**quick quiz - DISMISSALS**

1. [](http://www.google.com.au/imgres?imgurl=http://gailforcemarketing.com/wp-content/uploads/2014/03/youre-fired-2111.jpg&imgrefurl=http://gailforcemarketing.com/youre-fired-those-infamous-words/&h=400&w=382&tbnid=sMNxTNL8OXgrCM:&zoom=1&docid=0224xgvgYpUD3M&ei=aRZxVc65BYvl8AWd_oOwAQ&tbm=isch&ved=0CEMQMyggMCA)Annaleise has been experiencing issues with her boss who keeps overloading her with work to be completed in unrealistic timelines, making her finish past overtime. She does not get paid for this extra time. Which government representative can she go to for help on workplace issues? Fair work Commission
2. When JorjiaM goes to work she hears on the grape vine that a colleague has been dismissed. Everyone is saying it was a case of unfair dismissal. Jorjia has no idea what they mean by this. Explain it to her and the **three elements** that are considered to determine if a dismissal is unfair.

Did they get dismissed

Was it harsh, unjust or unreasonable

Not a case of redunduncy

1. [](http://www.google.com.au/imgres?imgurl=http://media.idownloadblog.com/wp-content/uploads/2014/01/Donald-trumo-Youre-fired.jpg&imgrefurl=http://www.idownloadblog.com/2014/01/28/donald-trump-wants-bigger-iphones/&h=230&w=430&tbnid=m7f1NJ8hPMjMaM:&zoom=1&docid=B258ZWFZw6TY9M&ei=aRZxVc65BYvl8AWd_oOwAQ&tbm=isch&ved=0CCUQMygKMAo)Jorja hates her job so much because no matter how hard she works, her boss finds fault with everything she does. On Monday the boss tells Jorja this will be her last shift as they have to let her go. Jorja is legit stressed out as she has been working a shift every week at Prices Plus for three years as a casual. She was going to keep working there until she graduated from school. Is this an unfair dismissal? Explain.

Yes, her employer didn’t like the work that she did and got fired because of it

1. Lachlan loves his permanent part-time job at the Hardware shop where he has worked for the last four years. He gets on well with the other five people who work there. So on Sunday when the boss says he is unhappy with his work and that he is fired, Lachlan is devastated. Does Lachlan have rights under unfair dismissal laws? Explain.

It might be fair depending on whether Lachlan was warned and his situation.

1. Henry has worked full-time at Kmart for the last 8 months. He loves working there because all the other employees (about 20) are fun to work with. After his shift on Sunday, the boss calls a meeting and tells him and two others that they will have to be let go because there isn’t enough work. Is this an unfair dismissal? Explain.

Yes, henry is redundant.

1. After grade 12, James gets a full-time job at Kmart. After 7 months and repeated warnings from his supervisor about being late to work and sloppy work habits, he is fired. Is this an unfair dismissal? Explain.

No

1. Sarra works at a childcare centre where there are three childcare assistants. On Monday she goes to work and finds out that the other childcare assistant has been fired. Apparently she smacked one of the children. Is this an unfair dismissal? Explain.

No

1. Leo’s mother owns a store selling sports clothing. She wants to know about unfair dismissals. Leo who has been studying for his Business exam, is happy to have a break from it and over coffee with his mother, explains how employers can avoid dismissing an employee unfairly. Leo lists the step-by-step process employers should follow:

Give warnings to do with conduct or ability to do job

Give time to respond to warnings

Give training

Talk about the employees problems to review progress

Fire them

1. Jorjia is studying for her Business exam. She knows if you do something seriously wrong at work you can be dismissed instantly and that’s not regarded as an unfair dismissal. But what reasons could lead to being instantly dismissed? Annaleise sees Jorjia stressing out over this and helps her with a clear explanation……

If the employee commits a serious crime in or related to their job or sufficiently serious safety violation

1. Noah has just been sacked! He has an interview with the boss and doesn’t want to go by himself as he is intimidated by him. Noah asks James, who knows all about unfair dismissals, what he can do. What should James tell him?

To listen to the bosses complaints and fix them and he can bring an advisor

1. Sarra has just been fired from IGA and has posted this news all over Facebook! She can’t believe it because she’s never had any issues or warnings that there were any problems with her work. As her friend what advice would you give her?

File a complaint to the fair work commission to get compensation for being fired.

1. [](http://www.google.com.au/imgres?imgurl=http://unveiledboutique.com/wp-content/uploads/2013/11/Kim-Kardashian.png&imgrefurl=http://unveiledboutique.com/2013/11/the-cape-to-the-rescue/&h=180&w=280&tbnid=Mr7BjsOb7C3dhM:&zoom=1&docid=9cYcuy6p9e8zOM&ei=whVxVbfZM4ic8QWogoLoDQ&tbm=isch&ved=0CEIQMygfMB8)OMG!!! At lunchtime the biggest goss ever is that Mrs Snodgrass has been made redundant!!!! You see her being comforted by several staff members, so it must be true. Could this be an unfair dismissal (you know Mrs S loves her job and wasn’t planning on retiring for another 25 years when she turns 60

If she is genuinely redundant it is not unfair but I could be unfair if she was discriminated against or dismissed because of any other unrelated act.

1. Jorja catches up with her friend (the one that got fired) and over a café latte she hears the whole story. It’s starting to sound like she got fired because she’s pregnant and asked for maternity leave. What advice should Jorja give her?

File a complaint to the fair work commission about discriminatory termination

1. Lachlan knows there’s something that all employees in Australia are entitled to which are protected by law – like minimum standards or something. He knows there’s a few of them. Help him out before he goes mental trying to remember what these minimum standards are referred to, how many there are and what sort of things they protect.

These are referred to minimum awards

1. Leo is uber cool about the upcoming exam because he has been studying since last year for it. So when Henry asks Leo: what is the difference between working for a small business and a large business when it comes to dismissal…..Leo stuns Henry with this comprehensive answer

When working in a business with less than 15 employees you must work for more than 12 months before you are able to file an unfair dismissal. In a big business which is greater than 15 you must only work 6 months

**[](http://www.bing.com/images/search?q=fair+work+australia&view=detailv2&&&id=6B720A4DCF480D495AD33A68F000B81D3575DE2A&selectedIndex=13&ccid=%2bx2IoxJc&simid=608041737609873503&thid=JN.1iujVZSvSzx4nP1GYK8wyw)**[](http://www.bing.com/images/search?q=fair+work+australia&view=detailv2&&&id=DF9B919CAC98BBC92D05128D81A9BDEC7617D9A4&selectedIndex=6&ccid=bC4YsJWR&simid=608041316707009823&thid=JN.uyXjMDgTZfugnnQIKu1vow)**When you’re having troubles at work……………who you gonna call…………….???????**