

## MODULE DESCRIPTOR

### Module Title

Employment Law

Reference	BS4143	Version	6
Created	February 2017	SCQF Level	SCQF 10
Approved	June 2017	SCQF Points	15
Amended	June 2017	ECTS Points	7.5

### Aims of Module

To provide students with a practical knowledge of the interaction between the law and the employment relationship with particular emphasis on contractual aspects of employment and the effects of statutory duties imposed on the parties.

### Learning Outcomes for Module

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

- 1 Devise and introduce into the workplace contracts of employment which are practical and effective.
- 2 Analyse steps necessary to ensure compliance with statutory duties imposed on employers in respect of their employees.
- 3 Critically assess the role of the law in regulating the employment relationship.
- 4 Develop practical research, analytical, argument development and oral and written communication skills

### Indicative Module Content

Contracts of Employment, status, nature and scope, remedies for breach, institutions of employment law, Individual Statutory rights including equality legislation dealing with sex, race, disability and equal pay, rules governing termination of employment, maternity and parental rights, influence of the law of the European Union on UK employment law.

### Module Delivery

This is a lecture and tutorial based module. Lectures provide core module content. Tutorials develop associated higher level skills 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: Coursework  Weighting: 70%  Outcomes Assessed: 2, 3, 4

Description: Oral assignment and written coursework exercise

**Component 2**

Type: Coursework  Weighting: 30%  Outcomes Assessed: 1, 2, 3, 4

Description: Written coursework exercise

**MODULE PERFORMANCE DESCRIPTOR****Explanatory Text**

The Module is assessed by two components: C1 - Oral and Written coursework exercise - 70% weighting. C2 - Coursework - 30% 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 MIDDLEMISS, S. and DOWNIE, M., 2012. *Employment law in Scotland*. Haywards Heath: Bloomsbury Professional.
- 2 PAINTER, R. and HOLMES, A., 2012. *Cases and materials in employment law*. 9th ed. Oxford: Oxford University Press.
- 3 PITT, G., 2011. *Employment law*. 8th ed. London: Sweet & Maxwell.
- 4 SARGEANT, M. and LEWIS, D., 2012. *Employment law*. 6th ed. Harlow: Pearson.
- 5 SELWYN, N. M., 2012, *Selwyn's law of employment*. 17th ed. Oxford: Oxford University Press.