Module Description

This is a 30 credit Level 6 module which is an elective module on the LLB. The module focuses on the nature of employment, employment contracts and rights, termination, unfair dismissal and redundancy, discrimination, protected rights, collective action and trade unions.

This module aims to:

- Provide a critical understanding of the nature and operation of employment and its termination
- Provide a critical understanding of the law on discrimination and protected rights
- Provide a critical understanding of the operation of trade unions and the nature of collective action
- Develop students’ ability to identify key legal issues in a problem/ scenario-based question and critically apply the law to solve the problem.

Learning Outcomes

Students should be able to demonstrate a:

- Knowledge and critical understanding of the fundamental doctrines and principles of employment law.
- An ability to research and critically analyse the law from primary resources on specific matters;
- Critically analyse legal issues in familiar and unfamiliar scenarios;
- Critically apply to a range of questions in a variety of legal contexts.
- Demonstrate the ability to find relevant sources and identify their relevance, weight and quality;
- Present and sustain critical and reasoned arguments and conclusions.
- Communicate complex ideas and sustain arguments in a coherent and effective manner (using appropriate legal terminology) and organise and present information relevant to the intended audience;
- Use information technology, such as word processing, databases and the web effectively, to access legal information and produce well-presented, professional documents.

- Critically discuss legal issues with fellow students and reach a well-reasoned conclusion.

Syllabus

- Structure, Administration and Purpose of Employment Law
- Nature of Employment
- Contract of Employment: express and implied terms
- Contract of Employment: statutory requirements
- Contract of Employment: Competition and Confidentiality
- Terminating Employment
- Redundancy and Unfair Dismissal 1
- Redundancy and Unfair Dismissal 2
- Family Friendly Rights
- Equal Pay
- Discrimination and Equality Law 1: history and processes
- Discrimination and Equality Law 2: protected characteristics
- Discrimination and Equality Law: harassment and victimisation
- Discrimination and Equality Law: indirect discrimination
- Collective bargaining and trade unions
- Industrial Conflict
- Trade Union Law
- Human Rights in Employment Law
Learning and Teaching Methods

The Learning and Teaching Methods for the Module follow the intended online delivery Strategy for the Programme as a whole.

Teaching will be delivered through the provision of specified reading materials that will be provided on the UoEO Learning Platform, and will be supported by specified discussion forums, pre-recorded lecturecasts and biweekly online question and answer sessions (using synchronous communication software and application sharing facility). Students will be provided with indicative guidance on and encouraged to look at relevant websites which are appropriate to the learning outcomes, and to identify and share appropriate web-based resources (as learning support references) with their fellow students. The pre-recorded lecturecasts and the online question and answer sessions will include referenced use of selected case studies which will be drawn from the reading materials and the practice-based and professional/educational contexts and experience of the Tutors.

There will be also provision for weekly meetings with tutors in their office hours supplementing online students’ self-managed learning, discussing their individual queries, and directing them to require and indicative reading.

<table>
<thead>
<tr>
<th>Description of unit of assessment</th>
<th>Length/Duration</th>
<th>Submission date</th>
<th>Weighting</th>
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<tbody>
<tr>
<td>2 Assessed Discussion Activities</td>
<td>Two weeks</td>
<td>NA</td>
<td>20%</td>
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<tr>
<td>Mid Module Assignment (Moot presentation) Written submission (Skeleton arguments and bundle) Presentation</td>
<td>Written submission (Skeleton 150 words and Bundle up to 1,500) plus a 12-15 minutes oral presentation</td>
<td>Mid term</td>
<td>30%</td>
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<tr>
<td>End of Module Project</td>
<td>3,500</td>
<td>End term</td>
<td>50%</td>
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