

This Version is No Longer Current
 The latest version of this module is available [here](#)

MODULE DESCRIPTOR

Module Title

Fundamentals of Employment Law

Reference	BS3351	Version	6
Created	March 2019	SCQF Level	SCQF 9
Approved	July 2019	SCQF Points	15
Amended	July 2019	ECTS Points	7.5

Aims of Module

To provide students with an introduction to fundamental issues of employment law including: formation, performance and termination of the employment relationship and the legal implications of employee representation in the workplace.

Learning Outcomes for Module

On completion of this module, students are expected to be able to:

- 1 Demonstrate an understanding and application of the legal principles governing the operation of the employment relationship.
- 2 Analyse aspects of statutory provisions and relevant case law and apply effectively to legal problems/situations.
- 3 Evaluate the legal implications of workers' representation rights and collective action in the workplace.

Indicative Module Content

The module will focus on the formation, general operation and termination of the employment relationship. Including: contracts of employment; equality law; redundancy and unfair dismissal. It will examine collective aspects of employment such as: employee representation rights; trade union recognition; collective bargaining; collective industrial action.

Module Delivery

This is a lecture and seminar based module. Lectures provide core module content. Seminars develop understanding through student centred learning.

Indicative Student Workload

	Full Time	Part Time
Contact Hours	36	36
Non-Contact Hours	114	114
Placement/Work-Based Learning Experience [Notional] Hours	N/A	N/A
TOTAL	150	150
<i>Actual Placement hours for professional, statutory or regulatory body</i>		

ASSESSMENT PLAN

If a major/minor model is used and box is ticked, % weightings below are indicative only.

Component 1

Type: Examination Weighting: 30% Outcomes Assessed: 1
 Description: Online Open Book Quiz

Component 2

Type: Examination Weighting: 70% Outcomes Assessed: 2, 3
 Description: Written examination

MODULE PERFORMANCE DESCRIPTOR**Explanatory Text**

The Module is assessed by two components: C1 - Examination - 30% weighting. C2 - Examination - 70% weighting. Module Pass Mark = Grade D (40%)

Module Grade	Minimum Requirements to achieve Module Grade:
A	At least 70% on weighted aggregate and at least 35% in each component
B	At least 60% on weighted aggregate and at least 35% in each component
C	At least 50% on weighted aggregate and at least 35% in each component
D	At least 40% on weighted aggregate and at least 35% in each component
E	At least 35% on weighted aggregate
F	Less than 35% on weighted aggregate
NS	Non-submission of work by published deadline or non-attendance for examination

Module Requirements

Prerequisites for Module	None.
Corequisites for module	None.
Precluded Modules	None.

INDICATIVE BIBLIOGRAPHY

- 1 LEWIS, M. and JEFFERSON, M., 2018. *Employment law concentrate*. Oxford: Oxford University Press.
- 2 MIDDLEMISS, S. and DOWNIE, M., 2019. *Employment law in Scotland*. 3rd ed. Haywards Heath: Bloomsbury Professional.
- 3 SELWYN, N., 2018. *Selwyn's law of employment*. 20th ed. London: Butterworths.