

# Unit Outline (Higher Education)

**Institute / School:** Institute of Innovation, Science & Sustainability

**Unit Title:** Employment Practice

**Unit ID:** BUMGT3107

**Credit Points:** 15.00

**Prerequisite(s):** (BEHAV2003)

**Co-requisite(s):** Nil

**Exclusion(s):** (BUHRM3706)

**ASCED:** 080303

**Description of the Unit:**

The unit focusses on employment relationships by reference to the legal and regulatory environment in which they take place. The unit highlights the rights and obligations of employers, employees, and independent contractors. Hence, contemporary employment practices, including the 'gig economy' are considered by reference to the underpinning law of employment. The regulatory environment is explained by regard to the relevant Federal and State legislation alongside common law principles. While the legislative coverage is framed on the operation of the Fair Work Act 2009 (Cth), other statutes dealing with employment are considered, inclusive of anti-discrimination legislation. In addition, State legislation remains tangentially covered, notably with respect to workplace injury involving occupational health and safety laws. The common law that underpins employment relationships both in the context of common law duties and contract, is reviewed with the common law contract explored for what it offers as a legal basis of rights and obligations. In the context of termination of employment, unfair and unlawful termination features after a discussion of reasonable notice and summary dismissal. In reviewing the employment relationship in this way, the legal and regulatory environment can be understood to inform the boundaries related to contemporary employment practices.

**Grade Scheme:** Graded (HD, D, C, P, MF, F, XF)

**Work Experience:**

No work experience

**Placement Component:** No

**Supplementary Assessment:** Yes

Where supplementary assessment is available a student must have failed overall in the Unit but gained a final

mark of 45 per cent or above, has completed all major assessment tasks (including all sub-components where a task has multiple parts) as specified in the Unit Description and is not eligible for any other form of supplementary assessment.

### Course Level:

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

### Learning Outcomes:

#### Knowledge:

- K1.** Describe the substantive law relevant to employment relationships
- K2.** Identify the features of employment contracts that establish rights and obligations
- K3.** Interpret relevant substantive law to identify the common law and statutory rights and obligations of employers and employees
- K4.** Draw linkages between legal obligations and ethics

#### Skills:

- S1.** Critique employment law scenarios to identify legal issues
- S2.** Describe and justify the role of the law in employment contexts
- S3.** Examine, analyse and problem-solve legal issues in the context of employment

#### Application of knowledge and skills:

- A1.** Apply critical thinking to identify legal issues
- A2.** Interpret and apply the law to resolve legal issues
- A3.** Recognise the importance of ethics in managing people as a resource

### Unit Content:

Topics may include:

1. Introduction to employment practice
2. Understanding the 'gig' worker in the 'gig' economy
3. Vicarious liability and the tests for employment
4. Employment contracts as a source of rights
5. Statutory regulation of employment
6. Discrimination law in employment
7. Common law duties in employment
8. Ending employment and remedies (unfair and unlawful termination)

### FEDTASKS

Federation University Federation recognises that students require key transferable employability skills to prepare them for their future workplace and society. FEDTASKS (**T**ransferable **A**tttributes **S**kills and **K**nowledge) provide a targeted focus on five key transferable Attributes, Skills, and Knowledge that are be embedded within

curriculum, developed gradually towards successful measures and interlinked with cross-discipline and Co-operative Learning opportunities. *One or more FEDTASK, transferable Attributes, Skills or Knowledge must be evident in the specified learning outcomes and assessment for each FedUni Unit, and all must be directly assessed in each Course.*

FEDTASK attribute and descriptor		Development and acquisition of FEDTASKS in the Unit	
		Learning Outcomes (KSA)	Assessment task (AT#)
FEDTASK 1 Interpersonal	Students will demonstrate the ability to effectively communicate, inter-act and work with others both individually and in groups. Students will be required to display skills in-person and/or online in: <ul style="list-style-type: none"> <li>Using effective verbal and non-verbal communication</li> <li>Listening for meaning and influencing via active listening</li> <li>Showing empathy for others</li> <li>Negotiating and demonstrating conflict resolution skills</li> <li>Working respectfully in cross-cultural and diverse teams.</li> </ul>	Not applicable	Not applicable
FEDTASK 2 Leadership	Students will demonstrate the ability to apply professional skills and behaviours in leading others. Students will be required to display skills in: <ul style="list-style-type: none"> <li>Creating a collegial environment</li> <li>Showing self-awareness and the ability to self-reflect</li> <li>Inspiring and convincing others</li> <li>Making informed decisions</li> <li>Displaying initiative</li> </ul>	Not applicable	Not applicable
FEDTASK 3 Critical Thinking and Creativity	Students will demonstrate an ability to work in complexity and ambiguity using the imagination to create new ideas. Students will be required to display skills in: <ul style="list-style-type: none"> <li>Reflecting critically</li> <li>Evaluating ideas, concepts and information</li> <li>Considering alternative perspectives to refine ideas</li> <li>Challenging conventional thinking to clarify concepts</li> <li>Forming creative solutions in problem solving.</li> </ul>	Not applicable	Not applicable
FEDTASK 4 Digital Literacy	Students will demonstrate the ability to work fluently across a range of tools, platforms and applications to achieve a range of tasks. Students will be required to display skills in: <ul style="list-style-type: none"> <li>Finding, evaluating, managing, curating, organising and sharing digital information</li> <li>Collating, managing, accessing and using digital data securely</li> <li>Receiving and responding to messages in a range of digital media</li> <li>Contributing actively to digital teams and working groups</li> <li>Participating in and benefiting from digital learning opportunities.</li> </ul>	Not applicable	Not applicable

FEDTASK attribute and descriptor		Development and acquisition of FEDTASKS in the Unit	
		Learning Outcomes (KSA)	Assessment task (AT#)
FEDTASK 5 Sustainable and Ethical Mindset	Students will demonstrate the ability to consider and assess the consequences and impact of ideas and actions in enacting ethical and sustainable decisions. Students will be required to display skills in: <ul style="list-style-type: none"> <li>• Making informed judgments that consider the impact of devising solutions in global economic environmental and societal contexts</li> <li>• Committing to social responsibility as a professional and a citizen</li> <li>• Evaluating ethical, socially responsible and/or sustainable challenges and generating and articulating responses</li> <li>• Embracing lifelong, life-wide and life-deep learning to be open to diverse others</li> <li>• Implementing required actions to foster sustainability in their professional and personal life.</li> </ul>	Not applicable	Not applicable

### Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Tasks	Assessment Type	Weighting
K1, S2	Individual assessment focussed on a practical employment practice case scenario	Case Study	10-20%
K1, K2, K3, S1, S2, S3, A1, A2, A3	Individual written assessment task focussed on contemporary employment practice issues	Assignment	20-40%
K1, K2, K3, K4, S2, S3, A1, A2, A3	Comprehensive review of topics/final examination	Final summative assessment	40-60%

### Adopted Reference Style:

APA ()

Refer to the [library website](#) for more information

Fed Cite - [referencing tool](#)