



Module Specification

Employment Law

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Part 1: Information

Module title: Employment Law

Module code: UJUUR-30-2

Level: Level 5

For implementation from: 2023-24

UWE credit rating: 30

ECTS credit rating: 15

Faculty: Faculty of Business & Law

Department: FBL Dept of Law

Partner institutions: None

Delivery locations: Not in use for Modules

Field: Law Undergraduate (Programmes)

Module type: Module

Pre-requisites: Law of Contract 2023-24

Excluded combinations: None

Co-requisites: None

Continuing professional development: No

Professional, statutory or regulatory body requirements: None

Part 2: Description

Overview: Module entry requirements, 90 credits including Law of Contract UJUTNA3-30-1.

Features: Module entry requirements, 90 credits including Law of Contract UJUTNA3-30-1.

Educational aims: See Learning Outcomes.

Outline syllabus: Forms of engagement of labour. Contractual tests for distinguishing contracts of service from contracts for services. The practical consequence 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 role of legislation in preventing discrimination. Forms of discrimination. Remedies.

Equal Pay.

Part 3: Teaching and learning methods

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.

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

MO1 Demonstrate a sound knowledge and appreciation of employment law.

MO2 Illustrate and analyse an outline of the legal rules and regulations relevant to employers in Great Britain.

MO3 Apply the existing body of law to factual and practical situations that a student may encounter in practice.

MO4 Conduct effective research in any given area of employment law and present a structured and reasoned argument based upon its findings.

MO5 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.

Hours to be allocated: 300

Contact hours:

Independent study/self-guided study = 228 hours

Face-to-face learning = 72 hours

Total = 300

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/ujjujr-30-2.html) via the following link <https://uwe.rl.talis.com/modules/ujjujr-30-2.html>

Part 4: Assessment

Assessment strategy: 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.

Assessment components:**Examination (Online) (First Sit)**

Description: Online examination (1250 words)

Weighting: 40 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO3, MO4, MO5

Case Study (First Sit)

Description: Legal Advice based on case study, 1500 words

Weighting: 30 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO2, MO3, MO4, MO5

Written Assignment (First Sit)

Description: Assignment 1000 words

Weighting: 30 %

Final assessment: No

Group work: No

Learning outcomes tested: MO2, MO3, MO4, MO5

Examination (Online) (Resit)

Description: Online examination (1250 words)

Weighting: 40 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO3, MO4, MO5

Case Study (Resit)

Description:

Legal Advice based on case study, 1500 word

Weighting: 30 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO2, MO3, MO4, MO5

Written Assignment (Resit)

Description: Assignment 1000 words

Weighting: 30 %

Final assessment: No

Group work: No

Learning outcomes tested: MO2, MO3, MO4, MO5

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Law [Villa] LLB (Hons) 2022-23

Law [Frenchay] LLB (Hons) 2022-23

Law with Business [Frenchay] LLB (Hons) 2022-23

Business and Law [Frenchay] BA (Hons) 2022-23

Law [UCW] LLB (Hons) 2022-23

Law {Foundation} [Sep][SW][Frenchay][5yrs] LLB (Hons) 2021-22

Law {Foundation} [Sep][FT][Frenchay][4yrs] LLB (Hons) 2021-22

Business and Law {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2021-22

Law with Business {Foundation} [Sep][FT][Frenchay][4yrs] LLB (Hons) 2021-22

Business and Law {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2021-22

Law with Business {Foundation} [Sep][SW][Frenchay][5yrs] LLB (Hons) 2021-22