



Course Outline (Higher Education)

School:	Federation Business School
Course Title:	EMPLOYMENT LAW
Course ID:	BULAW2642
Credit Points:	15.00
Prerequisite(s):	(BL502 or BULAW1502)
Co-requisite(s):	Nil
Exclusion(s):	Nil
ASCED:	080301

Description of the Course :

This course develops an understanding of the complex legal environment within which employer and employee relations occur. It is relevant to all students as it considers the rights and obligations of employers, employees and independent contractors with regard to their employment/engagement in and by organisations. It examines the political, economic, legal and social context within which the employment/contractor relationship is regulated and examines the law relating to: the relationship between Federal and State legislation, awards, enterprise agreements, common law contract principles (rights and obligations), job security and unfair employment practices as well as the regulation of occupational health and safety and discriminatory practices.

Grade Scheme: Graded (HD, D, C, etc.)

Placement Component: No

Supplementary Assessment: Yes

Where supplementary assessment is available a student must have failed overall in the course but gained a final mark of 45 per cent or above and submitted all major assessment tasks.

Program Level:

Level of course in Program	AQF Level of Program					
	5	6	7	8	9	10
Introductory	<input type="checkbox"/>					
Intermediate	<input type="checkbox"/>	<input type="checkbox"/>	✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Advanced	<input type="checkbox"/>					

Learning Outcomes:**Knowledge:**

- K1.** Define the role of system of regulation of employment law in Australia and the current shift from a centralised system for determining wages and conditions to a decentralised system of enterprise bargaining
- K2.** Interpret the key features of the current workplace legislation
- K3.** Describe statutory controls over the contract of employment from, for example, industrial relations, health and safety and anti-discrimination legislation
- K4.** Critique recent and pending reforms and assess their likely implications
- K5.** Explain how an employment relationship is created, how rights and obligations are formed and the ways in which a contract of employment can be terminated

Skills:

- S1.** Research using independent inquiry, and argue the solution using written and oral communication skills
- S2.** Examine employment law problems and develop problem solving skills
- S3.** Criticise employment law issues and determine what steps need to be taken to manage any legal risks
- S4.** Select and apply appropriate technology to assist in legal research
- S5.** Describe and justify the role and impact of law in relevant scenarios and contexts

Application of knowledge and skills:

- A1.** Apply analytical, critical thinking and problem solving skills in scenario analysis
- A2.** Recognise the importance of ethics, sustainability and social responsibility in the business environment
- A3.** Transfer and apply knowledge and skills light of the international and domestic political and economic frameworks within which employment law operates

Course Content:

Topics may include:

- Introduction and overview of employment law in Australia
- The employment contract
- The statutory regulation of employment
- Termination and discrimination in employment

Values:

- V1.** Appraise that the law and how it is influenced by social, economic and political considerations
- V2.** Assess how the law affects both business decision making and practice
- V3.** Analyse the weaknesses and strengths and how you learn law and develop self-reflection and autonomy in your learning
- V4.** Appreciate that learning is a lifelong endeavour

Graduate Attributes

The Federation University FedUni graduate attributes (GA) are entrenched in the Higher Education Graduate Attributes Policy (LT1228). FedUni graduates develop these graduate attributes through their engagement in explicit learning and teaching and assessment tasks that are embedded in all FedUni programs. Graduate attribute attainment typically follows an incremental development process mapped through program progression. **One or more graduate attributes must be evident in the specified learning outcomes and assessment for each FedUni course, and all attributes must be directly assessed in each program**

Graduate attribute and descriptor		Development and acquisition of GAs in the course			
		Learning Outcomes (KSA)	Code A. Direct B. Indirect N/A Not addressed	Assessment task (AT#)	Code A. Certain B. Likely C. Possible N/A Not likely
GA 1 Thinkers	Our graduates are curious, reflective and critical. Able to analyse the world in a way that generates valued insights, they are change makers seeking and creating new solutions.	K2, K3, K4, S3, S5, A2, A3	B	AT3	C
GA 2 Innovators	Our graduates have ideas and are able to realise their dreams. They think and act creatively to achieve and inspire positive change.	K4, K5, S3, A2, A3	B	AT2, AT3	C
GA 3 Citizens	Our graduates engage in socially and culturally appropriate ways to advance individual, community and global well-being. They are socially and environmentally aware, acting ethically, equitably and compassionately.	K3, K4, K5, S2, S3, S5, A2, A3	B	AT3	C
GA 4 Communicators	Our graduates create, exchange, impart and convey information, ideas, and concepts effectively. They are respectful, inclusive and empathetic towards their audience, and express thoughts, feelings and information in ways that help others to understand.	K5, S1, S2, A1, A3	B	AT2	C
GA 5 Leaders	Our graduates display and promote positive behaviours, and aspire to make a difference. They act with integrity, are receptive to alternatives and foster sustainable and resilient practices.	Not applicable	N/A	Not applicable	N/A

Learning Task and Assessment:

Learning Outcomes Assessed	Learning Tasks	Assessment Type	Weighting
K3,K5 S5	Individual assessment	Test	10-20%
K4,K5 S1,S2,S3,S4,S5 A1,A2,A3	Individual Assessment	Individual Essay or Report	30-40%
K1,K2,K3,K4,K5, S2, S3 S5, A1,A2, A3	Individual assessment	Test / Final Assessment	40-60%

Adopted Reference Style:

APA