## Index

Advisory, Conciliation and Arbitration Service (ACAS) 212  
agency workers  
employment-employee relationships 43–4, 247  
employment status 43–5, 48–51  
imbled contracts 48–51  
power of control 49  
Anderson, Gordon 128–9  
arbitration 4, 14–15, 23, 73–4  

Australia  
arbitration 4, 14–15, 23, 73–4  
bargaining power 144  
common law development 245–6  
contract law  
cooperate, obligation to 100  
implied terms 132, 143–4  
mutual trust and confidence 100, 111, 120–21, 124–5, 134–5, 141, 243  
employee status  
agency workers 49–50  
casual and seasonal workers 39  
conduct, role of 52  
economic reality tests 33–9  
intention of parties 27, 29–30  
joint employment 47  
judicial interpretation trends 40  
mutuality of obligations 56–7  
sham contracts 52–4, 66  
statutory definitions 66  
tests 33–9, 62  
workers, distinction from 14–15  
garden leave clauses 174–5  

intellectual property ownership 170–71  
out-of-hours productive labour 173  
managerial prerogative 145–6  
master and servant law 2, 10  
personal grievance provisions 107–10  
post-colonial development 3  
private life, employer intrusion into 147  
drug testing 155–6  
out-of-hours conduct 152–4  
political and trade union activities 162–3  
social media use 157–9  
surveillance in workplace 160–61  
punitive sanctions 12  
redundancy 215–16  
restraints of trade 168, 177–8, 190–91  
confidential information 178–9  
mutual trust and confidence 100, 111, 119, 120–21, 124–5, 134–5, 141, 243  
employee status  
agency workers 49–50  
casual and seasonal workers 39  
conduct, role of 52  
economic reality tests 33–9  
intention of parties 27, 29–30  
joint employment 47  
judicial interpretation trends 40  
mutuality of obligations 56–7  
sham contracts 52–4, 66  
statutory definitions 66  
tests 33–9, 62  
workers, distinction from 14–15  
garden leave clauses 174–5  

intellectual property ownership 170–71  
out-of-hours productive labour 173  
managerial prerogative 145–6  
master and servant law 2, 10  
personal grievance provisions 107–10  
post-colonial development 3  
private life, employer intrusion into 147  
drug testing 155–6  
out-of-hours conduct 152–4  
political and trade union activities 162–3  
social media use 157–9  
surveillance in workplace 160–61  
punitive sanctions 12  
redundancy 215–16  
restraints of trade 168, 177–8, 190–91  
confidential information 178–9  

255
customer relationships 179–81
employer breach 188–9
enforcement 185–7
garden leave clauses 174–5
legitimate interests 178–81
unfair dismissal
common law rules 194
compensation 189, 217–18, 227–8, 230–34
constructive dismissal 207–8
damages 227–8, 230–31
discriminatory dismissal 209–10
economic dismissal 215–16
fair process rules 211–12, 249–50
mutual trust and confidence 223, 232–3
non-financial loss 218, 232–4
private conduct 146–7
prohibited reasons 209–11
qualifying periods of employment 206
reinstatement 217
remedies 127–8, 217–18, 231–8
statutory protections 192, 197–8, 200–201, 204
statutory tests 212–14
vicarious liability 40, 247–8
joint employment 47

