

## H7EL: Employment Law

Module Code:	H7EL
Long Title	Employment Law <b>APPROVED</b>
Title	Employment Law
Module Level:	LEVEL 7
EQF Level:	6
EHEA Level:	First Cycle
Credits:	10
Module Coordinator:	COLETTE DARCY
Module Author:	KAREN MURRAY
Departments:	School of Business
Specifications of the qualifications and experience required of staff	
<b>Learning Outcomes</b>	
<i>On successful completion of this module the learner will be able to:</i>	
<b>#</b>	<b>Learning Outcome Description</b>
LO1	Demonstrate a good knowledge of the legal framework regulating the employment relationship.
LO2	Distinguish between contracts of employment and contracts for services.
LO3	Evaluate the different terms that are expressed and implied in a contract of employment.
LO4	Demonstrate a good knowledge of the statutory protections afforded to employees, and best practice, to ensure compliance with an employer's obligations.
LO5	Identify and explain the redress and remedies available to an employee where the employment relationship has terminated.
LO6	Apply employment law rules to solve basic employment law problems.
<b>Dependencies</b>	
<b>Module Recommendations</b>	
No recommendations listed	
<b>Co-requisite Modules</b>	
No Co-requisite modules listed	
<b>Entry requirements</b>	As per programme requirements (outlined in 4.2.2 Minimum requirements for general learning)

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Module Content & Assessment			
Indicative Content			
<b>1. Legal Framework</b> Employment Institutions and Other Relevant Bodies - Time Limits and Remedies. Difference between Statutory and Contractual protections. Contracts of Employment and Contracts for Services and Other Relationships in the Organisation - Implications.			
<b>2. The Contract of Employment</b> Reporting Obligations Pre-contractual matters Terms – Express and Implied			
<b>3. Statutory Protections</b> Statutory protection of different types of workers Regulation of Working Time Pay Protection for Whistle blowers Family Friendly Leave. Transfers of undertakings Redress and Remedies			
<b>4. Employment Equality Law</b> Areas and grounds of discrimination Harassment Victimisation Redress and Remedies			
<b>5. Basic Concepts in Health and Safety Law.</b> Workplace Accidents Stress related injuries Penalisation Redress			
<b>6. Termination of Employment</b> Types of dismissal Statutory Notice Dismissal – wrongful, ordinary, constructive Redundancy Redress and Remedies			
Assessment Breakdown			%
End of Module Assessment			100.00%
Assessments			
Full Time			
Coursework			
<b>Assessment Type:</b>	Formative Assessment	<b>% of total:</b>	Non-Marked
<b>Assessment Date:</b>	n/a	<b>Outcome addressed:</b>	1,2,3,4,5,6
<b>Non-Marked:</b>	Yes		
<b>Assessment Description:</b> A multiple choice formative assessment (MCQ) and/or case studies will be provided to enable the learner to identify their strengths and weaknesses before attempting the summative assessment.			
End of Module Assessment			
<b>Assessment Type:</b>	Terminal Exam	<b>% of total:</b>	100
<b>Assessment Date:</b>	End-of-Semester	<b>Outcome addressed:</b>	1,2,3,4,5,6
<b>Non-Marked:</b>	No		
<b>Assessment Description:</b> Learners will be required to undertake an exam. They will be presented with a case study/case studies and required to identify the legal issues arising therein and explain and apply relevant employment laws. Learners will be expected to analyse the case study (or case studies) by referring to rules and concepts introduced in the module, assess liability, and propose solutions and/or make recommendations as appropriate. The exam may be in a traditional format or online format, and learners may nor may not have access to resources during this time. The exam will be adjusted accordingly. 2 hours is the maximum duration for the assessment and is worth 100%.			
No Workplace Assessment			
Reassessment Requirement			
<b>Repeat examination</b> <i>Reassessment of this module will consist of a repeat examination. It is possible that there will also be a requirement to be reassessed in a coursework element.</i>			
<b>Reassessment Description</b> Repeat Strategy = A new exam			

## H7EL: Employment Law

Module Workload				
Module Target Workload Hours 0 Hours				
Workload: Full Time				
Workload Type	Workload Description	Hours	Frequency	Average Weekly Learner Workload
Lecture	Classroom and demonstrations	32	Per Semester	2.67
Lecture	Directed e-learning	6	Per Semester	0.50
Independent Learning	Independent learning	212	Per Semester	17.67
Total Weekly Contact Hours				3.17
Workload: Part Time				
Workload Type	Workload Description	Hours	Frequency	Average Weekly Learner Workload
Lecture	36 hours delivered in Block 1	36	Every Week	36.00
Independent Learning	To be completed in Block 1	214	Every Week	214.00
Total Weekly Contact Hours				36.00

