

# LAWS 3046 LAW OF EMPLOYMENT

**Credit Points** 10

**Legacy Code** 200297

**Coordinator** Sandy Noakes ([https://directory.westernsydney.edu.au/search/name/Sandy Noakes/](https://directory.westernsydney.edu.au/search/name/Sandy%20Noakes/))

**Description** This subject focuses on the law that regulates individual aspects of employment relationships including the contract of employment. It aims to place an examination of the development, nature and scope of relevant legal principles in the context of the key features of the contemporary Australian labour market.

**School Law**

**Discipline** Business and Commercial Law

**Student Contribution Band** HECS Band 4 10cp

Check your fees via the Fees ([https://www.westernsydney.edu.au/currentstudents/current\\_students/fees/](https://www.westernsydney.edu.au/currentstudents/current_students/fees/)) page.

**Level** Undergraduate Level 3 subject

**Pre-requisite(s)** LAWS 2003

**Equivalent Subjects** LGYB 0299 - Law of Employment

**Incompatible Subjects** LAWS 3017 - Employment Law and Policy

## Learning Outcomes

On successful completion of this subject, students should be able to:

1. Identify and examine the sources of law that govern the employment relationship.
2. Critically analyse the law of employment from contemporary and historical perspectives within an economic and social context.
3. Apply the principles of the law of employment to factual problems.

## Subject Content

The way law governs individual relationships in the labour market

The different forms of employment relationships and how to distinguish them

The content of the contract of employment including the duties implied at common law

Termination and remedies at common law

Termination and remedies under statute, including unfair dismissal

Some selected aspects of statutory regulation of employment

## Assessment

The following table summarises the standard assessment tasks for this subject. Please note this is a guide only. Assessment tasks are regularly updated, where there is a difference your Learning Guide takes precedence.

| Type | Length   | Percent | Threshold | Individual/<br>Group Task | Mandatory |
|------|--|---------|-----------|---------------------------|-----------|
| Quiz | Weekly quizzes across semester, plus in-class quiz | 40      | N         | Individual                | N         |

|             |                            |    |   |            |   |
|-------------|----------------------------|----|---|------------|---|
| Presentatio | Every week during semester | 20 | N | Individual | N |
| Final Exam  | 3000 words                 | 40 | N | Individual | N |

Prescribed Texts

- Carolyn Sappideen, Paul O'Grady and Joellen Riley, Macken's Law of Employment (Thomson Reuters, 9th ed, 2022)
- Ereader resources: selected readings and resources compiled for the subject, which will be available via Readings and Resources on vUWS.