

## 510AA Master of Employment and Labour Relations Law

<b>Year and Campus:</b>	2015 - Parkville
<b>CRICOS Code:</b>	074995F
<b>Fees Information:</b>	Subject EFTSL, Level, Discipline & Census Date, <a href="http://enrolment.unimelb.edu.au/fees">http://enrolment.unimelb.edu.au/fees</a>
<b>Level:</b>	Graduate/Postgraduate
<b>Duration &amp; Credit Points:</b>	100 credit points taken over 12 months full time. This course is available as full or part time.
<b>Coordinator:</b>	Associate Professor Anna Chapman and Associate Professor Beth Gaze
<b>Contact:</b>	For more information: Email: <a href="mailto:law-masters@unimelb.edu.au">law-masters@unimelb.edu.au</a> ( <a href="mailto:law-masters@unimelb.edu.au">mailto:law-masters@unimelb.edu.au</a> ) Phone: +61 3 8344 6190 Website: <a href="http://www.law.unimelb.edu.au/masters">www.law.unimelb.edu.au/masters</a> ( <a href="http://www.law.unimelb.edu.au/masters">http://www.law.unimelb.edu.au/masters</a> )
<b>Course Overview:</b>	Major shifts in laws governing the workplace and labour force in Australia in recent years mean that understanding the regulatory framework pertaining to employment and labour relations practices is more important than ever. Melbourne Law School's specialisation in employment and labour relations law is ideal for legal practitioners, the public sector, corporate management and human resources/personnel services, trade unions and employer groups. The program caters for legal practitioners as well as non-lawyers with experience and interest in the legal regulation of employment and labour relations. In-depth analysis of recent developments in this complex and evolving area ensures the program remains at the forefront of legal knowledge in this field. The subject <b>Principles of Employment Law</b> ( <a href="http://www.law.unimelb.edu.au/masters/courses-and-subjects/subject-details/sid/11659">http://www.law.unimelb.edu.au/masters/courses-and-subjects/subject-details/sid/11659</a> ) is designed to be of particular assistance to students without previous (or recent) legal study in the area.
<b>Learning Outcomes:</b>	<p>Graduates of the Master of Employment and Labour Relations Law will:</p> <ul style="list-style-type: none"> <li># Have an advanced and integrated understanding of the complex body of knowledge in the field of employment and labour relations law, including: <ul style="list-style-type: none"> <li># legal principles of Australian employment and labour relations law</li> <li># emerging and contemporary issues in Australian employment and labour relations law</li> <li># technical aspects of Australian employment and labour relations law using historical, theoretical and practical perspectives; and</li> <li># the development of Australian employment and labour relations law in an international (and comparative) context</li> </ul> </li> <li># Have expert, specialised cognitive and technical skills that equip them to independently: <ul style="list-style-type: none"> <li># analyse, critically reflect on and synthesise complex information, concepts and theories in the field of employment and labour relations law</li> <li># research and apply such information, concepts and theories to the relevant body of knowledge and practice; and</li> <li># interpret and transmit their knowledge, skills and ideas to professional specialist and non-specialist audiences</li> </ul> </li> <li># Apply their knowledge and skills to demonstrate autonomy, expert judgment, adaptability and responsibility as a practitioner and learner in the field of employment and labour relations law.</li> </ul>
<b>Course Structure &amp; Available Subjects:</b>	<p><b>Principles of Employment Law</b> (<a href="http://www.law.unimelb.edu.au/masters/courses-and-subjects/subject-details/sid/11659">http://www.law.unimelb.edu.au/masters/courses-and-subjects/subject-details/sid/11659</a>) is compulsory for students who do not have a law degree from a common law jurisdiction, and it is strongly recommended that this subject be taken before any other employment and labour relations law subjects.</p> <p><b>Principles of Employment Law</b> (<a href="http://www.law.unimelb.edu.au/masters/courses-and-subjects/subject-details/sid/11659">http://www.law.unimelb.edu.au/masters/courses-and-subjects/subject-details/sid/11659</a>) is also recommended for students who have not studied an equivalent subject in their law degree, or who have not done so recently.</p> <p>Students must complete eight subjects in total.</p> <p>Students who do not have a law degree from a common law jurisdiction must complete <b>Fundamentals of the Common Law</b> (<a href="http://www.law.unimelb.edu.au/masters/courses-">http://www.law.unimelb.edu.au/masters/courses-</a></p>