Module Resources	
<i>Recommended Book Resources</i>	
<p>Faulkner M.. (2013), Essentials of Irish Labour Law, 2nd Ed.. Gill &amp; McMillan, Dublin..</p> <p>Meenan F.. (2015), Employment Law, Dublin: Roundhall which is available as an e-book and is available via Westlaw. A video is available showing learners how to access this e-book..</p>	
<i>Supplementary Book Resources</i>	
<p>Bolger M., Bruton C. &amp; Kimber C. (2012), Employment Equality Law, Dublin: Roundhall.</p> <p>Ryan D. (2017), Redmond on Dismissal Law, 3rd ed. Dublin: Bloomsbury Professional.</p>	
<i>This module does not have any article/paper resources</i>	
<i>Other Resources</i>	
<p>[Website], The NCI Library provides a dedicated law section on the library portal. This provides a very comprehensive account on the study of law at, <a href="http://libguides.ncirl.ie/law">http://libguides.ncirl.ie/law</a></p> <p>[Website], Attorney General Office and restatements of the law., <a href="http://www.attorneygeneral.ie/siru/restatements.html">http://www.attorneygeneral.ie/siru/restatements.html</a></p> <p>[Website], Academic Integrity, <a href="https://libguides.ncirl.ie/referencinganddavoidingplagiarism/academicintegrity">https://libguides.ncirl.ie/referencinganddavoidingplagiarism/academicintegrity</a></p> <p>[Website], Bar Council of Ireland, <a href="http://www.lawlibrary.ie">http://www.lawlibrary.ie</a></p> <p>[Website], Citizens' Information Board, <a href="http://www.citizensinformation.ie">http://www.citizensinformation.ie</a></p> <p>[Website], Courts of Justice of the European Union, <a href="http://curia.europa.eu">http://curia.europa.eu</a></p> <p>[Website], Courts Service, <a href="http://www.courts.ie">http://www.courts.ie</a></p> <p>[Website], Case law Irish Legal Information Initiative, <a href="http://www.irlil.org">http://www.irlil.org</a></p> <p>[Website], Full text of the Irish Constitution 1937, <a href="http://www.constitution.ie/constitution-of-ireland/default.asp">http://www.constitution.ie/constitution-of-ireland/default.asp</a></p> <p>[Website], Data protection, <a href="http://www.dataprotection.ie">http://www.dataprotection.ie</a></p> <p>[Website], Department of Employment Affairs and Social Protection, <a href="http://www.welfare.ie">http://www.welfare.ie</a></p> <p>[Website], Department of Justice and Equality, <a href="http://www.justice.ie">http://www.justice.ie</a></p> <p>[Website], Department of the Taoiseach, <a href="http://www.taoiseach.gov.ie">http://www.taoiseach.gov.ie</a></p> <p>[Website], Director of Public Prosecutions, <a href="http://www.dppireland.ie">http://www.dppireland.ie</a></p> <p>[Website], A glossary of employment terms, <a href="https://www.citizensinformation.ie/en/refernce/checklists/checklist_glossary_of_employment_terms.html">https://www.citizensinformation.ie/en/refernce/checklists/checklist_glossary_of_employment_terms.html</a></p> <p>[Website], European Union Law, <a href="http://eur-lex.europa.eu/en/index.htm">http://eur-lex.europa.eu/en/index.htm</a></p> <p>[Website], European Commission: Employment, Social Affairs, Equal Opportunities, <a href="http://ec.europa.eu/social/main.jsp?catId=82&amp;langId=en">http://ec.europa.eu/social/main.jsp?catId=82&amp;langId=en</a></p> <p>[Website], Irish Human Rights and Equality Commission, <a href="http://www.ihrec.ie">http://www.ihrec.ie</a></p> <p>[Website], Gazette : Law Society of Ireland, <a href="http://www.lawsociety.ie">http://www.lawsociety.ie</a></p> <p>[Website], Health and Safety Authority, <a href="http://www.hsa.ie/eng/">http://www.hsa.ie/eng/</a></p> <p>[Website], Houses of the Oireachtas, <a href="http://www.oireachtas.ie">http://www.oireachtas.ie</a></p> <p>[Website], Labour Court, <a href="http://www.workplacerelations.ie">http://www.workplacerelations.ie</a></p> <p>[Website], Legislation, <a href="http://www.irishstatutebook.ie">http://www.irishstatutebook.ie</a></p> <p>[Website], Westlaw (via NCI library, click on databases) – case law, legislation and journals. Use your normal password., <a href="https://libguides.ncirl.ie/az.php?a=w">https://libguides.ncirl.ie/az.php?a=w</a></p> <p>[Website], Workplace Relations Commission and Labour Court decisions (Click on Find a Decision at the top of the page) to find relevant case law, and find employment law guidance by clicking on Publications and Forms, <a href="http://www.workplacerelations.ie">http://www.workplacerelations.ie</a></p>	
Discussion Note:	