

# 188AA Graduate Diploma in Employment and Labour Relations Law

<b>Year and Campus:</b>	2016 - Parkville
<b>CRICOS Code:</b>	075252D
<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>	50 credit points taken over 6 months full time. This course is available as full or part time.
<b>Coordinator:</b>	Associate Professor Anna Chapman and Professor Beth Gaze
<b>Contact:</b>	<p><b>Melbourne Law School</b></p> <p>Currently enrolled students:</p> <ul style="list-style-type: none"> <li># <a href="http://www.law.unimelb.edu.au/masters/current-students">General information</a> (<a href="http://www.law.unimelb.edu.au/masters/current-students">http://www.law.unimelb.edu.au/masters/current-students</a>)</li> <li># <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>)</li> </ul> <p>Future students:</p> <ul style="list-style-type: none"> <li># <a href="http://www.law.unimelb.edu.au/">Melbourne Law School</a> (<a href="http://www.law.unimelb.edu.au/">http://www.law.unimelb.edu.au/</a>)</li> <li># <a href="http://www.law.unimelb.edu.au/masters/courses-and-subjects/course-details/cid/1157">Course enquiry</a> (<a href="http://www.law.unimelb.edu.au/masters/courses-and-subjects/course-details/cid/1157">http://www.law.unimelb.edu.au/masters/courses-and-subjects/course-details/cid/1157</a>)</li> </ul>
<b>Course Overview:</b>	<p>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 <i>Principles of Employment Law</i> is designed to be of particular assistance to students without previous (or recent) legal study in the area.</p>
<b>Learning Outcomes:</b>	<p>Graduates of the Graduate Diploma in Employment and Labour Relations Law will:</p> <ul style="list-style-type: none"> <li># Have advanced knowledge within a systematic and coherent body of knowledge relating to the field of employment and labour relations law, including the acquisition and application of knowledge and skills in relation to: <ul style="list-style-type: none"> <li># the 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</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 subjects studied 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><i>Principles of Employment Law</i> 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><i>Principles of Employment Law</i> 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 four subjects from the list of Employment and Labour Relations Law subjects.</p> <p>Students who do not have a law degree from a common law jurisdiction or any prior legal studies or experience are also expected to complete the two-day preliminary subject <b>Australian Legal Process and Legal Institutions</b> (<a href="http://www.law.unimelb.edu.au/masters/courses-and-subjects/subject-details/sid/11881">http://www.law.unimelb.edu.au/masters/courses-and-subjects/subject-details/sid/11881</a>) .</p>																														
<p><b>Subject Options:</b></p>	<p><b>Employment and Labour Relations Law subjects</b></p> <table border="1" data-bbox="387 405 1487 1005"> <thead> <tr> <th data-bbox="387 405 1075 490">Subject</th> <th data-bbox="1075 405 1350 490">Study Period Commencement:</th> <th data-bbox="1350 405 1487 490">Credit Points:</th> </tr> </thead> <tbody> <tr> <td data-bbox="387 490 1075 546">LAWS70135 Bargaining at Work</td> <td data-bbox="1075 490 1350 546">September</td> <td data-bbox="1350 490 1487 546">12.5</td> </tr> <tr> <td data-bbox="387 546 1075 602">LAWS70200 Employment Contract Law</td> <td data-bbox="1075 546 1350 602">March</td> <td data-bbox="1350 546 1487 602">12.5</td> </tr> <tr> <td data-bbox="387 602 1075 658">LAWS70025 Equality and Discrimination at Work</td> <td data-bbox="1075 602 1350 658">Not offered 2016</td> <td data-bbox="1350 602 1487 658">12.5</td> </tr> <tr> <td data-bbox="387 658 1075 714">LAWS70446 Equality Law Internationally</td> <td data-bbox="1075 658 1350 714">July</td> <td data-bbox="1350 658 1487 714">12.5</td> </tr> <tr> <td data-bbox="387 714 1075 770">LAWS70391 Human Rights at Work</td> <td data-bbox="1075 714 1350 770">December</td> <td data-bbox="1350 714 1487 770">12.5</td> </tr> <tr> <td data-bbox="387 770 1075 826">LAWS70218 International Employment Law</td> <td data-bbox="1075 770 1350 826">August</td> <td data-bbox="1350 770 1487 826">12.5</td> </tr> <tr> <td data-bbox="387 826 1075 882">LAWS70197 Labour Standards under the Fair Work Act</td> <td data-bbox="1075 