

City First Solicitors provide legal services in many areas of employment law.

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Services include, (but are not limited to):

- Unfair Dismissal
- Unlawful termination
- Fair trading arrangements
- Workplace altercations
- Australian Workplace Agreements
- Discrimination allegations
- Industrial action disputes
- Equal Opportunity and Anti-Discrimination Policy
- Occupational Health and Safety Policy and Procedures

Unfair Dismissal and Wrongful Termination

Workers can claim unjust dismissal by their employer. Employers do however have some rights.

The employer's duties: The employer has a certain guideline of their duties and rights. The employer is responsible for the equal opportunity and performance in the workplace. The employer must find work for the employees and is not allowed to cut back on pay.

Unfair dismissal:

In cases of unfair dismissal, the employee has the right to report this to the Industrial Relations Commission. This includes threats of dismissal.

Unlawful termination:

Unlawful termination is when an employee is dismissed for a biased reason including race, colour, religion, gender or the like. This includes conduct such as:

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short-term leave from work as of sickness or injury;

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Being a member of a Trade union or participation in trade union activities;

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Non-membership of a trade union;

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Acting or seeking to act as an employee representative;

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Making a legal complaint

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declining to make, sign, extend, vary or terminate an Australian Workplace Agreement (AWA);

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Absence from work due to maternity leave or for the care of a child

Fair Trading

- Companies must comply with the Fair Trading Act 2002*
- Companies cannot advertise products or specials on products that they do not have in stock.
- Companies must comply with the rules about pricing as set out in the Fair Trading Act.
- Retail shops must comply with the trading hours set out in the Retail Shop Leases Act. It is not permissible to compel tenants to trade on Sundays and public holidays under their retail shop leases.
- Employees are also protected from being forced to work extended hours. The Act provides that an employer must not require a current employee to work during extended hours unless the employee agrees, in writing, to work during these hours.