

Question 18 (4 marks)

Distinguish between the rights and the obligations of employees in the workplace.

4

Support your answer with examples.

Employee rights refers to what they are entitled to in the workplace, and is covered in the 10 National Employment Standards (NES) covered by Fair Work Australia. For instance, employees at CANR Financial Services are entitled to receiving fair pay for each day, leave entitlements and an annual and sick leave (if they are part or full time) as well as, suitable working conditions that are safe. Whereas these responsibilities or obligations refer to what they must do or complete as employees, which should be specified in their workplace contract. For example, CANR employees at CANR are also must complete the lawful and reasonable demands of employers, act with due care and diligence ensuring the safety of everyone in the workplace as well as, working in the best interest of ~~employees~~ employers and their clients.