bargaining power see also collective bargaining
abuse, risks of 98
common law influences on 246–8
common law view 99–100
discretionary power, exercise of 100–104
evaluation 99–100, 107
freedom of contract, and 105, 110
imbalances in 97, 243
informed consent 105
irrationality or perversity test 103–4
judicial scrutiny 102–3
material adverse change 101
monetary equivalence 100
mutual trust and confidence, and 100–101, 103–4, 125
personal grievance provisions 106–9
private bargains, voidability 177
private life, intrusion into 144
procedural fairness 108–10
reasonableness, and 101–2, 104
risk allocation 98
unconscionability, and 99, 104–5
bicycle couriers 29–30
blue pencil clauses 176
bullying and harassment 87–8, 158–9, 251–2
Canada
employment status interpretation 44–5
fiduciary duties 117–18, 134
good faith principle 8, 123, 138–9, 245
cascading clauses 176
casual workers 29, 39
mutuality of obligations 55–8
permanent casual status 207
unfair dismissal 207
codes of conduct
contract terms, incorporation in 69, 75, 79–88, 95–6
language, aspirational/non-contractual 86–8
procedural fairness 108–10
purpose 80–81
collective agreements
contract terms incorporation 71–4
applicable terms and restrictions 81–3
intention of parties 76–8
language, aspirational/non-contractual 84–8
managerial prerogative, and 88–90
collaborative bargaining
common law, and 73
decline in 20, 76, 250
intention of parties 76–8
managerial prerogative, and 144–5
purpose 20, 76, 110
trade unions, and 16, 72
Collins, Hugh 142
common law
agency worker contracts 48–51
appeals, restrictions on 34–5
benefits of 248–9
confidentiality, law of 151
development 15–21, 34–9, 245–6
effective remedies, and 15–16
employee rights 145–6
employment status tests 30–34
fairness of bargain 104–5
implied terms 7, 15, 48–51
limitations 34–5
managerial prerogative, influences on 246–8
unfair dismissal 192–9, 218–24
vs. statute 73–4, 251–2
vicarious liability 146, 247–8
contract terms, incorporation 73–4, 94, 96, 251–2
unfair dismissal 220–24
corporate management
ownership and governance, separation 11–12
competition, employer protections see restraints of trade
confidential information
definition 178–9
restraints of trade 178–9, 183
confidentiality, duty of 151, 173
constructive dismissal
employee resignation, as 232
legitimate interests, employer breach 190
test for 118–20, 123–4, 207–9
contract law see also contract terms;
contracts of employment
bargaining power
fairness in 97
freedom of contract, and 105, 110
informed consent 105
reasonableness, and 101–2, 104
unconscionability 99, 104–5
development 2, 243–4
discretionary power, exercise of 100–104
freedom of contract 19–20, 25–6, 105, 110
good faith principle 8, 99, 122–3,
128–9, 135–8, 244–5
mutual trust and confidence 8,
100–101, 103–4
constraints 113–15
fiduciary duties 115–18
sham contracts 52–4, 66
contract terms see also codes of conduct;
human resources policies
agency worker contracts 48–51
implied contracts 7, 15
implied terms 130–33, 143–4
incorporation of
applicable terms and restrictions 81–3
coherence 94, 96
collective instruments, from 71–4, 95
common law, at 73–9, 94, 96
employer codes and publications 69, 75, 79–88, 95–6
implied terms 130–33, 143–4
intention of parties 75–8, 81
judicial hostility 78, 95–6
language, aspirational/
non-contractual 84–8
managerial prerogative, and 90
redundancy 82–3, 90–93
statutory provision 73–4, 94, 251
termination of employment 90–94
contractors
definition 65
employees, whether 24, 27
vicarious liability 248
contracts of employment see also codes of conduct;
human resources policies
challenges to 20–21
characteristics 1–2, 17–18
conflicting interests 100–101
contract law, and 2–3, 19, 248–9
definitions, statutory 64
employer bias 18–19
employment relationship, distinction between 69–70
forms 25
The common law employment relationship

