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## MODULE DESCRIPTOR

### Module Title

Employment Law for Managers

|           |                |             |         |
|-----------|----------------|-------------|---------|
| Reference | LL4168         | Version     | 1       |
| Created   | January 2022   | SCQF Level  | SCQF 10 |
| Approved  | July 2019      | SCQF Points | 15      |
| Amended   | September 2021 | 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       |
| <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 |
| 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 C2 (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.