

## 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.

<b>Indicative Student Workload</b>	Full Time	Part Time
Contact Hours	36	36
Non-Contact Hours	114	114
Placement/Work-Based Learning Experience [Notional] Hours	N/A	N/A
<b>TOTAL</b>	<b>150</b>	<b>150</b>
<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:
<b>A</b>	At least 70% on weighted aggregate and at least 35% in each component
<b>B</b>	At least 60% on weighted aggregate and at least 35% in each component
<b>C</b>	At least 50% on weighted aggregate and at least 35% in each component
<b>D</b>	At least 40% on weighted aggregate and at least 35% in each component
<b>E</b>	At least 35% on weighted aggregate
<b>F</b>	Less than 35% on weighted aggregate
<b>NS</b>	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.