general vs. specific engagement, contracts for 38, 55–6
historical development 1–4, 13–16, 248–9
intention of parties 26–30
judicial enforcement 1, 3
master and servant laws 1–2
minimum standards 70–71
political influences on 21
psychological contracts, as 5–6, 20–21, 166, 169
relational contracts, as 7–8
rights restrictions 26
risk allocation 98
role of 5–6, 21–2
sanctity of contract 178, 239
sham contracts 52–4, 66
social and economic status, and 13–14
statutory intervention 21–3
control test 13, 31–2
cooperaion, duty of 100, 119
copyright see intellectual property
Craven, Paul 1–2, 17
Creighton, Breen 33
criminal activity
dismissal, and 149–50, 152
private life, employer intrusion into 149–50, 152
damages
bonus payments 228–9
contracts of employment, under 70
future earnings 234
least burdensome principle 228–30
limitations 226–7, 231–2
liquidated damages 195
psychiatric harm 232–5
reputation, loss of 234, 238, 241
unfair dismissal 20, 195, 226–31
Deakin, Simon 2, 5, 10–14, 18, 31, 57–8
disclosure, duty of 114–16, 134
dismissal, generally see also unfair dismissal
commom law rules 195–6
constructive dismissal 118–20, 123–4, 190, 207–9, 232
contract terms, incorporation 90–94
criminal activity 149–50, 152
discriminatory dismissal 209–10
dishonesty 158
drug use 144, 146, 149, 154–7
economic dismissal 214–15
employer powers 195
employment at will 195–6
fixed-term contracts 202
grounds for 17–18, 20, 93–4, 146, 158–9
harassment, for 158–9
interpretation 206–7
language, offensive, use of 162–3
managerial prerogative, and 146
out-of-hours activities 149–54
private conduct 146–8
prohibited reasons 209–11
redundancy, and 215–16
sexual activity 149–53
drug testing policies 144, 146, 149, 154–7
economic reality test 32–9, 59–60
employee obligations
competition, and 115–16
constraints 113–15
cooperation 119
disclosure 114–16, 134
equitable orders, and 134–5
fidelity 113–15, 134, 143
fiduciary duties, and 115–18
good faith 122–3, 136–8, 244–5
legal basis 2–3
mutual trust and confidence 8, 100–101, 103–4, 111
mutuality of 38–9, 55–8
obedience 10, 17–18, 20, 143–5, 148
personal subordination 10
punitive sanctions 1–2, 5, 12
reciprocity 133–4
employees see also employment status
bargaining power, and 98–9
common law rights 145–6
definition
bicycle couriers 29–30
contractors 24, 27, 65
economic and social influences 24
homeworkers 29, 64–5
persons intending to work 64
seasonal workers 29, 39
statutory definitions 63–8
workers, distinction from 13–15
legal concept
challenges to 24–5
historical development 13–14
risk allocation 98
employer codes and publications
contracts, incorporation into 69, 75,
79–88, 95–6
language, aspirational/
non-contractual 84–8
purpose 80–81
employer liabilities see also vicarious liability
health and safety 62
historical development 12
employer policies see human resources policies
employers
definitions 24–5
risks for 98
employment agreements 73 see also collective bargaining
employment at will 195–6
employment relationships see also
bargaining power; employment status; mutual trust and confidence; private life
agency worker contracts 48–51
categories of 12–13
client relationship conflicts 114
conduct, role of 51–2, 55
contracts of employment,
distinction between 69–70
educational investment, and 6