826 1350 882">April</td> <td data-bbox="1350 826 1487 882">12.5</td> </tr> <tr> <td data-bbox="387 882 1075 938">LAWS70371 Principles of Employment Law</td> <td data-bbox="1075 882 1350 938">February, July</td> <td data-bbox="1350 882 1487 938">12.5</td> </tr> <tr> <td data-bbox="387 938 1075 1005">LAWS70053 Workplace Health and Safety</td> <td data-bbox="1075 938 1350 1005">August</td> <td data-bbox="1350 938 1487 1005">12.5</td> </tr> </tbody> </table>	Subject	Study Period Commencement:	Credit Points:	LAWS70135 Bargaining at Work	September	12.5	LAWS70200 Employment Contract Law	March	12.5	LAWS70025 Equality and Discrimination at Work	Not offered 2016	12.5	LAWS70446 Equality Law Internationally	July	12.5	LAWS70391 Human Rights at Work	December	12.5	LAWS70218 International Employment Law	August	12.5	LAWS70197 Labour Standards under the Fair Work Act	April	12.5	LAWS70371 Principles of Employment Law	February, July	12.5	LAWS70053 Workplace Health and Safety	August	12.5
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<p><b>Entry Requirements:</b></p>	<ul style="list-style-type: none"> <li># A degree in Law (LLB, JD or equivalent) at honours standard or equivalent leading to admission to legal practice;</li> <li><b>or</b></li> <li># A degree in Law (LLB, JD or equivalent) leading to admission to legal practice and at least one year of documented, relevant professional experience;</li> <li><b>or</b></li> <li># An undergraduate degree in a relevant discipline and at least one year of documented, relevant professional work experience.</li> </ul> <p>The Selection Committee may seek further information to clarify any aspect of an application in accordance with the Academic Board <b>rules</b> (<a href="http://about.unimelb.edu.au/_data/assets/pdf_file/0007/1413727/Use-of-Selection-Instruments-Rules-of-the-Acdemic-Board-23-March-2015.pdf">http://about.unimelb.edu.au/_data/assets/pdf_file/0007/1413727/Use-of-Selection-Instruments-Rules-of-the-Acdemic-Board-23-March-2015.pdf</a>) on the use of selection instruments.</p>																														
<p><b>Core Participation Requirements:</b></p>	<p>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></p>																														
<p><b>Graduate Attributes:</b></p>	<p>Advanced understanding of the changing knowledge base in the relevant area of lawThe specialist focus of the Melbourne Law Masters, the constant review and renewal of subjects and courses, the range and expertise of instructors from Australia and around the world, and regular advice from our advisory boards combine to ensure that courses and subjects reflect emerging knowledge and ideas Ability to evaluate and synthesise existing knowledge in the areaSmall 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 approachMost subjects approach knowledge by reference to various issues or</p>																														

problems. Students are encouraged 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 analysisClass preparation and class discussions are designed to enhance these skills, which are tested in all forms of assessment. Capacity to communicate, orally and in writingClassroom 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 researchResearch papers and other research tasks are expected to attain a degree of originality and discovery that befits a quality postgraduate program, and students are encouraged and assisted to publish work of a high standard in refereed journals. Capacity to manage competing demands on timeThe demanding nature of graduate study requires effective time-management skills from all students. The rigour of our programs, whether undertaken part-time or full-time, ensures that all successful graduates have enhanced time-management skills. Profound respect for truth and intellectual integrity, including the ethics of scholarshipSome 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 leadershipInstructors 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 teamworkSmall 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 communityLaw 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 societyOur 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 technologyThe 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.

**Links to further information:**

[www.law.unimelb.edu.au/course/188AA/2016](http://www.law.unimelb.edu.au/course/188AA/2016)