
PRESCRIPTION: 635 EMPLOYMENT RELATIONS

This prescription replaces *235 Employment Relations*

ELECTIVE PRESCRIPTION

LEVEL	6
CREDIT	20
VERSION	1
INTRODUCED	2006
AIM	Students will apply knowledge of current employment relations legislation, processes and practices, and understand the relationship of the parties involved.
PREREQUISITES	Nil

ASSESSMENT WEIGHTINGS

Learning outcomes	Assessment weighting %
1. Students will understand key factors influencing the development of employment relations	10
2. Students will explain the employment relationship.	20
3. Students will understand the main legislative provisions and common law principles in developing employment agreements.	25
4. Students will apply knowledge of the main legislative provisions and common law principles.	10
5. Students will be able to critique and analyse an employment agreement negotiation.	12
6. Students will understand the legal provisions of and principles applying to, the resolution of either a conflict, issue or dispute, in an employment relationship.	18
7. Students will understand the legal provisions applicable to enforcement actions.	5
TOTAL	100

All learning outcomes must be evidenced; a 10% aggregate variance is allowed.

ASSESSMENT NOTES

1. Assessment materials should reflect relevant and current legislation, standards, regulations and acknowledged good industry/business practices.

LEARNING OUTCOME ONE

Students will understand key factors influencing the development of employment relations.

Key elements

- a) Historical:
 - compare ideologies from the 20th century.
- b) Environmental:
 - legal
 - two of:
 - economic
 - technical
 - social/cultural
 - political.

LEARNING OUTCOME TWO

Students will explain the employment relationship.

Key elements

- a) Dynamics:
 - conflict (internal and external)
 - co-operation
 - control.
- b) Parties:
 - employee:
 - representative organisation
 - employer:
 - representative organisation
 - state.
- c) Strategies:
 - policies
 - communication
 - organising:
 - collective
 - individual.

LEARNING OUTCOME THREE

Students will understand the main legislative provisions and common law principles in developing employment relationships.

Key elements

- a) Contract of employment versus contract for services.
- b) Employment agreement:
 - types.
- c) Content, including:
 - minimum provisions.

LEARNING OUTCOME FOUR

Students will apply knowledge of the main legislative provisions and common law principles.

Key elements

- a) Draft an offer of employment.
- b) Variation of current agreements.

LEARNING OUTCOME FIVE

Students will be able to critique and analyse an employment agreement negotiation.

Key elements

- a) Employment agreement bargaining:
 - legal framework, including:
 - implications of good faith bargaining
 - process:
 - set objectives
 - case preparation
 - negotiation
 - conclusion
 - tactical considerations.
- b) Negotiation strategies:
 - integrative or distributive.

LEARNING OUTCOME SIX

Students will understand the legal provisions of and principles applying to the resolution of either a conflict, issue or dispute, in an employment relationship.

Key elements

- a) Organisational:
 - union strategies
 - management strategies.
- b) Individual:
 - personal grievances.
- c) Disciplinary procedures.
- d) Lawful termination of employment.

LEARNING OUTCOME SEVEN

Students will understand the legal provisions applicable to enforcement actions.

Key elements

- a) Functions and powers of state institutions established for the enforcement of employment agreements.