

Employment law topics:

1. Intro & sources of employment law

- a. Contract
- b. Common law
- c. Policies and procedures
- d. Awards and enterprise agreements
- e. International labour standards
- f. Statutory regulation

2. Employment relationship

- a. Employment (of service)
- b. Independent contractor (for service)

i. Legal test:

1. Control – *Zuijs v Wirth Brothers Pty Ltd* (1955) 93 CLR 562
2. Multi-factor test: *Stevens v Brodribb Sawmilling Co Pty Ltd* (1986) 160 CLR 16 per Mason J.
3. Labour Hire Agreements (ODCO arrangements): *loo BWIU v Odco Pty Ltd* (1991) 29 FCR 104
4. Multi-factor – independent vs employee: *Hallis v Vabu Pty Ltd* [2001] 207 CLR 21; HCA 44

3. Employment contract

Restraint of trade

- *Koops Martin Financial Services Pty Ltd v Reeves* [2006] NSWSC 449
- *Miles v Genesys Wealth Advisers* [2009] NSWCA 25

- Remedy: Interlocutory injunction to stop the employee from engaging in the conduct, pending final hearing seeking a permanent injunction and/or damages.

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Employment Contract Terms : Express and Implied

4. Employment duties

a. Implied by law

- i. Obey: duties related to change of work type, location and methods
- ii. Care and skill: duty to indemnify
- iii. Fidelity and loyalty

5. Mutual and employer duties

6. Termination of the employment contract

7. Remedies for breach of the employment contract

8. Statutory regulation

9. Unfair dismissal

10. General protections and other termination rights

11. Industrial action and freedom of association

Employment Law Paper Topics

Carola Frege



Employment Law Paper Topics:

Q&A Employment Law 2013-2014 Deborah Lockton, 2013-04-18 Routledge Q As give you the tools to practice and refine your exam technique showing you how to apply your knowledge to maximum effect in an exam situation Each book contains up to fifty essay and problem based questions on the most commonly examined topics complete with expert guidance and fully worked model answers These new editions for 2013 2014 will provide you with the skills you need for your exams by Helping you to be prepared each title in the series has an introduction presenting carefully tailored advice on how to approach assessment for your subject Showing you what examiners are looking for each question is annotated with both a short overview on how to approach your answer as well as footnoted commentary that demonstrate how model answers meet marking criteria Offering pointers on how to gain marks as well as what common errors could lose them Aim Higher and Common Pitfalls offer crucial guidance throughout Helping you to understand and remember the law diagrams for each answer work to illuminate difficult legal principles and provide overviews of how model answers are structured Books in the series are also supported by a Companion Website that offers online essay writing tutorials podcasts bonus Q As and multiple choice questions to help you focus your revision more effectively *Employment Law, 2014 and 2015* Richard Benny, Michael Jefferson, Malcolm Sargeant, 2014 Q A Employment Law gives students the opportunity to practise and hone their exam technique with clear guidance and tips from experienced examiners Employment Research and State Traditions Carola Frege, 2007-09-06 Contemporary employment research tackles an increasingly globalized subject much of it using empiricist and a theoretical methods increasingly embedded in a market economic paradigm However this stands in stark contrast to employment research s historical roots Exploring these roots Carola Frege traces how employment research was born out of the industrial and also democratic transformations of the 19th century and shows that the variations of employment research can be traced back to nation specific state traditions In particular how countries conceptualized their relationship between political and industrial democracy to what extent their labour movements were more state oriented and what influence the state had on the organization of higher education and scientific research and shaped research topics methods theories and paradigms The book argues that these different research cultures are still with us today despite increasing globalization of the subject matter and growing internationalization of the academic world Based on a comparative historical analysis of research characteristics in Britain Germany and the US this book investigates how employment research developed in different ways in different countries A longitudinal cross country comparison of publications in the main journals of the field reveals that employment research is still deeply embedded in longstanding country specific institutional and ideational traditions Frege makes the case for embracing this diversity and rejuvenating the subject of employment research through a rediscovery of its policy oriented research traditions and a reinstatement of its relevance for society **Teaching Legal Research and Providing Access to Electronic Resources** Gary Hill, Dennis S

Sears, Lovisa Lyman, 2021-04-14 Teaching Legal Research and Providing Access to Electronic Resources is an essential guidebook to teaching lawyers and legal researchers how to find the information they need Law librarians and reference librarians will welcome its timely effective and innovative techniques for facilitating their patrons legal research According to the MacCrate Report legal research is one of the ten essential skills for practicing law and educating users in research skills is a crucial part of the law librarian s job Teaching Legal Research and Providing Access to Electronic Resources provides you with techniques for training your patrons in effective search strategies This comprehensive volume will help you offer much more than a list of information on where the data is located This helpful volume covers the full range of both users and resources from helping first year law students find cases in print to helping attorneys learn to use new Web sites and search engines Its range includes academic company and public law libraries Teaching Legal Research and Providing Access to Electronic Resources discusses formal ways to teach the skills of research such as scheduled workshops one on one tutorials for credit courses in law schools and CLE credit courses in law firms In addition it offers hints for seizing the teaching moment when a patron needs help doing research Teaching Legal Research and Providing Access to Electronic Resources presents practical advice for all aspects of patron education including the rival merits of process oriented versus results oriented learning strategies coordinating library education programs with courses in legal writing teaching foreign and international legal research using learning style theory for more effective classes helping patrons overcome computer anxiety lower cost alternatives to Lexis Nexis and Westlaw using technology to deliver reference services

