

MODULE DESCRIPTOR

Module Title

Employment Contracts and Rights

Reference	BSM632	Version	4
Created	August 2021	SCQF Level	SCQF 11
Approved	June 2016	SCQF Points	15
Amended	August 2021	ECTS Points	7.5

Aims of Module

To provide the student with a deep and practical understanding of the interaction between the law and the employment relationship with particular reference to contractual aspects of employment and the effects of statutory duties imposed on the parties. To enable students to acquire a working knowledge of employment law and its interaction with, and application to, good management practice in employment relations.

Learning Outcomes for Module

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

- 1 Identify and understand the sources of employment law and the institutions of employment law and their jurisdiction.
- 2 Appreciate the identifying features of an employer/employee relationship and the other types of work relationship that exist.
- 3 Analyse the constituent elements of a contract of employment and demonstrate understanding of its role in regulating the employment relationship.
- 4 Demonstrate the application and effect on employers of employees' statutory rights.

Indicative Module Content

Sources of employment law; institutions; status of employment; contracts of employment; individual employment rights.

Module Delivery

Online topic materials; online tutorials; case studies; student activities; student discussions; directed reading and research and coursework.

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, 3, 4
Description:	Continual assessment exercise that may consist of assessed forum postings, group work and general online discussion. This component is worth 30% of the module grade.				

Component 2

Type:	Coursework	Weighting:	70%	Outcomes Assessed:	1, 2, 3, 4
Description:	Written coursework exercise worth 70% of the module grade.				

MODULE PERFORMANCE DESCRIPTOR**Explanatory Text**

The calculation of the overall grade for this module is based on 30% weighting of C1 (horizontal axis) and 70% weighting of C2 (vertical axis) components. An overall minimum grade D is required to pass the module.

		Coursework:						
		A	B	C	D	E	F	NS
Coursework:	A	A	A	B	B	B	E	
	B	B	B	B	C	C	E	
	C	B	C	C	C	D	E	
	D	C	C	D	D	D	E	
	E	D	D	D	E	E	E	
	F	E	E	E	E	F	F	
	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 MIDDLEMISS S. and DOWNIE M., 2015. *Employment law in Scotland*. 2nd ed. London: Bloomsbury Professional
- 2 PITT, G., 2016. *Employment law*. 10th ed. London: Sweet & Maxwell.
- 3 SARGEANT, M. and LEWIS, D., 2014. *Employment law*. 7th ed. London: Longman.*ebook*
- 4 EMIR, A., 2018. *Selwyn's law of employment*. 20th ed. Oxford: Oxford University Press.
- 5 SMITH, I.T., Baker, A., Warnock, O., 2017. *Smith and Wood's employment law*. 13th ed. Oxford: Oxford University Press
- 6 PAINTER, R. and HOLMES, A., 2015. *Cases and materials on employment law*. 10th ed. Oxford: Oxford University Press.