

H9ELAW: Employment Law

Module Code:	H9ELAW
Long Title	Employment Law APPROVED
Title	Employment Law
Module Level:	LEVEL 9
EQF Level:	7
EHEA Level:	Second Cycle
Credits:	5
Module Coordinator:	KAREN MURRAY
Module Author:	KAREN MURRAY
Departments:	School of Business
Specifications of the qualifications and experience required of staff	
Learning Outcomes	
<i>On successful completion of this module the learner will be able to:</i>	
#	Learning Outcome Description
LO1	Demonstrate broad knowledge and critical awareness of the domestic and European legal framework which regulates the employment relationship and understand how to keep their knowledge up to date.
LO2	Analyse the rights and duties of employers and employees and the laws that apply in the workplace; and critically assess liability.
LO3	Scrutinize the laws that apply to the termination of the employment relationship.
LO4	Explore and evaluate the importance of protecting dignity, equality, privacy and fairness in the workplace.
LO5	Investigate the different mechanisms by which the employee can enforce their contractual and legislative entitlements
Dependencies	
Module Recommendations	
No recommendations listed	
Co-requisite Modules	
No Co-requisite modules listed	
Entry requirements	

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Module Content & Assessment			
Indicative Content			
Resolving Employment Disputes. • Introduction to law, civil and criminal law. • Types of employment law claims generally. • Procedures for making claims - time limits, burden of proof, costs.			
The Employment Relationship • Employees and Independent contractors • Pre-contractual matters • Express and Implied Terms • Types of Workers and statutory protection where applicable. • Protective legislation - Working Time, pay, protected disclosures			
Family Friendly Working and Equality • Protective leave • Discriminatory grounds • Burden of proof • Direct and indirect discrimination • Grounds of discrimination in relation to access to employment, conditions of employment. • Harassment, sexual harassment, liability of employer. • Adverse Treatment • Redress			
Workplace Matters • Privacy and data protection, statutory framework, application in practice including electronic surveillance. • Aspects of health and safety law including penalisation, statutory and common law claims.			
Termination of Employment • Fair procedures • Principle of Proportionality • Termination of employment - notice, employment injunctions. • Wrongful Dismissal • Unfair Dismissal - burden of proof, fair dismissals, constructive dismissal. • Transfers of undertakings - data protection implications. • Redundancy - grounds, entitlements, definition, unfair dismissals claims, selection, consultation.			
Assessment Breakdown			%
End of Module Assessment			100.00%
Assessments			
Full Time			
No Coursework			
End of Module Assessment			
Assessment Type:	Terminal Exam	% of total:	100
Assessment Date:	End-of-Semester	Outcome addressed:	1,2,3,4,5
Non-Marked:	No		
Assessment Description: This assessment consists of a two and a half hour examination where students will be offered a choice of at least five questions and are required to answer any three. Some questions will be in a 'legal problem' style format, where students must apply their knowledge and understanding of legal principles to a particular set of complex facts, situations or scenarios. Other questions may require students to suggest what appropriate measures should be taken by the parties in order to avoid legal problems in the future. Some questions may require students to critically analyse a piece of relevant legislation, case or legal principle and its application to the business environment.			
No Workplace Assessment			
Reassessment Requirement			
Repeat failed items <i>The student must repeat any item failed</i>			

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Module Workload				
Module Target Workload Hours 0 Hours				
Workload: Full Time				
Workload Type	Workload Description	Hours	Frequency	Average Weekly Learner Workload
Lecture	Delivered in block format	30	Per 15 week block	2.00
Independent Learning Time	No Description	95	Per 15 week block	6.33
Total Weekly Contact Hours				2.00
Workload: Part Time				
Workload Type	Workload Description	Hours	Frequency	Average Weekly Learner Workload
Lecture	Delivered in block format	30	Per 15 week block	2.00
Independent Learning Time	No Description	95	Per 15 week block	6.33
Total Weekly Contact Hours				2.00

Module Resources	
<i>Recommended Book Resources</i>	
Daly B. & Doherty M. (2010), Principles of Irish Employment Law, Clarus Press.	
<i>Supplementary Book Resources</i>	
Kelleher D.. (2015), Data Protection and Privacy Law in Ireland, 2nd Ed.. Bloomsbury Professional, Dublin. Redmond M.. (2017), Redmond on Dismissal, 2nd. Bloomsbury Professional, Dublin. Regan M.. (2017), Employment Law, 2. Bloomsbury Professional, Dublin. Bolger M., Bruton C., & Kimber C.. (2012), Employment Equality Law, Roundhall, Dublin. Kelleher D., & Murray K.. (2018), EU Data Protection Law, Bloomsbury Professional.	
<i>This module does not have any article/paper resources</i>	
<i>Other Resources</i>	
[Journal], Bar Review. [Journal], Commercial Law Practitioner. [Journal], Employment Law Reports. [Journal], Irish Employment Law Journal. [Journal], Irish Law Times. [Journal], The Employment Law Review. [Website], Department of Enterprise, Trade and Innovation: EU Directives, http://www.deti.ie/trade/eudirectives/ [Website], Employment Equality Review, http://www.equality.ie/index.asp?locID=1 07&docID=92 [Website], European Union Law, http://eur-lex.europa.eu/en/index.htm [Website], European Commission: Employment, Social Affairs, Equal Opportunities, http://ec.europa.eu/social/main.jsp?catl d=82&langId=en [Website], Data protection, http://www.dataprotection.ie [Website], Equality Authority, http://www.equality.ie [Website], Equality Tribunal, http://www.workplacerelations.ie [Website], Employment Appeals Tribunal, http://www.workplacerelations.ie [Website], Gazette of the Law Society of Ireland, http://www.lawsociety.ie [Website], Health and Safety Authority, http://www.hsa.ie/eng/ [Website], HSA's code of practice for employer and employees on the prevention and resolutions of bullying at work 2007., http://www.hsa.ie/eng/Publications_and_F orms/Publications/Occupational_Health/Co de_of_Practice_for_E [Website], Industrial Relations Law Review, http://www.irsonline.co.uk/pub_subjects/ pub_pages/law_pub/ir_law_reports/ir_law_reports.htm [Website], Labour Court decisions, http://www.workplacerelations.ie [Website], Legislation, http://www.irishstatutebook.ie [Website], Workplace Relations, http://www.workplacerelations.ie	
Discussion Note:	