Public Employment Services and European Law, 2007-09-27 Employment services are at the centre of a complex web of rules deriving from the EU national public law and from private agreements This book examines the law and regulation of public services through case studies of the public employment services in EU member states Public Employment Services and European Law Mark Freedland FBA, Paul Craig QC FBA, Catherine Jacqueson, Nicola Kountouris, 2007-09-27 How can the EU s community of welfare states adapt their public policies to economic globalization What happens when the economic and social aims of the EU come into conflict This book examines the developing legal regimes and regulation of public services in the UK and other European countries Public services are examined though a case study of the complex area of public employment services These are job placement and vocational training services which aim to maximize employment and minimize unemployment within EU member States Active Labour Market policies Employment services are at the centre of a complex web of rules in both hard and soft forms of law deriving from the EU national public law and from private and at times contractual agreements They also lie at the crossroads of a series of trends in regulation and priorities have been inspired by an array of conflicting policy rationales These policy rationales include the establishment of an open and competitive European internal market the establishment of an efficient welfare state the scaling down of state administrative machinery the fulfilment of core public service responsibilities and the creation of public private partnerships Public

employment services provide a highly informative and novel case study of the interaction and conflict between the economic and social aims of the EU and between regulation at national and supranational levels and the changing forms which this regulation has taken

Research Methods in Labour Law Alysia Blackham, Sean Cooney, 2024-08-06 This Handbook provides an accessible overview of the different methods approaches and theories which can be used to enrich labour law research Drawing on cutting edge research projects leading scholars present insights and reflections on the past present and future of labour law scholarship

Smith and Wood's Employment Law Ian Smith, Aaron Baker, Owen Warnock, 2017 Authoritative and accessible Smith Wood's Employment Law provides detailed and well explained coverage on the core areas and key case law Critique and contextual treatment engages students and helps them to develop a well rounded and deep understanding of the subject

Facing the Limits of the Law Erik Claes, Wouter Devroe, Bert Keirsbilck, 2009-04-21 Many legal experts no longer share an unbounded trust in the potential of law to govern society efficiently and responsibly They often experience the limits of the law as they are confronted with striking inadequacies in their legal toolbox with inner inconsistencies of the law with problems of enforcement and obedience and with undesired side effects and so on The contributors to this book engage in the challenging task of making sense of this experience Against the background of broader cultural transformations such as globalisation new technologies individualism and cultural diversity they revisit a wide range of areas of the law and map different types of limits in relation to some basic functions and characteristics of the law Additionally they offer a set of strategies to manage justifiably law's limits such as dedramatising law's limits conceptual refinement constructivism striking the right balance between different functions of the law seeking for complementarity between law and other social practices

Introduction to Employment Law Kathy Daniels, 2024-11-03 Introduction to Employment Law is a clear accessible and jargon free guide to UK employment law and its application in the workplace Written specifically for HR and business students this book provides a thorough grounding in the essentials of employment law All areas of employment law are addressed including employment contracts discrimination redundancy and the legal duties of both the employer and the employee This new edition has been updated throughout to cover the latest case law and legal developments including changes to annual leave areas of family leave including Carer's Leave and developments in discrimination legislation Assuming no prior knowledge of the UK legal system this is ideal reading for all those studying the specialist employment law module on the CIPD Associate Diploma It is also an accessible introduction for Advanced Diploma students and those on general business degrees who need an introduction to UK employment law This book is packed with pedagogical features to help consolidate learning including tasks examples explore further sections key learning points and a dedicated study skills chapter Online resources include lecture slides case studies weblinks multiple choice questions and an instructor's manual

Sociology of Work Vicki Smith, 2013-05-16 The simple act of going to work every day is an integral part of all societies across the globe It is an ingrained social contract we all work to survive But it goes beyond physical

survival Psychologists have equated losing a job with the trauma of divorce or a family death and enormous issues arise from financial panic to sinking self esteem Through work we build our self identity our lifestyle and our aspirations How did it come about that work dominates so many parts of our lives and our psyche This multi disciplinary encyclopedia covers curricular subjects that seek to address that question ranging from business and management to anthropology sociology social history psychology politics economics and health Features Benefits International and comparative coverage 335 signed entries A to Z fill 2 volumes in print and electronic formats Cross References and Suggestions for Further Readings guide readers to additional resources A Chronology provides students with historical perspective of the sociology of work In the electronic version the comprehensive Index combines with the Cross References and thematic Reader s Guide themes to provide robust search and browse capabilities

