



University of the  
West of England

## MODULE SPECIFICATION

**Code:** UMPCXK-15-M      **Title:** Employment Law      **Version:** 1

**Level:** M      **UWE credit rating:** 15      **ECTS credit rating:** 7.5

**Module type:** Standard

**Owning Faculty:** FBL **Field:** Human Resource Management

**Faculty Committee approval:** QMAC      **Date:**

**Valid from:** 1 September 2010      **Discontinued from:**

**Contributes towards:** MA Human Resource Management

**Pre-requisites:** None

**Co-requisites:** None

**Excluded combinations:** None

### Aim of module

The module aims to:

- Apply academic knowledge to the development of employment law in the UK
- Prepare students to handle and analyse legal materials capably and confidently.
- Act as the primary adviser to management on employment law.
- Explain legislation and case law in an easily understandable manner.

This module contributes to the knowledge requirements needed to meet the Chartered Institute of Personnel and Development's (CIPD) qualifications at Advanced level.

### **Learning outcomes:**

On successful completion of this module students will be able to:

- Critically discuss and analyse the development of employment law in the UK, essential to the understanding of contemporary legal developments
- Critically evaluate legal materials capably and confidently.
- Make constructive contributions to the achievement of employment law compliance in the workplace.
- Act as the primary adviser to management on employment law.
- Explain legislation and case law in an easily understandable manner.

All the above learning outcomes are formally assessed through Component A of the assessment.

In addition the educational experience may explore, develop and practise but not formally discretely assess the following:

- Representing management in Employment Tribunal proceedings.
- Preparing witnesses to give evidence at an employment tribunal.

## **Syllabus outline:**

- 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 employment tribunal proceedings: preparation of witnesses and evidence
- Representing the employer in employment tribunal proceedings: conducting a hearing

## **Teaching and learning methods:**

- 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**

- 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.

## **Essential reading**

This module has a set textbook and students are expected to purchase it. An example is Lewis D and Sargeant M (2009) *Essentials of Employment Law*. 10<sup>th</sup> 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.

- Other required reading will be electronically retrievable via Blackboard or from the library directly.

**Indicative Reading List:**

Dickens L and Hall M (2006) *Fairness – up to a point. Assessing the Impact of New Labour’s Employment Legislation* Human Resource Management Journal 16 4 338-356

Lord Wedderburn (2007) *Labour Law 2008: 40 Years On* Industrial Law Journal 36 4 397-424

Sanders A (2008) The ‘minimalist’ approach to minimum standards of procedural fairness *Industrial Law Journal* 37, 1, March 2008 89-99

Ewing K (2007) ‘The implications of the ASLEF case’ *Industrial Law Journal* 36 4 425-445

Foster C and Harris L (2005) ‘Easy say, difficult to do: diversity management in retail’ *Human Resource Management Journal* 15 3 4-17

Loretto W and White P (2006) ‘Employers’ attitudes, practices and policies towards older workers’ *Human Resource Management Journal* 16 3 313-330

Wynn-Evans C (2007) ‘The ongoing saga of TUPE and contractual variations’ *Industrial Law Journal* 36 4 480-485

**Assessment**

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 exam 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.

Summative assessment takes place at the end of the module and has one component, Component A, which is a three hour, unseen examination which is open-book. The examination will address (a) an analysis of developing employment law and (b) the analysis of employment law scenarios.

**Weighting between components A and B (standard modules only) n/a**

**ATTEMPT 1**

**First Assessment Opportunity**

**Component A**

**Description of each element**

1 Exam (3 hours)

**Element weighting**

100%

**Second Assessment Opportunity (further attendance at taught classes is required)**

**Component A**

**Description of each element**

1 Exam (3 hours)

**Element weighting**

100%

**Specification confirmed by .....Date**

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**(Associate Dean/Programme Director)**