

1.6 Employment relations

Name: _____ Class: _____ Date: _____ **Total: 13 marks**

KEY WORDS employment contract 雇佣合同 • trade union 工会 • collective bargaining 集体谈判
• health and safety 健康与安全

Objective

Apply **employment relations** 雇佣关系, contracts, representation, and health-and-safety responsibilities to a staffing decision.

You must be able to:

- identify a term normally agreed in an employment contract
- explain the role of a trade union
- analyse an employment change for staff and the employer

1 Worked examples

■ **A fair change process**

A restaurant wants to close two hours later. The manager checks contracts, consults affected staff, considers transport and safety, then agrees a new rota. This protects staff and helps the restaurant deliver the later service reliably.

■ **Both sides matter**

Later opening may raise sales for the owner. Staff may receive more pay but lose predictable evening time. Good analysis explains both effects.

2 Practice

2.1 State one term normally found in an employment contract. [1]

2.2 State the role of a trade union. [1]

2.3 Explain one reason health and safety matters to a business. [2]

3 Exam-style questions

3.1 A restaurant changes its closing time from 9 pm to 11 pm. Explain two checks the manager should make before the change. [4]

3.2 Analyse one benefit and one cost of later closing hours for the restaurant. [5]

Solutions

2.1

- Any one of: pay, hours, duties, leave, or notice period.

2.2

- It represents workers' interests in workplace matters.

2.3

- Better safety reduces avoidable injury or disruption.
- It can protect staff, customers, and the firm's reputation or legal position.

3.1

- Check whether contracts allow the changed hours.
- Consult affected staff and assess transport or safety.

3.2

- Later hours may bring more sales from customers who cannot visit earlier.
- Wage costs, fatigue, or staff turnover may rise.
- A judgement should weigh extra revenue against reliable staffing and cost. (E1)