employees status incompatibility with 26–30
fidelity, duty of 7, 18, 20, 98,
112–15, 122, 134, 143
fiduciary duties 115–18
implied terms, role of 7, 15, 48–51
interests, divergence of 114–15
jurisdictional divergence 23
obedience, duty of 10, 17–18, 20,
143–5, 148
post-employment restraints 7,
167–8, 175–8
provision of work 5–6
psychological contract, as 5–6,
20–21, 166, 169
relational contracts, as 7–8
statutory intervention 21–3
women in workplace, and 20
employment rights
common law 145–6
development 21–2
employment status
agency workers 43–5, 48–51
control test 13, 31–2
economic reality test 32–9, 59–60
employer-employee relationships,
incompatibility with 26–30
future performance 56–7
general vs. specific engagement 38,
55–6
integration test 32, 60
intention of parties 26–30
joint employment 45–8, 47–8
judicial interpretation trends 40–41,
43
legitimate expectations 39
mutuality of obligations 38–9, 55–8
relationship conduct, and 51–2, 55
sham contracts 52–4, 66
statutory definitions 62–8
tax advantages 29
vicarious liability, and 47–8, 60–62,
247–8
equal opportunities policies 159–60
equity
principles 189–90
remedies 235–40
Facebook 147, 157–8
fair dealing principle 99
fairness see bargaining power
fidelity, duty of 7, 18, 20, 98, 134, 143
challenges 112–13
common features 112–13
constraints 113–15
fair dealing, and 122–3
mutual trust and confidence, and 113–14, 122, 134
fiduciary duties 115–18
Fisk, Catherine 169
fixed-term contracts
statutory protections 71, 106
trends 166
unfair dismissal 202
flexible employment 6–7
Forrest, Humphrey 18–19
Fox, Alan 18
Freedland, Mark 56, 228–9
freedom of contract 19–20, 25–6, 105, 110
unfair dismissal, and 205
freedom of expression 143, 159–60, 162–3
fundamental test 32–7, 59–60
garden leave clauses 167, 174–5
gig economy 21
good faith principle 7–8, 99, 244–5
discretionary powers, and 138–9
discriminatory dismissal, and 210
implied obligation 137–40
legitimate contractual interest, and 138–9
limitations 136–7
mutual trust and confidence 122–4, 128–9, 135–40
restraints of trade, and 138–9
Griffiths, J.A.G. 18
harassment
contract terms incorporation 251–2
dismissal, grounds for 158–9
Hay, Douglas 1–2, 17
hidden unemployment 42–3
holiday pay 71
homeworkers 29, 64–5, 145–6
Howe, John 15
human resources policies
contracts, incorporation into 69, 75, 79–88, 95–6
interactional justice, and 251
language, aspirational/non-contractual 84–8
management trends 250–51
procedural fairness 108–10
human rights
dismissal 148–9, 151
private life, intrusion into 148–9, 151
implied terms
agency workers contracts 48–51
intellectual property ownership 167
mutual trust, and 130–33, 143–4
role of 7, 15
injunctions
restraints of trade 184–7
unfair dismissal 238–40
integration test 32, 60
intellectual property
concept development 169–70
creation outside work hours 172–3
employee ownership 166–7, 169–73
intention of parties 26–30
contract terms, incorporation 75–6, 81
exclusion of rights 28–9
why factor 29–30
International Labour Organization
Convention 158 on Termination of Employment by Employer 1982 198, 213
Recommendation 119 on Termination of Employment 197–8
job security 192 see also unfair dismissal
joint employment
employment status 45–8
vicarious liability 45–7
Index