	<p><b>and-subjects/subject-details/sid/11619</b>), as well as at least four subjects from the list of Core Employment and Labour Relations Law Subjects. The remaining subjects can be taken from the Core Employment and Labour Relations Law Subjects and the Other Subjects list.</p> <p>Students with a law degree from a common law jurisdiction must complete at least four subjects from the list of Core Employment and Labour Relations Law Subjects. The remaining subjects can be taken from the Core Employment and Labour Relations Law Subjects and the Other Subjects list (excluding <b>Fundamentals of the Common Law</b> (<a href="http://www.law.unimelb.edu.au/masters/courses-and-subjects/subject-details/sid/11619">http://www.law.unimelb.edu.au/masters/courses-and-subjects/subject-details/sid/11619</a>)).</p>
<p><b>Subject Options:</b></p>	<p><b>2015 Subjects</b></p> <p>Core Employment and Labour Relations Law subjects</p> <ul style="list-style-type: none"> <li># <b><u>Bargaining at Work (Formerly Bargaining at Work and Industrial Action) LAWS70135</u></b> (<a href="http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11587">http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11587</a>)</li> <li># <b><u>Employment Contract Law (Formerly Employment Law) LAWS70200</u></b> (<a href="http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11614">http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11614</a>)</li> <li># <b><u>Equality and Discrimination at Work (Formerly Anti-Discrimination Law at Work) LAWS70025</u></b> (<a href="http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11572">http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11572</a>)</li> <li># <b><u>Human Rights at Work LAWS70391</u></b> (<a href="http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11621">http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11621</a>)</li> <li># <b><u>International Employment Law (Formerly International and Comparative Labour Law) LAWS70218</u></b> (<a href="http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11627">http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11627</a>)</li> <li># <b><u>Labour Standards under the Fair Work Act (Formerly Regulating Working Conditions) LAWS70197</u></b> (<a href="http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11649">http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11649</a>)</li> <li># <b><u>Principles of Employment Law LAWS70371</u></b> (<a href="http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11659">http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11659</a>)</li> <li># <b><u>Workplace Health and Safety LAWS70053</u></b> (<a href="http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11685">http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11685</a>)</li> </ul> <p>Other subjects</p> <ul style="list-style-type: none"> <li># <b><u>Alternative Dispute Resolution LAWS70018</u></b> (<a href="http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11577">http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11577</a>)</li> <li># <b><u>Comparative Superannuation Law LAWS90012</u></b> (<a href="http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11735">http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11735</a>)</li> <li># <b><u>Corporate Governance and Directors' Duties LAWS70190</u></b> (<a href="http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11606">http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11606</a>)</li> <li># <b><u>Development, Labour and Human Rights LAWS90018</u></b> (<a href="http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11726">http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11726</a>)</li> <li># <b><u>Fundamentals of the Common Law LAWS70217</u></b> (<a href="http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11619">http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11619</a>)</li> <li># <b><u>International Human Rights Law LAWS70264</u></b> (<a href="http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11632">http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11632</a>)</li> <li># <b><u>International Law and Development LAWS70093</u></b> (<a href="http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11636">http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11636</a>)</li> <li># <b><u>Negotiation Skills LAWS70468</u></b> (<a href="http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11710">http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11710</a>)</li> <li># <b><u>Regulatory Policy and Practice LAWS70460</u></b> (<a href="http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11719">http://www.law.unimelb.edu.au/index.cfm?objectid=2B184510-CD30-11E0-BF760050568D0140&amp;sid=11719</a>)</li> </ul>
<p><b>Entry Requirements:</b></p>	<ul style="list-style-type: none"> <li># A degree in law (LLB, JD or equivalent) leading to admission to practice, at honours standard, or equivalent;</li> <li><b>or</b></li> <li># A degree in law (LLB, JD or equivalent) leading to admission to practice, or equivalent and two years of documented relevant professional experience;</li> <li><b>or</b></li> <li># An undergraduate degree in a relevant discipline and two years of documented relevant professional experience;</li> <li><b>or</b></li> </ul>

