BL3317 – PRINCIPLES OF EMPLOYMENT LAW 1

Module Number: BL3317

Module Title: Principles of Employment Law 1

Number of Aston Credits: 10

Total Number of ECTS Credits: 5
(European Credit Transfer)

Staff Member Responsible for the Module:

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Staff Member Teaching this Module:

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Other Staff Contributing to the Module: None

Pre-Requisite(s) for the Module: BL1104 – English Legal Method & Contract Law

Module Learning Outcomes:

The purpose of this module is to provide students with a comprehensive understanding of Employment Law in the UK. Employment law is a large and complex body of law. It is dynamic and fast developing. This first module provides students with an introduction to its central aspects.

On successful completion of the module students will be able to:

(a) Understand the principalstructure,sources and functions of employment law, its content and development.

(b) Critically evaluate the operation of those aspects of employment law explored during the module.
(c) Apply the law to answer problem style questions, demonstrating skills of analysis, synthesis and evaluation.
(d) Think critically about the purpose ascribed to employment law, the values and policies it endorses
(e) Reflect upon the significance of employment law in the context of managerial decision making, industrial relations and human resource management.

Module Content:

1. Introduction to Employment Law, Sources and Institutions of employment law. The European dimension.

2. Employees and independent contractors. The contract of employment, terms of the contract including collective agreements, statutory terms and conditions. Express terms. Fixed term contracts and part time employees. Implied duties of employers and employees.

3. The law relating to unfair dismissal. Protected employees and protected acts, continuity of employment including transfer of undertakings (TUPE). The meaning of dismissal, constructive dismissal.

4. Termination of employment including termination by operation of law, agreement, resignation and dismissal at common law

5. Employment protection including guaranteed week, medical suspension pay, maternity and paternity rights, flexible working, time off and the right not to suffer a detriment.

6. The law relating to Redundancy, qualifications, meaning of redundancy, misconduct and related provisions.

International Dimensions:

International thought and jurisprudence (European and beyond) continues to play an important role in the development of UK Employment law. This role, and the issues arising from it is considered throughout the course. Indeed, the most significant influence on employment law in the past 30 years has been the UK's membership of the European Union and the obligations this continues to impose.

Corporate Connections:

Employment law draws upon a wide range of real world examples. The nature of the subject is such that business practice vis-à-vis employers and employees is extensively explored and considered.

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Links with Research:

This module draws on the latest developments in legislation and case law.

Learning and Teaching Rationale and Methods:

Contact & Directed Learning:

Method of Teaching - A two-hour lecture is delivered each week in conjunction with detailed work books which are provided on Blackboard. This provides the means by which a great deal of complex and detailed material can be assimilated by the students and enables lectures to be interactive, providing students with the opportunity to raise questions and promote discussion. There will be one hour long tutorial held every other week. Tutorials are designed to allow students to develop independent research skills, identify legal issues and develop an ability to apply their knowledge in practical situations

Lectures	24 hours
Directed reading, revision and case study preparation	73 hours
Examination	3 hours
Total	**100 hours**

Ethical Approval:

This module does not require any primary research and no ethical approval will be necessary.

Assessment and Feedback Rationale and Methods:

Assessment

The module is assessed by a three-hour closed book examination 40% of which will be based on a practical case study provided to students in week 11 of the term. In the final examination a compulsory question (40%) will be asked based on the case study. The case study question(s) assess the student's ability to apply their knowledge to given facts and evaluate the relevant outcomes. The compulsory section will be followed by three further optional questions each carrying 20% of the total marks. A choice of questions will be provided from which the three optional questions will be selected by the student. The optional questions are an opportunity to demonstrate the students ability to analyse and critically asses the topic under discussion.

Feedback

Examples of practical type employment related legal issues will be provided throughout the module and discussed during the interactive sessions. This will enable students to familiarise themselves with what will be expected of them

in the end of year examination and assess how close they are to achieving the module outcomes as well as understanding of how employment law works in practice.

Feedback will be given throughout the year on FAQ on Blackboard and students will be encouraged to utilise lecturer office hours to obtain more detailed feedback and advice.