judicial enforcement
contracts of employment
duties of obedience and loyalty
18–20
historical development 1, 3, 5,
15–17
intervention in, scope of 7, 25
relational contract interpretation
7–8
statutory conflicts 21–3
trends 25

Kahn-Freund, Otto 97, 201, 243
Keesing, Grace 140
knowledge economy 166

labour law, generally
challenges 69
development stages 21–2
jurisdictional divergence 23
labour market influences 6–7, 40,
59–60
purpose 70
statutory definitions 63–8
workers statutory rights 65–6

labour market
composition trends 42–3
influences of 6–7, 40, 59–60

legitimate interests
confidential information 178–9, 183
customer relationships 179–81
employer breach 187–90
employer intrusion into private life
152
good faith principle 138–9
restraints of trade 168, 174–5,
178–91
stable workforce, maintenance of
181–3
Leighton, Patricia 25, 33, 37
limited liability companies 11
Lind, E Allan 250
loyalty, duty of see fidelity

managerial prerogative see also
private life
common law influences on 246–8
contract terms, incorporation 88–90
human resources management
trends, and 250–51
trade union activities, and 144–6
Mantouvalou, Virginia 152
Marsden, David 1, 18
master and servant law 249
influences of 10–13, 242
purpose 1–2, 10–11
repeal 10, 17
Mathieson, DL 15
Meritt, Adrian 11–12, 16, 20
misconduct, disclosure 114–16
Mitchell, Richard 15
moonlighting 167, 172–3
Morris, Gillian S 31, 57–8
mutual trust and confidence 8,
100–101, 103–4, 111
administrative law, and 124
bargaining power, and 125
breach, investigations of 129–30
casual workers 207
competition, and 115–16
concept development 118–26,
140–41
constraints 113–15
contracting out 126
cooporation, duty of 100, 119
disclosure, duty of 114–16, 134
equitable remedies 120–21, 134–5,
231–2
fidelity, and 113–15, 122, 134, 143
fiduciary duties, and 115–18
good faith, and 122–4, 128–9,
135–40
implied terms 130–33, 143–4
natural justice, and 124
post-employment restraints, and 7,
167–8, 175–8
purpose 136
reciprocity, and 133–4
statutory protections, and 127–30,
141
unfair dismissal, and 127–9, 220–23
mutuality of obligations 38–9
casual workers, and 55–8
future performance 57–8
general vs. specific engagement 38, 55–6

national minimum wage 28–9, 70–71
natural justice 86, 124, 126, 238, 249–50
neoliberalism 4, 16, 247
New Zealand
arbitration 4, 14–15, 23, 73–4
bargaining power 144
common law development 245–7
contract law
freedom of contract 105
implied terms 131
informed consent 105
personal grievances 106–7
unconscionability, and 99, 106
unfairness, remedies for 105–6
contract terms, incorporation
collective agreements, from 71–4
common law, coherence with statutory provisions 96
employer codes and publications 79, 80–81
intention of parties 77–9
judicial interpretation 78–9
managerial prerogative, and 90
statutory minimums 71, 77
employee obligations
disclosure 114, 116
fidelity 112, 122
fiduciary duties 116, 118
mutual trust and confidence 119, 121–6, 128–9, 141, 249–50
reciprocity 133
employee status
agency workers 50
casual and seasonal workers 39
conduct, role of 51–2
economic reality tests 32–3, 35–6, 38–9
intention of parties 27–9
joint employment 47–8
judicial interpretation trends 40
mutuality of obligations 39, 57
sham contracts 54
statutory definitions 65–6
workers, distinction from 14–15
fixed-term contracts 71, 106
garden leave clauses 175
good faith, statutory duty 8, 122–3, 128–9, 136
intellectual property ownership 171–2
master and servant law 2
no-fault liability 40
personal grievance provisions 40, 106–7, 203, 206–7, 220
post-colonial development 3
private life, employer intrusion into drug testing 155
out-of-hours conduct 152
political and trade union activities 164
social media use 157–8
redundancy 215–16
restraints of trade 168, 175–7, 176–7, 179
statutory protections
fixed-term contracts 71, 106
unfair dismissal 192, 197, 203
unfair dismissal
common law rules 194
compensation 218, 234–5, 240–41
constructive dismissal 208–9
economic dismissals 216
fair process rules 211–12
foreseeability test 209
non-financial loss 218, 234–5
qualifying periods of employment 205
reinstatement 217
remedies 217–18, 234–6, 240–41
right to challenge 206
statutory protection 192, 197, 200–201, 203, 205
statutory tests 212–14
universal suffrage 3
vicarious liability 40, 47–8, 247
non-financial loss 218, 220–22, 232–4, 243
psychiatric harm 232–5
reputation, loss of 234, 238, 241
notice periods 71, 228
Index

obedience, duty of 10, 17–18, 20, 143–5, 148
Ogus, Anthony 227–8
Oliver, Dawn 248

