

LAWS 3046 LAW OF EMPLOYMENT

Credit Points 10

Legacy Code 200297

Coordinator Anthony Byrne ([https://directory.westernsydney.edu.au/search/name/Anthony Byrne/](https://directory.westernsydney.edu.au/search/name/Anthony%20Byrne/))

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/) 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/ Group Task	Mandatory
Quiz	Weekly quizzes across semester, plus in-class quiz	40	N	Individual	N

Presentatio	Every week 20	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)
- Reader resources: selected readings and resources compiled for the subject, which will be available via Readings and Resources on vUWS.

Teaching Periods

Spring (2025)

Parramatta - Victoria Rd

On-site

Subject Contact Anthony Byrne ([https://directory.westernsydney.edu.au/search/name/Anthony Byrne/](https://directory.westernsydney.edu.au/search/name/Anthony%20Byrne/))

View timetable (https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=LAWS3046_25-SPR_PS_1#subjects)