



## MODULE SPECIFICATION

Part 1: Information			
Module Title	Employment Law		
Module Code	UJUJUR-30-2	Level	Level 5
For implementation from	2020-21		
UWE Credit Rating	30	ECTS Credit Rating	15
Faculty	Faculty of Business & Law	Field	Law Undergraduate (Programmes)
Department	FBL Dept of Law		
Module Type:	Standard		
Pre-requisites	Law of Contract 2020-21		
Excluded Combinations	None		
Co-requisites	None		
Module Entry Requirements	None		
PSRB Requirements	None		

Part 2: Description
<p><b>Overview:</b> Module entry requirements, 90 credits including Law of Contract UJUTNA3-30-1.</p> <p><b>Educational Aims:</b> See Learning Outcomes.</p> <p><b>Outline Syllabus:</b> Forms of engagement of labour. Contractual tests for distinguishing contracts of service from contracts for services. The practical consequence and implications of the distinction.</p> <p>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.</p> <p>Common law implied terms - the duties of employer and employee. Protection of the employer's proprietary interests. Restraint of trade and confidentiality.</p> <p>Terminating the employment contract. Termination at common law and remedies. The residual</p>

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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 role of legislation in preventing discrimination. Forms of discrimination. Remedies.

Equal Pay.

**Teaching and Learning Methods:** 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 employer's in England and 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.

Module delivery will be based on 3 hours of scheduled learning and teaching activities each week, consisting of lectures and seminars/workshops.

### Part 3: Assessment

The module will be assessed using:

An online, 24 hour , exam comprising multiple choice questions and a choice of one essay or problem question - maximum 1250 word answer.

A two part coursework comprising:

Part One – a 1500 word piece of legal advice based on a case study

Part Two – a 1000 word assignment

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

First Sit Components	Final Assessment	Element weighting	Description
Written Assignment - Component B		30 %	Assignment 1000 words
Examination (Online) - Component A		40 %	Online examination (1250 words)
Case Study - Component B	✓	30 %	Legal Advice based on case study, 1500 words

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Written Assignment - Component B		30 %	1000 word written assignment
Examination (Online) - Component A		40 %	Online examination
Case Study - Component B	✓	30 %	1500 word advice based on a case study

Part 4: Teaching and Learning Methods																	
Learning Outcomes	<p>On successful completion of this module students will achieve the following learning outcomes:</p> <table border="1"> <thead> <tr> <th>Module Learning Outcomes</th> <th>Reference</th> </tr> </thead> <tbody> <tr> <td>Demonstrate a sound knowledge and appreciation of employment law.</td> <td>MO1</td> </tr> <tr> <td>Illustrate and analyse an outline of the legal rules and regulations relevant to employers in Great Britain.</td> <td>MO2</td> </tr> <tr> <td>Apply the existing body of law to factual and practical situations that a student may encounter in practice.</td> <td>MO3</td> </tr> <tr> <td>Conduct effective research in any given area of employment law and present a structured and reasoned argument based upon its findings.</td> <td>MO4</td> </tr> <tr> <td>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.</td> <td>MO5</td> </tr> </tbody> </table>	Module Learning Outcomes	Reference	Demonstrate a sound knowledge and appreciation of employment law.	MO1	Illustrate and analyse an outline of the legal rules and regulations relevant to employers in Great Britain.	MO2	Apply the existing body of law to factual and practical situations that a student may encounter in practice.	MO3	Conduct effective research in any given area of employment law and present a structured and reasoned argument based upon its findings.	MO4	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.	MO5				
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Reading List	<p>The reading list for this module can be accessed via the following link:</p> <p><a href="https://uwe.rl.talis.com/modules/ujuujr-30-2.html">https://uwe.rl.talis.com/modules/ujuujr-30-2.html</a></p>																

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### Part 5: Contributes Towards

This module contributes towards the following programmes of study:

Business Management with Law [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20  
Business and Law [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20  
Law [Sep][FT][Alexander][3yrs] LLB (Hons) 2019-20  
Business Management with Law [Sep][SW][Frenchay][4yrs] BA (Hons) 2019-20  
Law with Business [Sep][SW][Frenchay][4yrs] LLB (Hons) 2019-20  
Law with Business [Sep][FT][Frenchay][3yrs] LLB (Hons) 2019-20  
Business and Law [Sep][SW][Frenchay][4yrs] BA (Hons) 2019-20  
Law [Sep][FT][Frenchay][3yrs] LLB (Hons) 2019-20  
Law [May][FT][Villa][3yrs] LLB (Hons) 2019-20  
Law [Jan][FT][Villa][3yrs] LLB (Hons) 2019-20  
Law [Sep][SW][Frenchay][4yrs] LLB (Hons) 2019-20  
Law [Sep][SW][UCW][4yrs] LLB (Hons) 2019-20  
Commercial Law [Sep][FT][Frenchay][3yrs] LLB (Hons) 2019-20  
Commercial Law [Sep][SW][Frenchay][4yrs] LLB (Hons) 2019-20  
Business Management with Law {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2018-19  
Business Management with Law {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2018-19  
Law with Business {Foundation} [Sep][FT][Frenchay][4yrs] LLB (Hons) 2018-19  
Law with Business {Foundation} [Sep][SW][Frenchay][5yrs] LLB (Hons) 2018-19  
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