

The Workplace And The Law

In Australia the rights and duties of employers and employees are protected by our legal system through a statutory framework that includes industrial awards, agreements, courts and tribunals. The legislation governing this is required to be open to reform in order to respond to society's values and technological development.

Define these Key Terms

Employment law 'Laissez-faire' Employment contracts Contract of services
Superannuation guarantee Industrial relations Enterprise agreements Grievance procedures
Industrial disputes Workplace bargaining Collective bargaining Australian Workplace Agreements

Short Answer Questions

1. What is an employment contract?
2. Why do some people prefer enterprise bargaining to industrial awards?
3. What are shop floor meetings?
4. Why is the role of trade unions changing in Australia?
5. What is a demarcation dispute?
6. Name 3 forms of legislation that protect the rights of employees.
7. What is the benefit of a superannuation guarantee?
8. What process can a person take who has been wrongfully dismissed?
9. How is the master/servant relationship changing in Australia?
10. What is a redundancy agreement and how is it achieved?

100 Word Responses

Who is responsible for Workcover and occupational health and safety?

What role does median play in the settling of industrial disputes?

Research Assignment

How are society's values reflected in the changing workplace environment in Australia in the 21st century? Give examples two cases where this is evident.