

## MODULE DESCRIPTOR

### Module Title

Employment Law for Managers

Reference	LL4168	Version	3
Created	June 2023	SCQF Level	SCQF 10
Approved	July 2019	SCQF Points	15
Amended	August 2023	ECTS Points	7.5

### Aims of Module

To provide students with a practical knowledge of the laws that govern the employment relationship, with particular emphasis on the contractual aspects of the employment relationship 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 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	N/A
Non-Contact Hours	114	N/A
Placement/Work-Based Learning Experience [Notional] Hours	N/A	N/A
TOTAL	150	N/A
<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:	100%	Outcomes Assessed:	1, 2, 3
Description:	Coursework exercise.				

**MODULE PERFORMANCE DESCRIPTOR****Explanatory Text**

The module is assessed by way of a single assessment component weighted at 100%. A minimum grade D is required in order to pass the module.

Module Grade	Minimum Requirements to achieve Module Grade:
<b>A</b>	A
<b>B</b>	B
<b>C</b>	C
<b>D</b>	D
<b>E</b>	E
<b>F</b>	F
<b>NS</b>	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 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.