

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 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 goods or a service by contract from an outside supplier.