



CORPORATE AND ACADEMIC SERVICES

MODULE SPECIFICATION

Part 1: Basic Data					
Module Title	Employment Law				
Module Code	UJUUR-30-2	Level	2	Version	1.1
Owning Faculty	FBL	Field	Law Undergraduate		
Contributes towards	LLB (Hons); LLB (Hons) Commercial Law; LLB (Hons) Law with Business; BA (Hons) Business and Law; BA (Hons) Business Management with Law				
UWE Credit Rating	30	ECTS Credit Rating	15	Module Type	Standard
Pre-requisites	Law of Contract UJUTN3-30-1	Co- requisites	None		
Excluded Combinations	Employment Law UJUTNA-30-3	Module Entry requirements	90 credits including Law of Contract UJUTNA3-30-1		
First CAP Approval Date	1 May 2012	Valid from	September 2012		
Revision CAP Approval Date	3 June 2015	Revised with effect from	September 2015		

Review Date	September 2018
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Part 2: Learning and Teaching	
Learning Outcomes	<p>On successful completion of this module students will be able to:</p> <ul style="list-style-type: none"> • Demonstrate a sound knowledge and appreciation of employment law. (<i>Component A1</i>) • Illustrate and analyse an outline of the legal rules and regulations relevant to employers in Great Britain. (<i>Component A2</i>) • Apply the existing body of law to factual and practical situations that a student may encounter in practice. (<i>Components A1 and A2</i>), • Conduct effective research in any given area of employment law and present a structured and reasoned argument based upon its findings. (<i>Components A1 and A2</i>) • Identify the relevant social, economic and political pressures which have influenced the development of employment law, with particular regard to the law of the European Community. (<i>Components A1 and A2</i>) <p>In addition the educational experience may explore, develop and practise but not formally discretely assess the following:</p> <p>The ability of a student:</p> <ul style="list-style-type: none"> • to research a problem with a legal element using traditional library

	<p>skills, the knowledge and skills of other persons, and IT</p> <ul style="list-style-type: none"> • to identify when social, economic or political considerations may affect the law, or its application. • to communicate, present and defend ideas to peers and lecturers orally and in writing. and make use of feedback given by peers and lecturers • to communicate effectively clearly, concisely, and accurately in the written and oral medium • to develop an ability to initiate and carry through study and research, both individually and/or as part of a group, as required
Syllabus Outline	<p>This module will cover:</p> <ul style="list-style-type: none"> • Forms of engagement of labour. Contractual tests for distinguishing contracts of service from contracts for services. The practical consequences and implications of the distinction. • Sources of terms of the contract of employment both express and implied. The written statement of terms and particulars - the statutory requirement and legal status of the statement. The incorporation of collective agreements. • Common law implied terms - the duties of employer and employee. Protection of the employer's proprietary interests. Restraint of trade and confidentiality. • Terminating the employment contract. Termination at common law and remedies. The residual importance of an action for wrongful dismissal. • Legislative intervention - the law of unfair dismissal. Qualification and the requirement of dismissal. Automatically fair/unfair reasons for dismissal. The potentially fair reasons. Procedural fairness and remedies. • Redundancy dismissals. Defining a redundancy situation. The requirement of consultation. Alternative offers of employment. Redundancy payments. • The Transfer of Undertakings (Protection of Employment Regulations (2006)) • The role of legislation in preventing discrimination. Forms of discrimination. Remedies.
Contact Hours/Scheduled Hours	<p>Module delivery will be based on 2.5 hours of scheduled learning and teaching activities each week. This will consist of a 2 hour lecture each week and 1 hour fortnightly seminar.</p>
Teaching and Learning Methods	<p>Lectures will focus on core materials whilst seminars will explore the use and application of these materials in problem solving exercises and analysis and evaluation of the use of legal rules as they apply to to employer's in England & Wales.</p> <p>The approach to teaching and learning will be student centred and use a variety of techniques to encourage independent thought, analysis and constructive criticism Dialogue is promoted between student and lecturer, and between students in an inter-active relationship which emphasises the flow of information between students and lecturers.</p> <p>Staff will be available during the semester within their office hours for face to face meetings with students. Queries can be directed to staff though email.</p> <p>Students will be expected to conduct research with both traditional and electronic</p>

sources and will be instructed how to do this, where necessary, within the module. Directed reading will be suggested.

