

## Ryan Carlisle Thomas – Putting people first

Ryan Carlisle Thomas was established in 1975 to provide quality legal services to all Victorians.

Since then we have grown to employ more than 90 staff in offices across Victoria.

Ryan Carlisle Thomas believes first-rate legal service should be available to all people.

We are committed to personal service, and communicating the law in understandable language.

## Comprehensive legal services

RCT offers a complete, comprehensive legal service including all forms of injury compensation, employment law, superannuation, commercial, family and criminal law, property and wills and probate.

## Our network of offices

30th Floor, 80 Collins Street  
Melbourne  
Tel: 1800 678 321  
Fax: 03 9240 1444  
Email: [employmentlaw@rct-law.com.au](mailto:employmentlaw@rct-law.com.au)

RCT also has offices in Dandenong, Geelong, Ballarat, Cranbourne, Frankston, Bayswater, Melton, Werribee, Pakenham and Bacchus Marsh and affiliates throughout regional Victoria.

Interstate affiliates give us coverage throughout Australia.

*Because at Ryan Carlisle Thomas, you're a client, not a case.*

### *IT Contracts*

**Hotline 1800 678 321 or email:**  
[employmentlaw@rct-law.com.au](mailto:employmentlaw@rct-law.com.au)

Call this number for further information.

[www.rct-law.com.au](http://www.rct-law.com.au)



LAWYERS

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Clients, not cases.

If you're about to sign an employment contract... think again

*A guide for IT Professionals*

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LAWYERS

Clients, not cases.

**If you're about to sign an employment contract... think again.**

**IT contracts often contain unfair conditions and unclear terms.**

**At Ryan Carlisle Thomas we regularly advise IT Professionals on issues relating to their employment contracts.**

**Some of the shortcomings commonly found in IT contracts include:**

- **Inadequate or non-existent notice periods**
- **Ambiguous bonus and incentive schemes**
- **Unfair restraint of trade obligations**

**Signing a contract and not understanding its terms can create unnecessary problems later in your contract.**

**However, there is a simple and effective process, which will ensure that both you and your employer have a mutual understanding of the terms and conditions of your employment.**

**We've prepared this brochure to inform you of this process.**

**After reading this brochure, you may decide you need a lawyer. A good lawyer can make contractual negotiations a relatively quick and inexpensive task.**

## **Negotiating a contract: a checklist**

### ***Before You Sign***

#### ***1. Obtain a copy of the contract***

Before you accept a job offer, ask for a copy of your contract in writing and request time to read the contract.

#### ***2. Contact Ryan Carlisle Thomas for advice***

At Ryan Carlisle Thomas one of our employment law experts will advise you on:

- Clarification of entitlements and obligations
- Terms and conditions that should be included in your contract
- Terms and conditions that are unfair or unreasonable

#### ***3. Response to the employer***

Once you have received legal advice you will be better informed of your rights and obligations under the contract. In some circumstances you might ask us to pursue negotiations on your behalf.

Following these steps will ensure you are getting the most out of your employment and give you peace of mind should any problems arise later in your contract.

### ***During an Employment Period***

If you are in doubt about your entitlements or obligations during your employment you can clarify your position by consulting us. Having a good understanding of your legal position may prevent you from prejudicing your position during your employment.

### ***Employment Disputes***

If your employment contract has been terminated and you believe it was unfair or you have outstanding entitlements, it is important that you contact Ryan Carlisle Thomas as soon as possible. Strict 21 day time limits apply in some situations.

At your first consultation, your lawyer will inform you of your legal rights and options and the estimated costs associated with pursuing a claim.

In many cases where you have a clear claim or entitlement your lawyer can provide you with advice and may negotiate a settlement with your employer. In some circumstances it may be necessary to commence legal proceedings.