



*MISSION: To develop a unique business school identity which is distinctive in the marketplace and provides a clear value proposition for students. This will be achieved by embedding the themes of entrepreneurship and innovation, digitalisation and data within our programs and embracing sustainability, work integrated learning and a commitment to social justice.*

## OVERVIEW

**Course Description** This course explores the management of employment relations in Australia, examining both laws and institutions beyond the workplace and management strategies within the organisation. Important points of departure are the different ideological and intellectual perspectives on the employment relationship. The course will be especially valuable to managers seeking a better understanding of Australia's system of employment relations, and the strategic options available in the Australian context, and their potential risks and benefits. Several guest speakers will add practical insights.

**Contact Hours**

**Lectures**  
**Face to Face On Campus**  
Weeks 1-9 on Thursdays from 12-2pm  
**Intensive Workshop**  
**Face to Face On Campus**  
Week 10 on Thursday 18 July from 8am-5pm

**Unit Weighting**  
**Workload** 10 units  
Students are required to spend on average 120-140 hours of effort (contact and non-contact) including assessments per 10 unit course.

**Please refer to the course CANVAS site for details of teaching staff for ALL course offerings. The primary contact for courses is the Course Coordinator, whose details are listed on the course CANVAS site.**

**Student Consultation** A minimum of one (1) hour of student consultation per week. Please see course CANVAS site for details of time and location.

**Course Learning Outcomes** **On successful completion of this course, students will be able to:**

1. Identify and explain key concepts in employment relations.
2. Analyse a range of laws, institutional structures and managerial practices in employment relations in Australia.
3. Apply the skills necessary to analyse employment relations problems and develop managerial solutions.

# COURSE OUTLINE

# ASSESSMENTS

This course has 3 assessments. Each assessment is described in more detail in the sections below:

	Assessment Name	Due Date	Involvement	Weighting	Learning Outcomes
1	Problem-Based Learning (PBL) Exercise 1	Sunday of Week 6 by 11:59 pm	Individual	30%	1, 2, 3
2	Problem-Based Learning (PBL) Exercise 2	Sunday of Week 12 by 11:59 pm	Individual	40%	1, 2, 3
3	Written Commentaries	Assignment details and submission dates will be advised by the Course Coordinator in Week 1.	Individual	30%	1, 2

**Please note:** students are advised that ALL assessments must be submitted in English. Assessments not submitted in English will receive a mark of zero.

Results of individual assessment items and final results, including those provided via the Learning Management System (LMS) are 'unofficial results' until they are confirmed as finalised by the School Assessment Body and the Head of School or delegate. Finalised results are released directly to students on the Fully Graded Date of the relevant Semester/Trimester.

## Time referenced is time in Newcastle NSW

<b>Late Submissions</b>	The mark for an assessment item submitted after the designated time on the due date, without an approved extension of time, will be reduced by 10% of the possible maximum mark for that assessment item for each day or part day that the assessment item is late. <b>Note:</b> this applies equally to week and weekend days.
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## Assessment 1 – Problem-Based Learning (PBL) Exercise 1

<b>Assessment Type</b>	Written Assignment
<b>Purpose</b>	This is a formative assessment, designed to develop critical thinking, research skills and the application of theory and academic research to the solution of real-world problems.
<b>Description</b>	Students are given a real-world problem, in the form of a simple scenario. Their task is to: Critically analyse the issues raised in the scenario; gather relevant research and theory; apply that research and theory to the problem and present the findings in a well-written and persuasive report.
<b>Weighting</b>	30%
<b>Length</b>	Maximum 2000 words
<b>Due Date</b>	Sunday of Week 6 by 11:59 pm
<b>Submission Method</b>	Online via Turnitin
<b>Assessment Criteria</b>	<ul style="list-style-type: none"> <li>Scoping of the issues (20% of the mark)</li> <li>Substantive content (40%)</li> <li>Response to the issues (40%)</li> </ul>
<b>Return Method</b>	There are also additional essential requirements - more information on CANVAS.
<b>Feedback Provided</b>	Online, with comments via Turnitin and mark via My Grades. Online – via Turnitin and My Grades