Full use will be made of the module Blackboard to support this module eg to post announcement, work, feedback and access to relevant reading materials eg journals, articles and ebooks

Students will also be directed towards the university library online study skills resources for the development of skills appropriate to the level and nature of the module

<http://www.uwe.ac.uk/library/resources/hub/>

<http://www.uwe.ac.uk/library/resources/law/blis/>

Students are expected to make full use of their independent learning time and reflect critically upon the subject, and develop their own ideas.

Key Information Sets Information

Key Information Sets (KIS) are produced at programme level for all programmes that this module contributes to, which is a requirement set by HESA/HEFCE. KIS are comparable sets of standardised information about undergraduate courses allowing prospective students to compare and contrast between programmes they are interested in applying for.

Key Information Set - Module data				
Number of credits for this module				30
Hours to be allocated	Scheduled learning and teaching study hours	Independent study hours	Placement study hours	Allocated Hours
300	72	228	0	300

The table below indicates as a percentage the total assessment of the module which constitutes a -

Written Exam: Unseen written x 2

Please note that this is the total of various types of assessment and will not necessarily reflect the component and module weightings in the Assessment section of this module description:

Double click in the table and type over the percentages – the table will total automatically.

Please ensure that it amounts to 100%

Total assessment of the module:	
Written exam assessment percentage	100%
Coursework assessment percentage	0%
Practical exam assessment percentage	0%
	100%

Reading Strategy

All students will be encouraged to make full use of the print and electronic resources available to them through the membership of the university. These include a range of electronic journals and a wide variety of resources available through specialist websites and information gateways. The university library

	<p>webpages provide access to subject relevant resources and services. Many of these services can be accessed remotely. Students will be presented with opportunities within the curriculum to develop their information retrieval skills and evaluation skills in order to identify such resources effectively</p> <p>The module leader(s) will ensure that students gain access to all materials through the recommendation of primary texts, additional reading lists of seminal articles (to be digitised and placed on Blackboard), additional teaching/learning materials (either available on the WWW or posted on Blackboard).</p> <p>All such information will be provided in 'A module handbook', distributed to all students at the beginning of the academic year, This will provide details of a reading list, guidance on further reading and suggested links to relevant journals and websites.</p> <p>Students will be encouraged to engage with on line resources available through the university library:</p> <p>http://iskillzone.uwe.ac.uk/RenderPages/RenderHomePage.aspx</p> <p>Essential reading</p> <p>Students are expected to purchase or have open access to the latest edition of one of the following texts:</p> <p>Smith & Wood's Employment Law, or</p> <p>Textbook on Labour Law, by Simon Honeyball</p> <p>Further reading</p> <p>Students will be guided throughout the module as to appropriate texts, journals , newspapers, or websites and some of these materials may be cited in the module handbook</p>
Indicative Reading List	Given the nature of the subject, students will be directed to relevant sources of up to date information as and when necessary.

Part 3: Assessment		
Assessment Strategy	It is proposed that this module will be assessed by 2 x 2 hour exams – one at the end of each semester. This is to afford students at level 2 the opportunity to hone their exam skills and for them to be afforded an opportunity to discuss exam technique based upon the results obtained in the first semester.	
Identify final assessment component and element	Component A2	
% weighting between components A and B (Standard modules only)	A:	B:
	100%	
First Sit		
Component A (controlled conditions) Description of each element	Element weighting (as % of component)	
1. Examination (1 hour)	40%	
2. Examination (2 hours)	60%	
Component B	Element weighting	

Description of each element	(as % of component)
n/a	

Resit (further attendance at taught classes is not required)	
Component A (controlled conditions) Description of each element	Element weighting (as % of component)
1. Examination of 3 hours duration	100%
Component B Description of each element	Element weighting (as % of component)
n/a	
<p>If a student is permitted a retake of the module the assessment will be that indicated by the Module Description at the time that retake commences.</p>	