

MODULE DESCRIPTOR

Module Title

Fundamentals of Employment Law

Reference	LL3351	Version	2
Created	August 2023	SCQF Level	SCQF 9
Approved	July 2019	SCQF Points	15
Amended	September 2023	ECTS Points	7.5

Aims of Module

To provide students with an introduction to fundamental issues of employment law including: formation, performance and termination of the employment relationship and the legal implications of employee representation in the workplace.

Learning Outcomes for Module

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

- 1 Demonstrate an understanding and application of the legal principles governing the operation of the employment relationship.
- 2 Analyse aspects of statutory provisions and relevant case law and apply effectively to legal problems/situations.
- 3 Evaluate the legal implications of workers' representation rights and collective action in the workplace.

Indicative Module Content

The module will focus on the formation, general operation and termination of the relationship, including: contracts of employment; equality law; redundancy and unfair dismissal. It will examine collective aspects of employment such as: employee representation rights; trade union recognition; collective bargaining; collective industrial action.

Module Delivery

This is a lecture and seminar based module. Lectures provide core module content. Seminars 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
<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:	Examination	Weighting:	100%	Outcomes Assessed:	1, 2, 3
Description:	Written examination				

MODULE PERFORMANCE DESCRIPTOR

Explanatory Text

Component 1 comprises 100% of the module grade. To pass the module a D grade or above is required.

Module Grade	Minimum Requirements to achieve Module Grade:
A	The student needs to achieve an A in C1
B	The student needs to achieve a B in C1
C	The student needs to achieve a C in C1
D	The student needs to achieve a D in C1
E	The student needs to achieve an E in C1
F	The student needs to achieve an F in C1
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 JEFFERSON, M., 2021. *Employment law concentrate*. Oxford: Oxford University Press.
- 2 MIDDLEMISS, S. and DOWNIE, M., 2020. *Employment law in Scotland*. 3rd ed. Haywards Heath: Bloomsbury Professional.
- 3 Emir, A., 2022. *Selwyn's law of employment*. 20th ed. London: Butterworths.