

# Employment law for general practitioners and commercial lawyers

<b>1. THE EMPLOYMENT CONTRACT - Tony Couch</b>	<b>1</b>
What makes an employment contract different?	1
The difference between an employee and an independent contractor	1
Individual and collective employment contracts	2
Fixed term contracts	3
The written document – basic terms	4
Special provisions	13
Implied terms	15
What if there is no written contract?	16
<b>2. EMPLOYMENT ISSUES IN THE CONTEXT OF THE SALE AND PURCHASE OF A BUSINESS OR A MERGER - Jane Latimer</b>	<b>18</b>
Due diligence investigations	18
Technical redundancy	19
Contractual provisions	22
Redundancy	22
Restraint of trade	22
Termination	23
Liabilities as to leave provisions	23
Outstanding claims	23
Health and safety	23
Accident compensation	24
<b>3. DEALING WITH PROBLEM EMPLOYEES - Tony Couch</b>	<b>25</b>
Performance / misconduct / serious misconduct	25
Disciplinary procedure	27
Warnings	29
Serious misconduct	30
Prolonged incapacity	31
Paper trail	32
<b>4. ISSUES RELATING TO RESTRUCTURING - Jane Latimer</b>	<b>34</b>
What is redundancy?	34
Genuineness of business decision	35
Proving the justification for redundancy	37
Procedural fairness	39
Consultation	40
What does consultation mean in practical terms?	41
Selection criteria	41

Exploring alternatives	42
Redeployment	42
Notice	43
Redundancy compensation	45
Employee assistance	47
The paper trail	47
<b>5. TYPES OF ACTION AVAILABLE TO THE EMPLOYEE - Jane Latimer</b>	<b>48</b>
Actions under the ECA	48
<i>Personal grievance</i>	48
<i>Unjustified dismissal s 27(1)(a) ECA</i>	48
<i>Unjustifiable disadvantage s 27(1)(b) ECA</i>	48
<i>Discrimination s 28 ECA</i>	49
<i>Sexual harassment s 29(1) ECA</i>	49
<i>Duress s 27(1) ECA</i>	49
<i>Arrears claims</i>	50
<i>Penalties for breach of an employment contract</i>	50
<i>Remedies under the ECA</i>	50
Common law claims	51
<i>Wrongful dismissal</i>	51
<i>Interim reinstatement</i>	51
<b>6. TOPICAL EMPLOYMENT ISSUES</b>	<b>53</b>
1. Health and safety issues - <b>Jane Latimer</b>	53
<i>Introduction</i>	53
<i>Duties</i>	53
<i>"All practicable steps"</i>	54
<i>The obligations of principals</i>	56
<i>Who is a principal?</i>	56
<i>Division of responsibilities</i>	56
<i>Offences and penalties</i>	58
<i>Awareness of risk</i>	59
<i>Other offences</i>	60
<i>Strict or absolute liability</i>	60
<i>Determining the quantum of fines</i>	61
<i>An award of exemplary damages</i>	62
<i>Conclusion</i>	63
2. Human rights - <b>Jane Latimer</b>	63
<i>Introduction</i>	63
<i>Grounds of discrimination</i>	67
<i>Age</i>	70
3. Holidays Act - <b>Tony Couch</b>	71
4. Taxation - <b>Tony Couch</b>	73