## Assessment 2 – Problem-Based Learning (PBL) Exercise 2

<b>Assessment Type</b>	Written Assignment
<b>Purpose</b>	This is a formative assessment, designed to develop critical thinking, research skills and the application of theory and academic research to the solution of real-world problems.
<b>Description</b>	Students are given a real-world problem, in the form of a simple scenario. Their task is to: Critically analyse the issues raised in the scenario; gather relevant research and theory; apply that research and theory to the problem and present the findings in a well-written and persuasive report.
<b>Weighting</b>	40%
<b>Length</b>	Maximum 2500 words
<b>Due Date</b>	Sunday of Week 12 by 11:59 pm
<b>Submission Method</b>	Online via Turnitin
<b>Assessment Criteria</b>	<ul style="list-style-type: none"> <li>Scoping of the issues (20% of the mark)</li> <li>Substantive content (40%)</li> </ul>

<b>Return Method</b>	<ul style="list-style-type: none"> <li>Response to the issues (40%)</li> </ul> There are also additional essential requirements - more information on CANVAS.
<b>Feedback Provided</b>	Online, with comments via Turnitin and mark via My Grades. Online – via Turnitin and My Grades

### Assessment 3 – Written Commentaries

<b>Assessment Type</b>	Written Assignment
<b>Purpose</b>	This is a formative assessment, designed to develop critical thinking, research skills and the application of theory and academic research to real-world problems.
<b>Description</b>	Students demonstrate understanding of the essential course readings by application to real workplace issues.
<b>Weighting</b>	30% total across the commentaries
<b>Length</b>	Maximum 800 words each
<b>Due Date</b>	Details will be advised by the Course Coordinator in Week 1
<b>Submission Method</b>	Online via Turnitin
<b>Assessment Criteria</b>	Each commentary will be marked as follows: 0 = no contribution; 1 = very poor; 2 = poor; 3 = adequate; 4 = good; 5 = very good; 6 = excellent; based on the following assessment criteria: <ul style="list-style-type: none"> <li>Answers the question/s</li> <li>Reports information/evidence from the readings accurately and uses it to support an argument</li> <li>Applies the information/knowledge to understanding ER at workplace level.</li> </ul>
<b>Return Method</b>	Online
<b>Feedback Provided</b>	Online – Marks via My Grades, general comments via CANVAS

## SYLLABUS

### Course Content

#### Topics in the course include but are not limited to the following:

1. Ideological and intellectual perspectives on the employment relationship.
2. The parties to employment relations, including management, employer associations, employee representatives, and the state.
3. The role of the state in structuring employment relations.
4. Legal and strategic aspects of collective bargaining and direct engagement.
5. The role of external agencies, especially the Fair Work Commission.
6. The implications of different employment relations regimes for equity and efficiency at both organisational and national levels.

### Course Materials

#### Required Text:

Bray, M., Waring, P., Cooper, R. and Macneil, J. (2018) *Employment Relations: Theory and Practice* (4<sup>th</sup> ed.), Sydney, McGraw-Hill.

**ISBN:** 978-1743765586

Please refer to the course CANVAS site for details of additional recommended readings.

# SCHEDULE

Week	Topic	Learning Activity	Assessment due
<b>LECTURES</b>			
1	Key Concepts and Values	Weekly lectures plus accompanying online modules comprising slides, written topic overviews and key readings	Written Commentary 1 due: <i>(date to be advised in class)</i>
2	Management and Employer Associations		
3	Employee Representation – Unions		
4	The Role of the State		
5	Awards and the Safety Net		
6	Collective Agreements		<b>PBL 1 due:</b> Sunday – Week 6 by 11:59 pm
7	Individual Contracting		Written Commentary 2 due: <i>(date to be advised in class)</i>
8	(How Much) Does ER Affect Equity and Efficiency at Work?		
9	Emerging Issues in and New Perspectives on ER		
<b>INTENSIVE WORKSHOP</b>			
10	Future Prospects for ER and its Practitioners in Australia	Group activities, guest speaker presentations, Q&A, lunch and networking	
<b>PBL 2 due:</b> Sunday – Week 12 by 11:59 pm			
<b>NO EXAM</b>			

**Please note: if a class/lecture is scheduled on a public holiday, a make-up lecture may be announced by the course coordinator on the course CANVAS site.**

# CONTACTS

## School Office **Newcastle Business School – Callaghan, Newcastle City & Online**

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## **PSB Academy Enquiries**

Log your question or request to the PSB Program Executives at the following website:  
<http://www.psb-academy.edu.sg/eng>  
+65 6390 9000