	# An undergraduate degree in a relevant discipline; and successful completion of four subjects in a cognate graduate diploma and one year of documented relevant professional experience
<b>Core Participation Requirements:</b>	The Melbourne Law Masters welcomes applications from students with disabilities. The inherent academic requirements for study in the Melbourne Law Masters are: The ability to attend a minimum of 75% of classes and actively engage in the analysis and critique of complex materials and debate; The ability to read, analyse and comprehend complex written legal materials and complex interdisciplinary materials; The ability to clearly and independently communicate in writing a knowledge and application of legal principles and interdisciplinary materials and to critically evaluate these; The ability to clearly and independently communicate orally a knowledge and application of legal principles and interdisciplinary materials and critically evaluate these; The ability to work independently and as a part of a group; The ability to present orally and in writing legal analysis to a professional standard. Students who feel their disability will inhibit them from meeting these inherent academic requirements are encouraged to contact the Disability Liaison Unit: <a href="http://www.services.unimelb.edu.au/disability/">www.services.unimelb.edu.au/disability/</a>
<b>Further Study:</b>	A student who completes a masters degree in the Melbourne Law Masters is eligible to apply for entry to the PhD program.
<b>Graduate Attributes:</b>	Advanced understanding of the changing knowledge base in the relevant area(s) of law The specialist focus of the Melbourne Law Masters, the constant review and renewal of subjects and courses to ensure coverage of recent developments, the range and expertise of instructors from Australia and around the world, and regular advice from MLM advisory boards combine to ensure that courses and subjects reflect emerging knowledge and ideas. Ability to investigate, evaluate, synthesise and apply existing knowledge in the relevant area(s) with creativity and initiative Small classes, a discussion-based environment and the emphasis on quality teaching and learning create an environment in which knowledge is exchanged, critically examined and adapted to current circumstances. Well-developed problem solving abilities, characterised by flexibility of approach Most subjects approach knowledge by reference to various issues or problems. Students are required to critically analyse problems and identify and develop a range of appropriate solutions through class discussion, individual study and assessment tasks. Advanced competencies in legal research and analysis Class preparation and class discussions are designed to enhance these skills, which are tested in all forms of assessment. All graduates of an LLM will have demonstrated, through subject assessment, the ability to use their research skills to plan, develop and execute substantial research-based project(s) and/or piece(s) of scholarship. Capacity to effectively communicate complex legal ideas and theories, orally and in writing, to a variety of audiences Classroom discussion and formal presentations provide an opportunity to hone oral communication skills, and written assessment tasks are graded in part on written communication skills. Appreciation of the design, conduct and reporting of original research Research papers and other research tasks are expected to attain a degree of creativity, originality and discovery that befits a postgraduate program of the highest quality, and students are encouraged and assisted to publish original work of a high standard in refereed journals. Capacity to manage competing demands on time and ability to work with a high level of autonomy and accountability The demanding nature of graduate study requires effective time-management skills from all students and an ability to work independently and be accountable for commitment to study and output, as demonstrated through class attendance, engagement and assessment. The rigour of our programs, whether undertaken part-time or full-time, ensures that all successful graduates have enhanced time-management skills and the ability to work with relative autonomy. Profound respect for truth and intellectual integrity, including the ethics of scholarship Some subjects have a substantive ethical component. All instructors have a respect for intellectual integrity and are skilled scholars or practitioners in their own right. Appreciation of the way in which knowledge provides a foundation for leadership Instructors in the Melbourne Law Masters are leaders in their fields, and many subjects involve visiting academics, exposing students to a wider array of leaders in a range of legal fields. The Law School is committed to the significance of knowledge, which informs all regular programs and a wide range of additional activities. Capacity to value and participate in teamwork Small class sizes and an intensive teaching format are valuable in encouraging group dynamics and teamwork. Understanding of the significance and value of knowledge to the wider community Law and legal knowledge are a community resource. In some subjects, this perspective is covered explicitly by the syllabus and the manner in which issues are treated in class. In addition, our diverse student body ensures that a range of perspectives on the way law impacts on the community are identified and analysed. Capacity to engage with issues in contemporary society Our programs focus on the most up-to-date legal knowledge, analysing current issues and problems through the curriculum design, classroom discussion and assessment tasks. International students are also invited to participate in extracurricular activities to aid understanding of Australian law and

	legal institutions. Advanced working skills in the use of new technology The most advanced IT infrastructure is available to Melbourne Law Masters students in the Law Library, the Moot Court Room, classroom settings and for private study.
<b>Links to further information:</b>	<a href="http://www.law.unimelb.edu.au/course/510/2015">www.law.unimelb.edu.au/course/510/2015</a>