

## Core Part 2.2 Employment Issues

Focus: Students learn about the commercial and legal aspects of employment issues by focusing on their options, rights and responsibilities in the work environment.

<p><b>Outcomes:</b> A student:</p> <p>5.1 applies consumer, financial, business, legal and employment concepts and terminology in a variety of contexts</p> <p>5.2 analyses the rights and responsibilities of individuals in a range of consumer, financial, business, legal and employment contexts</p> <p>5.3 examines the role of law in society</p> <p>5.4 analyses key factors affecting commercial and legal decisions</p> <p>5.5 evaluates options for solving commercial and legal problems and issues</p> <p>5.6 monitors and modifies the implementation of plans designed to solve commercial and legal problems and issues</p> <p>5.7 researches and assesses commercial and legal information using a variety of sources</p> <p>5.8 explains commercial and legal information using a variety of forms</p> <p>5.9 works independently and collaboratively to meet individual and collective goals within specified timelines</p>	
<p><b>Students learn about:</b></p> <p><b>The workplace</b></p> <ul style="list-style-type: none"> <li>• types of employment             <ul style="list-style-type: none"> <li>– casual, part-time, full-time, self-employed</li> <li>– voluntary and unpaid</li> </ul> </li> <li>• changing work patterns</li> <li>• benefits of education and training for employment</li> <li>• types of employment contracts             <ul style="list-style-type: none"> <li>– awards, enterprise agreements</li> <li>– individual workplace agreements, common law contracts</li> <li>– rights and entitlements of casual, part-time and full-time employment</li> </ul> </li> <li>• unemployment</li> </ul>	<p><b>Students learn to:</b></p> <ul style="list-style-type: none"> <li>• identify the range of employment options available for young people</li> <li>• examine the advantages and disadvantages associated with particular types of employment for men and women</li> <li>• investigate changing work patterns and discuss the impact on the individual and society</li> <li>• research and evaluate stereotypes of employment patterns</li> <li>• propose strategies to address workplace issues and concerns</li> <li>• identify the range of skills and benefits of employment programs</li> <li>• use the internet to investigate the types of employment contracts</li> <li>• discuss the advantages and disadvantages of each type of employment contract</li> <li>• research the employment conditions of casual, part-time, full-time employees and contractors</li> <li>• discuss the implications of unemployment for the individual and society</li> </ul>

<p><b>Students learn about:</b></p> <p><b>Employment relations</b></p> <ul style="list-style-type: none"> <li>• legal issues relating to the workplace             <ul style="list-style-type: none"> <li>– occupational health and safety</li> <li>– anti-discrimination and unfair dismissal</li> <li>– redundancy and retraining</li> <li>– privacy</li> <li>– outsourcing</li> <li>– piecework</li> </ul> </li> <li>• the role of unions and employer groups</li> <li>• resolving disputes             <ul style="list-style-type: none"> <li>– grievance procedures</li> <li>– negotiation, mediation, conciliation and arbitration</li> </ul> </li> </ul> <p><b>Taxation and superannuation</b></p> <ul style="list-style-type: none"> <li>• taxation             <ul style="list-style-type: none"> <li>– reasons for taxes</li> <li>– types of taxes</li> <li>– processes of paying taxes</li> </ul> </li> <li>• superannuation</li> </ul>	<p><b>Students learn to:</b></p> <ul style="list-style-type: none"> <li>• research a current employment relations issue that affects different groups in society</li> <li>• identify ethical and unethical workplace practices and investigate the impact of these practices on individuals</li> <li>• discuss the extent to which anti-discrimination laws protect individuals in the workplace</li> <li>• identify the role of unions and employer groups</li> <li>• assess the changing role of unions and employer groups</li> <li>• identify a range of alternative dispute resolution methods</li> <li>• explain a possible dispute resolution process</li> <li>• describe the range of services funded by taxation</li> <li>• complete a basic taxation return and tax declaration</li> <li>• explain the relationship between taxation, income and government-funded services</li> <li>• identify the obligation of employers towards employees in relation to superannuation</li> <li>• discuss the advantages and disadvantages of superannuation as a saving/investment option</li> </ul>
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