Law and Human Resources

Cloud Campus
Deakin University is ranked in the top 2% of universities worldwide across the three major international university rankings\(^1\) and in the top 50 universities under 50.

Deakin University

We are ranked 5 stars for world-class facilities, research and teaching, as well as employability, innovation and inclusiveness under the latest Times Higher Education Australian Employability Rankings. With internationally recognised quality of research and teaching, Deakin is now ranked 214 in the prestigious Academic Ranking of World Universities (ARWU). Ranked no. 3 in Australia for graduate employability, our course curriculum integrates real-world expertise with practical skills to give our students a competitive edge\(^1\).

Deakin is one of the largest universities in Australia, with over 52,000 course enrolments and more than 3700 staff. Despite this size, for the past seven years, we have been ranked no. 1 in Victoria for student satisfaction, attesting to the value that the university places on delivering value to students\(^1\).

Deakin Law School

Deakin Law School (DLS) is located in Melbourne – the world’s most liveable city for six years in a row and home to a global legal market. We have a reputation for excellence in research – staff are leading experts in corporate law, sentencing, health law, Big Data, commercial law, IP and natural resources – and teaching.

DLS is ranked no. 53 on the SSRN Top 500 International Law Schools, between no. 100–150 on QS World University Rankings and between no. 76–100 on the ARWU and Shanghai rankings\(^2\).

We pride ourselves on delivering a high quality educational experience and students are our primary focus. This yields exceptional student success, such as being placed number 1 amongst 125 participating teams in the 2017 Willem C. Vis International Moot in Hong Kong.


‘Recent corporate corruption scandals have reinforced the invidious position of HR professionals and leaders and managers more generally. In a global economy and society, an understanding of the importance of risk, compliance, governance and regulation in organisation, and their intersection with the employment relationship, is critical. This course fills an important gap in the market, enabling students to intertwine an advanced understanding of the law with specialist knowledge and skills in human resource management.’

Professor Amanda Pyman
Head of Department - Management, Faculty of Business and Law
Master of Legal Studies (specialising in Human Resources)

Course overview
There is a growing body of legislation and regulation in human resources. This includes the proliferation of statutory rights for employees and compliance requirements on employers, the growth in the volume of workplace conflicts and the greater legalisation of the employment relationship. All of which has created demand for new skills for Human Resources (HR) professionals.

The Master of Legal Studies specialising in Human Resources is designed for graduates from any disciplinary background looking to expand their Human Resource knowledge with a legal framework. The course would be suited to both legal and non-legal professionals, providing an enhanced HR qualification with critical legal skills for HR personnel.

Course structure
Course code: M737
Offered: Cloud Campus
Intake/s: Trimester 1 (March) and Trimester 2 (July)
Duration: 2 years full-time or part-time equivalent
CRICOS Course code: 093171M

The Master of Legal Studies specialising in Human Resources requires the completion of 16 credit points. All students must complete 4 credit points of core units, 4 credit points from the Human Resources stream and 8 credit points from the Human Resources specialisation.

Elective units
Law units
Students must complete 2 credit points from the following list:
- Workplace Law and Policy
- Corporate Governance
- Alternative Dispute Resolution: Principles and Practice

Human Resources units
Students must complete 2 credit points from the following list:
- Developing People and Organisations
- Performance Management and Reward
- Human Resource Management in the Global Context

Skills and knowledge acquired
The Master of Legal Studies specialising in Human Resources has been designed and developed with industry stakeholders in order to provide students with the skills to be successful in the marketplace. The course offers students high level legal knowledge and skills of relevance to their chosen professional disciplinary career. The course is designed to enhance professional capabilities, employability and career progression in Human Resources. As a graduate you will attain the skill of reviewing, critically analysing, and consolidating and synthesizing human resources to respond to specialised, authentic and legal contexts encountered by human resource professionals. Further, you will have the ability to relate and develop advanced problem solving skills.

Career opportunities
Graduates of the course will build legal capacity and understanding to enhance the current and/or future HR roles in which they operate. Graduates of the course would typically seek employment in specialist HR occupations such as:
- Change Manager
- Employment Relations Consultant
- Human Resources Manager
- Learning and Development Consultant
- Organisational Development Manager
- Recruitment Officer
- Workplace/Employment Law Specialist

Please note, this is a sample course structure based on full-time study load. Units and trimesters are subject to change. Please also note that the Master of Legal Studies specialising in Human Resources is only offered in Cloud (online) mode.
Civil and Commercial Law Clinic

The newly introduced Civil and Commercial Law Clinic provides students with a 360-degree experience of professional practice, and a critical appreciation of its value. Students work in an office environment using professional matter management systems, deal with clients, research and provide strategic legal solutions, and engage with various parties including clients, as well as supervisors and colleagues. The Clinic provides legal services over a range of legal issues chosen to give students professional experience in engaging with ‘real world’ legal problems, parties, decision makers and tribunals, giving students an insight into the diversity and complexity of legal practice. This Clinic unit focuses on areas including contract, migration law, consumer law, victims of crime compensation and special circumstances, and fair work employment.

Students will manage their own legal matter under the supervision of Clinic supervisors and specialist legal practitioners – from initial client intake and interview to final outcome and closing of file (subject to Clinic time limits). Students develop high level professional skills through the challenge of applying theoretical legal knowledge to real world clients in order to develop strategic legal solutions that meet client needs. The Clinic develops advanced employment-ready skills and gives students the opportunity to critically look at the legal systems, and consider aspects of law reform.

Fees

The Master of Legal Studies is a full fee-paying course. View current fees at deakin.edu.au/study-at-deakin/fees.

Credit for prior learning

Credit for prior learning may be granted to students who have successfully completed appropriate prior studies or relevant work experience.

Scholarships

Deakin University offers a range of scholarships. For details and availability of scholarships please visit deakin.edu.au/scholarships.

dekin.edu.au/law

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