**Express Quiz- revision**

1. How many people must be on staff if you wish to file for unfair dismissal after 8 months of working for an employer?

There must be more than 15 employees to file for unfair dismissal after 6 months

1. There are four people who are on staff at your place of work. Can you file for unfair dismissal after three months?  
     
   After 3 months of work you cannot file for unfair dismissal
2. Rachel wants to apply for unfair dismissal. Because she is scared of her boss, she wants to bring in Shine Lawyers. Can she do this?  
     
   Rachel can although this is not advised, and she should go to the fair work commission
3. How many warnings can Kate receive before her employer can legally dismiss her?  
     
   legally Kate must receive at least one warning but preferably more and it is preferably written
4. Jessica feels she has lost her job because of her religion. Is this enough grounds for her to apply for unfair dismissal?  
     
   She can apply for unfair dismissal to get an investigation to prove whether her claim is correct.

She can apply for unlawful termination

1. List three problems of being unemployed for an individual.  
     
   Three problems unemployed people have are little to no income, po
2. Give the definition for unemployment.  
     
   An individual without employment and actively seeking employment.
3. You have just landed your first full-time job. What are your rights and responsibilities (at least three of each)?  
     
   Responsibilities of an employee are to work to your contracted hours, follow the code of conduct of the business and to follow employers’ instructions

Rights of an employee are to not be discriminated against, be treated fairly and to not be unfairly dismissed.  
to receive all entitlements

1. What are employers responsible for providing their employees (at least three)?

Employers are responsible for paying employees correctly, making employees aware of their rights and to treat them fairly

Entitlements

1. Once an employee has accepted a job, what can the employer expect from them?

n/a

1. Apart from wages or salary, give four other ways a person could earn an income?  
     
   You can earn an income from the government, under an enterprise agreement, self-employed or
2. Emma earns $435 000 a year. If she works overtime, she is not entitled to any extra money. Is she a salary or wage earner? Explain.  
     
   Emma is paid under a salary because salary workers get paid regardless of hours worked
3. Simran earns $25 an hour. Is she on a salary or wages? Explain.  
     
   Simran is on a wage as wage workers are paid per hour worked
4. Bethany and Charli are talking about whether they would prefer to work full-time or part-time.  
   Give advantages and disadvantages for each.  
     
   A full time employee gets to work more hours which means they have more work to do but also means they get paid more, part time employees get less hours, so they get less work but paid less
5. Kate thinks she only wants to work casually. Explain to her the advantages and disadvantages of this decision.  
     
   Kate gets a higher hourly rate then other options, but hour hours are more inconsistent and vary.
6. Emma is having difficulties with her boss who she thinks isn’t paying her properly. Who can she go to?

If Emma is thinks she is not getting paid properly she should call the Fair work ombudsman

1. In deciding whether an application for a dismissal is unfair, what needs to be considered?  
     
   The three things that must be considered are, were they dismissed, were they mistreated and was the dismissal related to the job.