

Module Title:	Employment Law 2
Language of Instruction:	English
Credits:	5
NFQ Level:	8
Module Delivered In	No Programmes
Teaching & Learning Strategies:	Lectures - communication of knowledge and ideas from the lecturer to the student. Problem Solving Exercises - student will work as part of a team and will work together to resolve various legal scenarios. Class Discussion/Debate - Students will be encouraged to actively participate in the class sessions which will develop their analytical and communication skills. E-Learning - It is envisaged that the module will be supported with on-line learning materials. Self-Direct Independent Learning - the emphasis on independent learning will develop a strong and autonomous work and learning practices.
Module Aim:	The aim of this module is to acquaint participants with a comprehensive knowledge of the main terms and conditions of employment and to assist the student to develop the analytical skills required to apply their legal knowledge to various scenarios.
Learning Outcomes	
<i>On successful completion of this module the learner should be able to:</i>	
LO1	Identify and explain the main terms and conditions of employment and the legislation which impacts upon those terms.
LO2	Demonstrate a comprehensive knowledge of both the common law and legislative duties of employers as regards health and safety in the workplace, and be able to assess and critically evaluate the impact of these duties upon the Irish workplace.
LO3	Demonstrate an ability to identify and discuss the various types of dismissal in Ireland. In particular, they should be able to apply their knowledge of dismissals law to problem scenarios/case studies.
LO4	Demonstrate a basic understanding of Industrial Relations Law in Ireland.
Pre-requisite learning	
Module Recommendations <i>This is prior learning (or a practical skill) that is recommended before enrolment in this module.</i>	
No recommendations listed	
Incompatible Modules <i>These are modules which have learning outcomes that are too similar to the learning outcomes of this module.</i>	
No incompatible modules listed	
Co-requisite Modules	
No Co-requisite modules listed	
Requirements <i>This is prior learning (or a practical skill) that is mandatory before enrolment in this module is allowed.</i>	
No requirements listed	

Module Content & Assessment

Indicative Content

Terms and Conditions of Employment

Leave: Annual Leave, Public Holidays • Maternity, Adoptive, Parental, Paternity, Parents leave, Force majeure, Carers leave • Payment of Wages, minimum pay, deductions from pay • Organization of Working Time, min/max hours, breaks • collective agreements • redress

Health & Safety in the Workplace

Common Law Duties of Employers and Employees • The Legislative Framework • Statutory duties of employers • General Duties of Employees • Safety Statement • Safety Representative • Bullying, harassment and Stress in the Workplace • Health & Safety Policies • Claims for personal Injury and Time Limits • The Health & Safety Authority • vicarious liability

Termination of Employment

Fair procedures • Notice • Summary Dismissal • Wrongful Dismissal • Constructive Dismissal • Unfair Dismissal • Fair Dismissals • Redundancy • Collective Redundancies • Dismissal Policies • protections under Transfer of Undertakings Regulations • Redress

Introduction to Industrial Relations

Collective Bargaining and Trade Unions • Trade Disputes • Strikes/pickets • injunctions • role of WRC and Labour Court

Assessment Breakdown	%
End of Module Formal Examination	100.00%

No Continuous Assessment

No Project

No Practical

End of Module Formal Examination

Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Formal Exam	n/a	1,2,3,4	100.00	End-of-Semester

SETU Carlow Campus reserves the right to alter the nature and timings of assessment

Module Workload

Workload: Full Time		
<i>Workload Type</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	12 Weeks per Stage	3.00
Independent Learning	15 Weeks per Stage	5.93
Total Hours		125.00

Workload: Part Time		
<i>Workload Type</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	Every Week	1.50
Total Hours		1.50

