

Module Title:	Employment Law for HRM
Language of Instruction:	English
Credits:	10
NFQ Level:	7
Module Delivered In	2 programme(s)
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 leading principles of employment law 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	Demonstrate an understanding of how employment and data protection law influences people management.
LO2	Effectively communicate employment law principles both orally and in writing.
LO3	Identify and summarise key employment law ideas, insights and connections and evaluate how they may impact upon people management.
LO4	Analyse employment law problems and propose solutions by applying the law to specific situations.
LO5	Demonstrate an ability to appraise up-to-date knowledge with respect to the development of the law.
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

Contract of Employment

• Formation of Employment Contracts, including express and implied terms. • Employees or Independent Contractors • Statutory Requirements – Written Statement of Terms and Conditions of Employment • Key Clauses in the Contract of Employment • Variation of Contract

Fixed Term and Part-Time Employment

• Zero Hours contracts • Agency Workers • Fixed Term Contracts and protection of fixed-term workers • Protection of Part Time Workers

Terms and Conditions of Employment

• Leave: Annual Leave, Public Holidays and Jury Service • Protected Leave • Payment of Wages • Organization of Working Time • Collective Bargaining, collective agreements

Equality

• Employer Policies • Discrimination • Indirect discrimination • Equal Pay • Sexual Harassment • Non-Sexual harassment • Vicarious Liability • Positive Action • Exceptions • Irish Human Rights & Equality Commission, WRC

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 • The General Application Regulations • Accident Notification • Bullying and Stress in the Workplace • Health & Safety Policies • Claims for personal Injury and Time Limits • Court Practice and Procedure • The Health & Safety Authority

Termination of Employment

• Notice • Summary Dismissal • Wrongful Dismissal • Constructive Dismissal • Unfair Dismissal • Fair Dismissals • Redundancy • Collective Redundancies • Employer Insolvency • Dismissal Policies • Workplace Relations Commission

Transfer of Undertakings

• Interpreting Directive and Regulation • Economic Entity • Economic/ Technical /Organisational Defence • Automatic Transfer of Rights and Liabilities • Pensions • Due diligence

Data Protection and Protected Disclosures

• Key definitions including the relationship between controllers and processors. • Principles of data protection (including legal basis for processing personal data) and how they apply in a HR context • Data Subject Rights and data breaches. • Rights and protections of employees in relation to protected disclosures

Assessment Breakdown

	%
Continuous Assessment	100.00%

Continuous Assessment

Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Other	Written article/ case review.	1,2,3,4,5	20.00	n/a
Other	Student will be provided with a case scenario(s) and must apply the legal principles to the case scenario and produce: • Individual Presentation • Supporting paper • Reflection	1,2,3,4,5	80.00	n/a

No Project

No Practical

No End of Module Formal Examination

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	6.00
Independent Learning Time	15 Weeks per Stage	11.87
Total Hours		250.00

Workload: Part 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

Module Delivered In

Programme Code	Programme	Semester	Delivery
CW_BBHRM_B	Bachelor of Business (Honours) in Human Resource Management	5	Mandatory
CW_BBHRM_D	Bachelor of Business in Human Resource Management	5	Mandatory