



CORPORATE AND ACADEMIC SERVICES

MODULE SPECIFICATION

| Part 1: Basic Data | | | | | |
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| Module Title | Employment Law | | | | |
| Module Code | UMPCXK-15-M | Level | M | Version | 1 |
| Owning Faculty | FBL | Field | HRM | | |
| Contributes towards | MA International Human Resource Management MA HRM | | | | |
| UWE Credit Rating | 15 | ETCS Credit Rating | 7.5 | Module Type | Standard |
| Pre-requisites | None | | Co- requisites | None | |
| Excluded Combinations | | | Module Entry requirements | | |
| Valid From | 1 st September 2010 | | Valid to | | |

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| CAP Approval Date | |
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| Part 2: Learning and Teaching | |
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| Learning Outcomes | <p>On successful completion of this module students will be able to:</p> <ul style="list-style-type: none"> • Critically discuss and analyse the development of employment law in the UK, essential to the understanding of contemporary legal developments. .(Comp A/B) • Critically evaluate legal materials capably and confidently. .(Comp A/B) • Make constructive contributions to the achievement of employment law compliance in the workplace. .(Comp B) • Act as the primary adviser to management on employment law. .(Comp A) • Explain legislation and case law in an easily understandable manner.(Comp A/B) <p>All the above learning outcomes are formally assessed through Component A or B or A+B of the assessment.</p> <p>In addition the educational experience may explore, develop and practise <u>but not formally discretely assess</u> the following:</p> <ul style="list-style-type: none"> • Representing management in labour court proceedings. • Preparing witnesses to give evidence at a labour court hearing. |

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| Syllabus Outline | <ul style="list-style-type: none"> • Sources of employment law; legal/conciliation institutions; the contract of employment • Termination of employment contract; unfair dismissal; statutory dispute resolution procedures • Health and safety • Work-life balance; family friendly policies • Collective labour law – collective bargaining, trade unions, trade disputes • Equal pay • Discrimination law • Transfer of Undertakings (Protection of Employment) • Working time, including Working Time Regulations • Wages and salaries, including National Minimum Wage • Representing the employer in labour court proceedings: preparation of witnesses and evidence • Representing the employer in labour court proceedings: conducting a hearing |
| Contact Hours/Scheduled Hours | <ul style="list-style-type: none"> • This module comprises 12 x three hour classroom sessions which are a mixture of lecture, seminar activity, student led discussions, scenario based enquiry |
| Teaching and Learning Methods | <ul style="list-style-type: none"> • Teaching Strategy – The module offers a combination of formal lecturing with a wide range of participative activities, including case studies, role plays, problem-solving activities and group discussion. A participative ethos allows the contribution of both staff and students to be equally valued in the exploration, evaluation and creation of theory and its application to problem solving in both case and real organisational contexts. This approach requires the ability to define, obtain, rigorously analyse and evaluate information quickly and communicate relevant conclusions and recommendations to team colleagues and professional audiences in a range of formats. • Learning strategy – Students will need to read the core textbook (essential reading) as set out for each week. A series of journal articles are also suggested for each session. Additionally, decided cases will be read in preparation to tackle exam questions, case study examples, and to support group discussion and analysis. • The study skills web page provides support and guidance in a range of areas and specific guidance on information and especially journal article searching, retrieval and evaluation will be provided within this module. This is in addition to that found in other modules in the programme. |
| Reading Strategy | <ul style="list-style-type: none"> • Access and skills - All students will be encouraged to make full use of the print and electronic resources available to them through membership of the University. These include a range of electronic journals and a wide variety of resources available through web sites and information gateways. The University Library's web pages provide access to subject relevant resources and services, and to the library catalogue. Many resources can be accessed remotely. Students will be presented with opportunities within the curriculum (particularly the Research Methods and Dissertation or Research Methods and Management Report modules) to develop their information retrieval and evaluation skills in order to identify such resources effectively. • Blackboard – The module is supported by Blackboard, where students will be able to find all necessary module documentation, to include guidance on further reading within the module handbook. Direct links to information resources will also be provided from within Blackboard. |

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| | <p>Essential reading This module has a set textbook and students are expected to purchase it. An example is Lewis D and Sargeant M (2011) <i>Employment Law: The essentials</i>. 11th edn. London: CIPD. This is potentially subject to change at short notice and students should not purchase any text without the guidance of the module leader.</p> <ul style="list-style-type: none"> Other required reading will be electronically retrievable via Blackboard or from the library directly. <p>Further reading – student are expected to read widely in the subject area, suggested journals are the Industrial Law Journal, Human Resource Management Journal and Work, Employment and Society. All of these journals are available electronically through the UWE Library.</p> |
| Indicative Reading List | <p>Dickens L and Hall M (2006) <i>Fairness – up to a point. Assessing the Impact of New Labour’s Employment Legislation</i> Human Resource Management Journal 16 4 338-356</p> <p>Ewing K (2007) ‘The implications of the ASLEF case’ <i>Industrial Law Journal</i> 36 4 425-445</p> <p>Foster C and Harris L (2005) ‘Easy say, difficult to do: diversity management in retail’ <i>Human Resource Management Journal</i> 15 3 4-17</p> <p>Loretto W and White P (2006) ‘Employers’ attitudes, practices and policies towards older workers’ <i>Human Resource Management Journal</i> 16 3 313-330</p> <p>Sanders A (2008) The ‘minimalist’ approach to minimum standards of procedural fairness <i>Industrial Law Journal</i> 37, 1, March 2008 89-99</p> <p>Lord Wedderburn (2007) <i>Labour Law 2008: 40 Years On</i> Industrial Law Journal 36 4 397-424</p> <p>Woodward R and Winter P (2006) Gender and the limits to diversity in the contemporary British army <i>Gender, Work and Organization</i> 13 1 45-67</p> <p>Wynn-Evans C (2007) ‘The ongoing saga of TUPE and contractual variations’ <i>Industrial Law Journal</i> 36 4 480-485</p> |

| Part 3: Assessment | |
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| Assessment Strategy | <p>The teaching and learning addresses the development of employment law in the United Kingdom and relevant academic debates. It also addresses statute and case law. Formative assessment is provided from the start of the module through the consideration and analysis of potential in-class test questions. Students will prepare and present answers and lead discussion of questions under consideration. Students will thereby benefit from class debate, commentary and feedback from the tutor.</p> <p>Summative assessment takes place at the end of the module and has two components, Component A, which is a 1.5 hours, unseen in-class test which is open-book. The test will address the analysis of employment law scenarios. Component B will require an analysis of developing employment law and its effect on HRM outcomes.</p> |
| Identify final assessment component and element | Component B |

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| % weighting between components A and B (Standard modules only) | A: | B: |
| | 50% | 50% |

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| First Sit |
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| Component A (controlled conditions) Description of each element | Element weighting (as % of component) |
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| 1. In-class test (1.5 hours) | 100% |
| Component B Description of each element | Element weighting (as % of component) |
| 1. Written assignment of 2000 words | 100% |

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| Resit (further attendance at taught classes is not required) |
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| Component A (controlled conditions) Description of each element | Element weighting (as % of component) |
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| 1. In-class test (1.5 hours) | 100% |
| Component B Description of each element | Element weighting (as % of component) |
| 1. Written assignment of 2000 words | 100% |

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| If a student is permitted an EXCEPTIONAL RETAKE of the module the assessment will be that indicated by the Module Description at the time that retake commences. |
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