



## **Module Specification**

### **Employment Law**

Version: 2023-24, v2.0, 19 May 2023

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## Part 1: Information

**Module title:** Employment Law

**Module code:** UMPCXK-15-M

**Level:** Level 7

**For implementation from:** 2023-24

**UWE credit rating:** 15

**ECTS credit rating:** 7.5

**Faculty:** Faculty of Business & Law

**Department:** FBL Dept of Business & Management

**Partner institutions:** None

**Delivery locations:** Not in use for Modules

**Field:** Human Resource Management

**Module type:** Module

**Pre-requisites:** None

**Excluded combinations:** None

**Co-requisites:** None

**Continuing professional development:** No

**Professional, statutory or regulatory body requirements:** None

## Part 2: Description

**Overview:** Not applicable

**Features:** Not applicable

**Educational aims:** In addition to the Learning Outcomes, 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 a labour court hearing

**Outline syllabus:** Sources of employment law; legal/conciliation institutions; the contract of employment

Termination of employment contract; unfair dismissal; 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

### **Part 3: Teaching and learning methods**

**Teaching and learning methods:** 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.

This module comprises 12 x three hour classroom sessions which are a mixture of lectures, seminar activity, student led discussions and scenario based enquiries.

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.

**Module Learning outcomes:** On successful completion of this module students will achieve the following learning outcomes.

**MO1** Critically discuss and analyse the development of employment law in the UK, essential to the understanding of contemporary legal developments

**MO2** Critically evaluate legal materials capably and confidently

**MO3** Make constructive contributions to the achievement of employment law compliance in the workplace

**MO4** Act as the primary adviser to management on employment law

**MO5** Explain legislation and case law in an easily understandable manner

**Hours to be allocated:** 150

**Contact hours:**

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

Total = 150

**Reading list:** The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/umpcxk-15-m.html) via the following link <https://uwe.rl.talis.com/modules/umpcxk-15-m.html>

## **Part 4: Assessment**

**Assessment strategy:** 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 two tasks, Task 1, which is a 1.5 hours, unseen exam which is open-book. This is completed in a 48 hour window online. The test will address the analysis of employment law scenarios. Task 2 will require an analysis of developing employment law and its effect on HRM outcomes.

**Assessment components:**

**Examination (Online) (First Sit)**

Description: Exam (1.5 hours) completed online with a 48 hour window. Non-proctored.

Weighting: 60 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO4, MO5

**Written Assignment (First Sit)**

Description: Written assignment (1,500 words)

Weighting: 40 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO5

**Examination (Online) (Resit)**

Description: Exam (1.5 hours) completed online with a 48 hour window. Non-proctored.

Weighting: 60 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO4, MO5

**Written Assignment (Resit)**

Description: Written assignment (1,500 words)

Weighting: 40 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO5

**Part 5: Contributes towards**

This module contributes towards the following programmes of study:

Human Resource Management [Sep][PT][Frenchay][3yrs] MA 2022-23