

COURSE CONTENT

UNDERSTANDING EMPLOYERS RIGHTS

EMPLOYMENT ACT 1955

- Who comes under the scope of the Act?
- What is manual labour?
- Breach of contract
- Employers' rights in dealing with acts of misconduct
- Application and interpretation of S.15(2)
- Legal definition of wages
- Entitlement to wages during wrongful imprisonment
- Employment of women at night
- Maternity leave
- Rest days, hours of work and public holidays
- Annual leave, sick leave and ordinary rate of pay
- Calculation of deduction for unpaid leave
- Termination benefits
- Practical exercises

INDUSTRIAL RELATIONS ACT 1967

- Rights of workmen and employers
- Leave on trade union business
- Employers right to provide information to workers on a trade dispute
- Claim for recognition
- Collective bargaining and collective agreements
- Management rights
- Conciliation at the industrial relations office
- Procedure where worker is claiming to have been dismissed without just cause
- Role of the Industrial Court
- Reference of trade disputes to Industrial Court
- Interpretation and variation of awards and collective agreements
- Appealing against an award
- Illegal strikes
- Picketing
- Non compliance complaints