patents see intellectual property
personal grievance provisions 40, 203, 206–7
bargaining power, and 106–9
persons intending to work, definition 64
portfolio careers 166
power relations see bargaining power
private life
employer intrusion see bargaining power
adverse action 162–3
bargaining position, and 144
business reputation, and 152–3
criminal activity 149–50
drug use 144, 146, 149, 154–7
health and safety obligations 155–6
historical instances 142–3
implied contract terms 143–4
legitimate interests 152
obedience, duty of 143–5, 148
out-of-hours-conduct 149–54
political and trade union activities 161–4
protection of other employees 153–4
sexual activity 149–53
social media use 147, 150, 157–60
statutory restrictions 151–2
surveillance in workplace 146, 160–61
trade unions, and 144–5
unfair dismissal, and 146–7
human right, breach of 148–9
procedural fairness
bargaining power, and 108–10, 249–50
contractual nature 93–4
fair dealing principle 99
unfair dismissal 211–12, 221–4
psychiatric harm, damages for 232–5
punitive sanctions
criminal sanctions 17
historical development 1–2, 5, 12, 17
reasonableness
abuse of power 101–2, 104
restraints of trade 177, 183–4
unfair dismissal 148, 150, 224
redundancy
contract terms, incorporation in compulsory redundancy 90–93
redundancy pay 81–2
mutual trust and confidence 125
statutory definitions 215–16
statutory protections 215–16
unfair dismissal, and 215–16
reinstatement 217–18, 237–8, 241
remedies
common law vs. statutory 235–40
damages
bonus payments 228–9
contracts of employment, under 70
future earnings 234
least burdensome principle 228–30
limitations 226–7, 231–2
liquidated damages 195
psychiatric harm 232–4
reputation, loss of 234, 238, 241
unfair dismissal 20, 226–31
employee obligations, and 134–5
equitable remedies 235–40
injunctions 184–7, 238–40
interlocutory orders 237–8
mutual trust and confidence, role in 120–21, 231–2
rescission 235–6
restraint of trade 184–7
specific performance 235–7
unfair dismissal 127–30, 202, 226–31
bonus payments 228–9
compensation 20, 189, 194–5, 217–18
due process 238
reinstatement 217–18, 237–8, 241
reputation
loss of, damages for 234, 238, 241
private life, employer intrusion into 152–3
rescission 235–6
restraints of trade 167–8, 190–91
confidential information 178–9, 183
customer relationships 179–81
employer breach 187–90
employer intrusion into private life 152
enforcement 177–8, 184–7
garden leave clauses 167, 174–5
good faith principle 138–9
injunctions 184–7
judicial interpretation 7, 167–8, 175–8
legitimate interests 168, 174–5, 178–91
post-employment 7, 167–8, 175–8
reasonableness 177, 183–4
stable workforce, maintenance of 181–3
Richardson, Sir Ivor 7
Riley, Joellen 127–8
seasonal workers 29, 39
self-employment
choice, reasons for 42–3, 59, 68
identification as 59, 62
sham contracts 52–3
trends 42–3, 59, 62, 247
vicarious liability, and 248
self-esteem 119–20, 123, 242
servants, distinction from employees 13–14
sexual activity
dismissal, and 149–51
private life, employer intrusion into 149–53
sexual harassment 87–8
sham contracts 52–4, 66
social media use 147, 150, 157–60
specific performance 235–7
staff handbooks and policies see employer codes and publications
statutory employment protection
vs. common law 73–4, 251–2
fixed-term contracts 71
human resources policies, and 69
limitations 129–30
minimum standards 70–71
unfair dismissal 127–9
Stewart, Andrew 33
sunk costs 98
surveillance in workplace 146, 160–61
termination of employment see also dismissal; redundancy
competition restrictions following 167
contract terms, incorporation in 93–4
garden leave clauses 167, 174–5
least burdensome principle 228–30
notice periods 71, 228
trade unions
collective agreements, incorporation into contracts 72
managerial prerogative, and 144–5
