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| <b>Module Title:</b>                                                                                                                               | Employment Law 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Language of Instruction:</b>                                                                                                                    | English                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Credits:</b>                                                                                                                                    | 5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>NFQ Level:</b>                                                                                                                                  | 8                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Module Delivered In</b>                                                                                                                         | <a href="#">3 programme(s)</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Teaching &amp; Learning Strategies:</b>                                                                                                         | 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. |
| <b>Module Aim:</b>                                                                                                                                 | 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.                                                                                                                                                                                                                                                                                                                                                                |
| <b>Learning Outcomes</b>                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Pre-requisite learning</b>                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Module Recommendations</b><br><i>This is prior learning (or a practical skill) that is recommended before enrolment in this module.</i>         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| No recommendations listed                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Incompatible Modules</b><br><i>These are modules which have learning outcomes that are too similar to the learning outcomes of this module.</i> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| No incompatible modules listed                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Co-requisite Modules</b>                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| No Co-requisite modules listed                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Requirements</b><br><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  | %       |
|-----------------------|---------|
| Continuous Assessment | 100.00% |

### Continuous Assessment

| Assessment Type | Assessment Description                                                       | Outcome addressed | % of total | Assessment Date |
|-----------------|------------------------------------------------------------------------------|-------------------|------------|-----------------|
| Other           | Written assessment comprising problem scenario(s) relating to module content | 1,2,3,4           | 100.00     | 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**

| <b>Workload: Full Time</b> |                    |                                        |
|----------------------------|--------------------|----------------------------------------|
| <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                                 |

  

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

**Module Delivered In**

| Programme Code | Programme                                                           | Semester | Delivery         |
|----------------|---------------------------------------------------------------------|----------|------------------|
| CW_BBLAW_B     | <a href="#">Bachelor of Business (Honours) in Business with Law</a> | 6        | Group Elective 1 |
| CW_BBLAW_B     | <a href="#">Bachelor of Business (Honours) in Business with Law</a> | 8        | Group Elective 1 |
| CW_HHLAW_B OLD | <a href="#">Honours Bachelor of Laws Degree - LLB</a>               | 4        | Elective         |