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MODULE DESCRIPTOR

Module Title

Employment Law for Managers

Reference	BS4168	Version	5
Created	February 2021	SCQF Level	SCQF 10
Approved	July 2019	SCQF Points	15
Amended	April 2021	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 Demonstrate an understanding of the different roles within the workplace and how they are granted legal recognition.
- 2 Identify both the common law and statutory foundations of employment law.
- 3 Analyse the steps necessary to ensure compliance with statutory duties imposed on employers in respect of their employees.
- 4 Apply both common law and legislation in order to address legal problems.

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; national minimum wage; the protection of workers from discrimination; the law of unfair and wrongful dismissal.

Module Delivery

This is a lecture and tutorial based module. Lectures provide core module content while tutorials 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
Actual Placement hours for professional, statutory or regulatory body		

ASSESSMENT PLAN

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

Component 1

Type:	Coursework	Weighting:	30%	Outcomes Assessed:	1, 2
Description:	Quizzes				

Component 2

Type:	Coursework	Weighting:	70%	Outcomes Assessed:	3, 4
Description:	Written Problem Solving Exercise				

MODULE PERFORMANCE DESCRIPTOR

Explanatory Text

The Module is assessed by two components: C1 - Quizzes - 30% weighting. C2 - Written Problem Solving Exercise - 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 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.