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## MODULE DESCRIPTOR

### Module Title

Termination of Employment

Reference	BSM654	Version	3
Created	August 2021	SCQF Level	SCQF 11
Approved	August 2019	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 termination of employment. To provide the student with more understanding and awareness of the impact that European and international law has on UK employment rights. To enable the students to acquire a working knowledge of employment law and its interaction with, and application to, good management practice in employment relationships.

### Learning Outcomes for Module

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

- 1 Understand and critically assess the impact of European and International law on UK employment rights and duties.
- 2 Understand and critically assess the role of the law and alternative dispute resolution in regulating the termination of the employment relationship.
- 3 Analyse the steps necessary to ensure compliance with the legal requirements imposed on employers.

### Indicative Module Content

Rules governing termination of employment including unfair dismissal, discussion of rights and duties indicating the influence of European and International law on UK employment rights.

### Module Delivery

Online topic materials; online tutorials; case studies; group activities; group 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
<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: 30% Outcomes Assessed: 1, 2, 3

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

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 EMIR A., 2018. *Selwyn's law of employment*. 20th ed. Oxford: Oxford University Press.
- 2 MIDDLEMISS S. and DOWNIE M., 2015. *Employment law in Scotland*. 2nd ed. London: Bloomsbury Professional
- 3 PITT, G., 2016. *Employment law*. 10th ed. London: Sweet & Maxwell.