## **Newcastle Australia Institute of Higher Education Pte Ltd**

100 Victoria Street #13-01/02  
National Library Building  
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[Singapore-StudentCentral@newcastle.edu.au](mailto:Singapore-StudentCentral@newcastle.edu.au)  
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# ADDITIONAL INFORMATION

## Grading Scheme

This course is graded as follows:

Range of Marks	Grade	Description
85-100	High Distinction (HD)	Outstanding standard indicating comprehensive knowledge and understanding of the relevant materials; demonstration of an outstanding level of academic achievement; mastery of skills*; and achievement of all assessment objectives.
75-84	Distinction (D)	Excellent standard indicating a very high level of knowledge and understanding of the relevant materials; demonstration of a very high level of academic ability; sound development of skills*; and achievement of all assessment objectives.
65-74	Credit (C)	Good standard indicating a high level of knowledge and understanding of the relevant materials; demonstration of a high level of academic achievement; reasonable development of skills*; and achievement of all learning outcomes.
50-64	Pass (P)	Satisfactory standard indicating an adequate knowledge and understanding of the relevant materials; demonstration of an adequate level of academic achievement; satisfactory development of skills*; and achievement of all learning outcomes.
0-49	Fail (FF)	Failure to satisfactorily achieve learning outcomes. If all compulsory course components are not completed the mark will be zero. A fail grade may also be awarded following disciplinary action.

\*Skills are those identified for the purposes of assessment task(s).

<b>Communication Methods</b>	<p>Communication methods used in this course include:</p> <ul style="list-style-type: none"> <li>- CANVAS Course Site: Students will receive communications via the posting of content or announcements on the CANVAS course site.</li> <li>- Email: Students will receive communications via their student email account.</li> <li>- Face to Face: Communication will be provided via face to face meetings or supervision.</li> </ul>
<b>Course Evaluation</b>	<p>Each year feedback is sought from students and other stakeholders about the courses offered in the University for the purposes of identifying areas of excellence and potential improvement.</p>
<b>Oral Interviews (Vivas)</b>	<p>As part of the evaluation process of any assessment item in this course an oral examination (viva) may be conducted. The purpose of the oral examination is to verify the authorship of the material submitted in response to the assessment task. The oral examination will be conducted in accordance with the principles set out in the <a href="#">Oral Examination (viva) Procedure</a>. In cases where the oral examination reveals the assessment item may not be the student's own work the case will be dealt with under the <a href="#">Student Conduct Rule</a>.</p>
<b>Academic Misconduct</b>	<p>All students are required to meet the academic integrity standards of the University. These standards reinforce the importance of integrity and honesty in an academic environment. Academic Integrity policies apply to all students of the University in all modes of study and in all locations. For the Student Academic Integrity Policy, refer to <a href="https://policies.newcastle.edu.au/document/view-current.php?id=35">https://policies.newcastle.edu.au/document/view-current.php?id=35</a>.</p>
<b>Adverse Circumstances</b>	<p>The University acknowledges the right of students to seek consideration for the impact of allowable adverse circumstances that may affect their performance in assessment item(s). Applications for special consideration due to adverse circumstances will be made using the online Adverse Circumstances system where:</p> <ol style="list-style-type: none"> <li>1. the assessment item is a major assessment item; or</li> <li>2. the assessment item is a minor assessment item and the Course Co-ordinator has specified in the Course Outline that students may apply the online Adverse Circumstances system;</li> <li>3. you are requesting a change of placement; or</li> <li>4. the course has a compulsory attendance requirement.</li> </ol> <p>Before applying you must refer to the Adverse Circumstances Affecting Assessment Items Procedure available at: <a href="https://policies.newcastle.edu.au/document/view-current.php?id=236">https://policies.newcastle.edu.au/document/view-current.php?id=236</a></p>
<b>Important Policy Information</b>	<p>The Help button in the Canvas Navigation menu contains helpful information for using the Learning Management System. Students should familiarise themselves with the policies and procedures at <a href="https://www.newcastle.edu.au/current-students/no-room-for/policies-and-procedures">https://www.newcastle.edu.au/current-students/no-room-for/policies-and-procedures</a> that support a safe and respectful environment at the University.</p>

*This course outline was approved by the Head of School. No alteration of this course outline is permitted without Head of School approval. If a change is approved, students will be notified and an amended course outline will be provided in the same manner as the original.*

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