member activities, employer intrusion 161–4
membership trends 16, 145
Twitter 147
UK
common law development 245–6
contract law
abuse of power 101
fairness, and 130–31
implied terms 130–33
mutual trust and confidence 8, 100–101, 103–4, 113–15, 140–41
personal grievances 108–9
unconscionability, and 99, 104–5
contract terms, incorporation applicable terms and restrictions 81–3
collective agreements, from 72
common law, coherence with statutory provisions 94, 251–2
employer codes and publications 79–80
implied terms 130–33
intention of parties 76–8
judicial hostility 78, 95
language, aspirational/non-contractual 84–5
managerial prerogative, and 88–90
employee obligations 113–14
disclosure 114–15
fidelity 112–13, 134
fiduciary duties 118
good faith 123, 136–7, 139–40
mutual trust and confidence 119–20, 122, 132–3
reciprocity 133–4
employee status
agency workers 48–51
casual workers 207
conduct, role of 51–2
economic reality tests 32–9
intention of parties 26–7
judicial interpretation trends 41
mutuality of obligations 38–9, 55–8
sham contracts 52–3
statutory definitions 64–5
workers, distinction from 13–14
intellectual property ownership 169–70
intention of parties
contract terms incorporation 76–8
employee status 26–7
master and servant law 2
personal grievance provisions 106, 108–9
private life, employer intrusion into dismissal, grounds for 150–51
drug testing 156–7
political and trade union activities 164
social media use 158–60
statutory restrictions 151–2
surveillance in workplace 161
redundancy 215
restraints of trade 191
confidential information 179, 183
employer breach 188–9
enforcement 185–7
legitimate interests 179, 182–3
stable workforce, maintenance of 182–3
unfair dismissal
common law rules 194
constructive dismissal 207–9, 232
damages 217–18, 227–9, 232–4, 240
economic dismissal 214–15
fair process rules 211, 221–4
non-financial loss 218, 220–22, 232–4, 243
qualifying periods of employment 203, 206
remedies 217–18, 232–4, 235–8
statutory protection 192, 198–201, 203–4
statutory tests 212–13
vicarious liability 247–8
unfair dismissal 20, 22, 220
casual workers 207
common law rules 192–224
consequential loss 194
constructive dismissal 207–9, 232
discriminatory dismissal, and 209–10
fixed-term contracts 202
freedom of contract, and 205
implied restraints 228–9
Internal Labour Organization recommendations 197–8
interpretation 206–7
liquidated damages 195
managerial prerogative, and 146
mediation services 212
mutual trust and confidence 127–9, 220–23, 231–3
out-of-hours conduct 150–54
private conduct 146–8
prohibited reasons 209–11
qualifying periods of employment 203, 205–6
reasonableness 148, 150, 224
remedies 226–31
 bonus payments 228–9
 compensation 20, 189, 194–5, 217–18
 damages 20, 226–31
 due process 238
 equitable remedies 235–40
 reinstatement 217–18, 237–8, 241
 statutory remedies 127–30, 202, 216–17
 statutory protections
 common law distinctions from 220–23
 common law influences on 218–19, 223–4
 constructive dismissal 207–9
 coverage 205–6
 development 192–3, 196–201
 economic dismissal 214–15
 fair process rules 211–12, 221–4
 foreseeability test 209
 income thresholds 206
 limitations 218–19
 need for 196–7
 non-standard contracts 207
 prohibited reasons 209–11
 purpose 218

vicarious liability 40
 common law, under 146, 247–8
 employment status, and 45–8, 60–62
 independent contractors 248
 joint employment 45–8
 self-employment, and 248

Wednesbury unreasonableness 101–2
 Wilkinson, Frank 2, 5, 10–14, 18
 women in workplace 20
 work, provision of 5–6
 workers see also employees
 categories 12–13
 definitions 64–5
 statutory rights 65–6
 wrongful dismissal see unfair dismissal
 Wynn, Michael 25, 33, 37

The common law employment relationship

United States 252
universal suffrage 3–4, 21