



### MODULE SPECIFICATION

Part 1: Information			
Module Title	Employment Law		
Module Code	UJUUR-30-2	Level	2
For implementation from	September 2019		
UWE Credit Rating	30	ECTS Credit Rating	15
Faculty	FBL	Field	Law Undergraduate
Department	Law		
Contributes towards	LLB (Hons); LLB (Hons) Commercial Law; LLB (Hons) Law with Business; BA (Hons) Business and Law; BA (Hons) Business Management with Law		
Module type:	Standard		
Pre-requisites	Law of Contract UJUTN3-30-1		
Excluded Combinations	Employment Law UJUTNA-30-3		
Co- requisites	None		
Module Entry requirements	90 credits including Law of Contract UJUTNA3-30-1		

Part 2: Description
<p>Module delivery will be based on 3 hours of scheduled learning and teaching activities each week, consisting of lectures and seminars/workshops.</p> <p>This module will cover:</p> <ul style="list-style-type: none"> <li>• Forms of engagement of labour. Contractual tests for distinguishing contracts of service from contracts for services. The practical consequences and implications of the distinction.</li> <li>• 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.</li> <li>• Common law implied terms - the duties of employer and employee. Protection of the employer's proprietary interests. Restraint of trade and confidentiality.</li> <li>• Terminating the employment contract. Termination at common law and remedies. The residual importance of an action for wrongful dismissal.</li> </ul>

- 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 role of legislation in preventing discrimination. Forms of discrimination. Remedies.
- Equal Pay

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 employers in England & Wales.

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.

Students will be expected to conduct research with both traditional and electronic sources and will be instructed how to do this, where necessary, within the module.

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

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

### Part 3: Assessment

The module will be assessed using:

- A one hour exam to be taken in January
- A two part coursework comprising:
  - Part One – a 1000 word piece of legal advice based on a case study
  - Part Two – a 1500 word assignment

The coursework elements may be submitted on different dates in the second semester.

Identify final timetabled piece of assessment (component and element)	Component A2	
% weighting between components A and B (Standard modules only)	A:	B:
	40%	60%
<b>First Sit</b>		
Component A (controlled conditions) Description of each element	Element weighting (as % of component)	
1. Examination (1 hour)	100%	
Component B Description of each element	Element weighting (as % of component)	
1. Legal Advice based on case study, 1000 words	50%	
2. Assignment 1500 words	50%	

Resit (further attendance at taught classes is not required)																															
<b>Component A</b> (controlled conditions) <b>Description of each element</b>	<b>Element weighting</b> (as % of component)																														
1. Examination (1 hour)	100%																														
<b>Component B</b> <b>Description of each element</b>	<b>Element weighting</b> (as % of component)																														
1. 1000 word advice based on a case study	50%																														
2. 1500 word question	50%																														
<b>Part 4: Learning Outcomes &amp; KIS Data</b>																															
Learning Outcomes	<p>On successful completion of this module students will be able to:</p> <ul style="list-style-type: none"> <li>• Demonstrate a sound knowledge and appreciation of employment law. (<i>Component A1</i>)</li> <li>• Illustrate and analyse an outline of the legal rules and regulations relevant to employers in Great Britain. (<i>Component A2</i>)</li> <li>• Apply the existing body of law to factual and practical situations that a student may encounter in practice. (<i>Components A1 and A2</i>),</li> <li>• 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>)</li> <li>• 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>)</li> </ul>																														
Key Information Sets Information (KIS)	<table border="1"> <thead> <tr> <th colspan="5">Key Information Set - Module data</th> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </thead> <tbody> <tr> <td colspan="4">Number of credits for this module</td> <td style="text-align: center;">30</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <th>Hours to be allocated</th> <th>Scheduled learning and teaching study hours</th> <th>Independent study hours</th> <th>Placement study hours</th> <th>Allocated Hours</th> </tr> <tr> <td style="text-align: center;">300</td> <td style="text-align: center;">72</td> <td style="text-align: center;">228</td> <td style="text-align: center;">0</td> <td style="text-align: center;">300</td> </tr> </tbody> </table>	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
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Contact Hours	<p>The table below indicates as a percentage the total assessment of the module which constitutes a;</p> <p><b>Written Exam:</b> Unseen or open book written exam  <b>Coursework:</b> Written assignment or essay, report, dissertation, portfolio, project or in class test  <b>Practical Exam:</b> Oral Assessment and/or presentation, practical skills assessment, practical exam (i.e. an exam determining mastery of a technique)</p>																														

Total Assessment	Total assessment of the module:			
	Written exam assessment percentage			40%
	Coursework assessment percentage			60%
	Practical exam assessment percentage			0%
			100%	
Reading List	Reading list link <a href="https://uwe.rl.talis.com/search.html?q=UJUUR-30-2&amp;qbutton=">https://uwe.rl.talis.com/search.html?q=UJUUR-30-2&amp;qbutton=</a>			

## FOR OFFICE USE ONLY

First Approval Date (and panel type)	CAP 1 May 2012			
Revision ASQC Approval Date <i>Update this row each time a change goes to ASQC</i>	15 January 2019	Version	2	<a href="#">Link to RIA</a>