The employee and the employer

2. What might be some of the conditions in such contract?
Wages/salary (pay rate), hours, entitlements

Legal Issues in the Workplace

WHS - Work Health and Safety
- Physical AND mental wellbeing

Anti-Discrimination
Discrimination occurs when a person is treated less favourably due to...
- Gender
- Ethnicity
- Age
- Sexual preference
- Physical and mental disability
- Religious faith
- Political opinions
- Marital status/responsibility/pregnancy/potential pregnancy

Redundancy and Retraining
- Structural unemployment
- Voluntary Redundancy = electing/volunteering to leave
- Usually there will be incentives put in place to take this option ($$$)
- Known as a redundancy package
- Involuntary Redundancy = When an employee is forced to leave due to no work. This redundancy package is lower than a voluntary package

Privacy & monitoring
- Performance appraisal is necessary and required
- Close circuit surveillance, web hits, key strokes, emails while at work, raises ethical issues.

Outsourcing
- Contracting other businesses to complete business tasks
- Piecework = work paid for according to the amount produced
- Outsourcing = to obtain gods or a service by contract from an outside supplier.