

MODULE DESCRIPTOR

Module Title

Employment Law

Reference	LLM841	Version	3
Created	October 2022	SCQF Level	SCQF 11
Approved	May 2021	SCQF Points	15
Amended	July 2023	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 contractual aspects of employment, the effects of statutory duties imposed on the parties and the termination of employment. To provide the student with an understanding and awareness of the impact that European and international law has on UK employment rights. To enable the student 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 Identify and understand the sources of employment law and the institutions of employment law and their jurisdiction, including the influence of European and International law on UK employment rights and duties.
- 2 Demonstrate an understanding of the identifying features of an employer/employee relationship and the other types of work relationship that exist, the constituent elements of a contract of employment and its role in regulating the employment relationship.
- 3 Demonstrate the application and effect of employees' statutory rights.
- 4 Demonstrate an understanding of the steps necessary to ensure compliance with the legal requirements imposed on employers and the remedies available.

Indicative Module Content

Sources of employment law; institutions; status of employment; atypical workers; contracts of employment; individual employment rights; rules governing termination of employment including unfair dismissal and redundancy; relevant human rights; and elements of health & safety.

Module Delivery

Online 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
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:	100%	Outcomes Assessed:	1, 2, 3, 4
Description:	Written coursework exercise worth 100% of the module grade				

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	A
B	B
C	C
D	D
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., 2022. Selwyn's law of employment. 22nd ed. Oxford: Oxford University Press.
- 2 CABRELLI, D., 2020. Employment law in context. 4th ed. Oxford: Oxford University Press
- 3 MIDDLEMISS S. and DOWNIE M., 2020. Employment law in Scotland. 3rd ed. London: Bloomsbury Professional
- 4 SMITH, I.T., Baker, A., Warnock, O., 2021. Smith and Wood's employment law. 15th ed. Oxford: Oxford University Press