Research Handbook on Gender, Work and Employment Relations Sue Williamson, Jane Parker, Noelle Donnelly, Mihajla Gavin, Sue Ressa, 2025-04-09 Presenting cutting edge research on gender work and employment relations this Research Handbook represents the latest thinking in this dynamic field A multinational team of academics share their expertise from a broad range of disciplines including employment relations human resource management sociology management and feminist and organisational studies

Employment, Disability, and the Americans with Disabilities Act Peter David Blanck, 2000 The Americans with Disabilities Act was heralded by its congressional sponsors as an emancipation proclamation for people with disabilities and as the most important civil rights legislation passed in a generation This book offers an assessment of what has actually occurred since the ADA s enactment in 1990 In empirically based articles contributors from the fields of law health policy government and business reveal the unsoundness of charges from the right that the ADA will bankrupt industry and assumptions on the left that the ADA will prove ineffective in helping people with disabilities enter and remain in the workforce

2007 Publications Catalog United States. Defense Civil Preparedness Agency, 1972

California Labor & Employment Law Quarterly, 1987

Human Resource Management Stephen Taylor, Carol Woodhams, 2016-05-23 Written by experts in the field Human Resource Management People and Organisations is essential reading for all those studying the CIPD Level 5 Intermediate qualification in HRM It contains essential coverage of key HR topics including resourcing and talent planning reward management and contemporary developments in employment relations making it equally valuable to all students on undergraduate HRM and Business and Management degrees This 2nd edition of Human Resource Management People and Organisations now includes three brand new chapters on Human Resource Development improving organisational performance and organisational design and development as well as additional real life case studies throughout ensuring the most comprehensive and up to date coverage of people and organisations Fully supported by online resources including new videos podcasts and interactive multiple choice questions as well as a lecturer guide and powerpoint slides for instructors this is an authoritative informative and engaging guide essential for all HR students

Employment Law Alison Bone, 2005

As part of the CIPD Revision Guides series these revision guides are designed to aid CIPD students in preparing for their examinations Based on the experience and skills of the CIPD Examiners these guides provide comprehensive and relevant information and invaluable advice for students in the lead up to their CIPD examinations There are opportunities to practise exam technique assess knowledge levels and benefit from handy tips on improving exam performance **Creative Labour Regulation**

D. McCann,S. Lee,P. Belser,C. Fenwick,J. Howe,M. Luebker,2014-02-12 The volume is at the forefront of the academic and policy debates on effective labour regulation offering innovative approaches to research and policy It is an interdisciplinary response to the central challenges that face modern labour regulation and draws on contributions by leading experts in a range of disciplines New Forms of Employment in Europe Roger Blanpain,Frank Hendrickx,Bernd Waas,2016-11-30 The full time job is no longer an option for many people seeking employment It has been replaced by an ever expanding plethora of atypical employment relationships designed by employers to streamline their operations and or take advantage of information communications technology Numerous labour law issues arise demanding urgent attention How should law and policy best address these challenges This incomparable and timely book explores this contentious topic in depth presenting ten penetrating essays on aspects of the topic by leading European authorities followed by reports on new forms of employment in thirty five European countries Full scale analysis of new forms of employment their characteristics and their effects on working conditions and the labour market includes such issues as the following employment relationships with more than one employer discontinuous and or intermittent work work based on networking arrangements labour pooling crowdworking and crowdsourcing lack of worker representation rights for vulnerable migrant workers removal of wage and hours threshold false self employment non payment of small amounts e g holiday pay portage salarial voucher based work ICT based mobile work organizations offering specific administrative services need for safety nets for workers and existing and potential monitoring and control mechanisms Relevant EU Directives and national legal frameworks regarding new forms of employment are fully discussed with an emphasis on recent trends and proposed solutions This volume raises awareness of the problems generated by new emerging forms of employment and provides some answers and insights including lessons to be learned from current developments In particular the authors bringing to light of issues that have not been sufficiently addressed so far under European law will be welcomed by labour law practitioners company legal counsel human resources professionals and academics in the field *Employment Law 2015* James A. Holland (Law teacher),Philip Millington,Stuart Burnett,2015 Employment Law has been developed primarily for students taking an elective module in employment law on the LPC and is suitable for courses with either a corporate or private client focus The 2015 edition continues to provide a practical and comprehensive guide to the subject and has been fully updated to include recent UK and European case law and developments in employment law practice Examples and sample documents are included throughout the book to help students understand the practical application of the law preparing them for the

situations they may encounter once qualified Detailed information is presented clearly and concisely with the use of flowcharts and diagrams to provide a visual overview of complex processes and areas of common difficulty End of chapter summaries and self test questions are also used throughout the book to help students consolidate their learning and identify areas for further study This book is also accompanied by a free Online Resource Centre www.oxfordtextbooks.co.uk/orc/employment2015 which includes updates to the law post publication self test questions with instant feedback outline answers to the questions in the book and electronic versions of flowcharts and diagrams to assist with notes and revision

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