograph, record or share information about riders, except where the law allows it.

## 9. Policies

- 9.1 You must follow Telride's policies, which may change from time to time. They do not form part of this agreement.

## 10. Ending your employment

- 10.1 As a casual employee, either you or Telride may end your employment at any time without notice, unless the modern award requires notice.
- 10.2 When your employment ends, please return your uniform, keys, cards and any other Telride property.
- 10.3 We will pay everything we owe you, including superannuation, in your final pay.

## 11. Becoming a permanent employee

- 11.1 Once you have worked for Telride for at least 6 months (or 12 months if Telride is a small business employer), you may tell us in writing that you believe you are no longer a casual employee, under the employee choice provisions of the Fair Work Act 2009 (Cth). We will respond as that Act requires.
- 11.2 You will receive the Casual Employment Information Statement when you start, and again whenever the Fair Work Act requires it.

## 12. General

- 12.1 This agreement, together with the modern award and the National Employment Standards, sets out the terms of your employment. Nothing in it reduces your entitlements under either of them.
- 12.2 This agreement is governed by the laws of New South Wales.

**Acknowledgement**

- ☐ I have received the Fair Work Information Statement.
- ☐ I have received the Casual Employment Information Statement.
- ☐ I have read and understood this agreement, and I accept it.

**Signed by the employee**

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Full name

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Date

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Signature**Signed for Sassway Pty Ltd**

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Name

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Position

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Signature

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Date