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MODULE DESCRIPTOR

Module Title

Employment Law for Managers

Reference	BS4168	Version	4
Created	March 2019	SCQF Level	SCQF 10
Approved	July 2019	SCQF Points	15
Amended	July 2019	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, oral and written communication skills

Indicative Module Content

Common law regulation of the employment relationships; statutory regulation of the employment relationship; the contract of service and the contract for services; working time; family friendly working policies; the protection of workers from discrimination; the law of unfair and wrongful dismissal.

Module Delivery

Teaching on the module will be undertaken by a combination of didactic and interactive teaching methods. There will be a high degree of participation by students in the practical application of legal concepts through the medium of workshops/seminars and assessments. Students will be encouraged to utilise their analytical skills, by undertaking case studies, group discussions/activities and individual research.

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:	50%	Outcomes Assessed:	1, 2
Description:	Written coursework exercise				

Component 2

Type:	Coursework	Weighting:	50%	Outcomes Assessed:	3, 4
Description:	Written coursework exercise				

MODULE PERFORMANCE DESCRIPTOR**Explanatory Text**

The Module is assessed by two components: C1 - Coursework - 50% weighting. C2 - Coursework - 50% 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 in addition to SCQF10 entry requirements or equivalent.
Corequisites for module	None.
Precluded Modules	None.

INDICATIVE BIBLIOGRAPHY

- 1 CABRELLI, D., 2020 *Employment Law in Context* 4th ed. Oxford: Oxford University Press.
- 2 EMIR, A., 2020. *Selwyn's Law of Employment*. 21st ed. Oxford: Oxford University Press.
- 3 MIDDLEMISS, S. and DOWNIE, M., 2020. *Employment Law in Scotland*. 3rd ed. Bloomsbury Professional.
- 4 SMITH, I. et al, 2019. *Smith and Wood's Employment Law* 14th ed. Oxford: Oxford University Press.