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MODULE DESCRIPTOR

Module Title

Employment Law for Managers

Reference	LL4168	Version	2
Created	August 2022	SCQF Level	SCQF 10
Approved	July 2019	SCQF Points	15
Amended	August 2022	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 calculation of the overall grade for this module is based on 70% weighting of C2 (vertical axis) and 30% weighting of C1 (horizontal 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 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., 2022. *Selwyn's Law of Employment*. 22nd ed. Oxford: Oxford University Press.
- 3 MIDDLEMISS, S. and DOWNIE, M., 2020. *Employment Law in Scotland*. 3rd ed. Bloomsbury Professional.
- 4 PITT, G. and DREW, S., 2022. *Pitt's Employment Law* 12th ed. Sweet and Maxwell.
- 5 SMITH, I. et al, 2021. *Smith and Wood's Employment Law* 15th ed. Oxford: Oxford University Press.