

## H7ELWOEB: Employment Law 2

Module Code:	H7ELWOEB
Long Title	Employment Law 2 <b>APPROVED</b>
Title	Employment Law 2
Module Level:	LEVEL 7
EQF Level:	6
EHEA Level:	First Cycle
Credits:	5
Module Coordinator:	Pauline Kelly Phelan
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	Appraise and evaluate health and safety laws and best practice to ensure a safe place of work.
LO2	Distinguish between and analyse forms of protected leave, and the protected grounds covered by equality legislation.
LO3	Identify and explain the redress and remedies available to an employee where the employment relationship has been terminated.
LO4	Apply employment laws to solve hypothetical employment law problems, and identify appropriate redress, remedies, and best practice.
<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.

## H7ELWOEB: Employment Law 2

Module Content & Assessment			
Indicative Content			
<b>Family Friendly Leave</b> Contractual forms of leave Protected leave including - Maternity Leave and related rights - Adoptive Leave and related rights - Paternity Leave and related rights - Parents Leave - Parental Leave and related rights - Carers Leave and related rights - work life balance legal framework - Domestic Violence Leave Redress and Remedies			
<b>Employment Equality Law</b> Procedural matters and reporting obligations Legal Framework Areas and grounds of discrimination Harassment Equal Pay Claims Victimisation Redress and Remedies			
<b>Workplace Health and Safety</b> Legal Framework Statutory Duties Bullying Personal injury actions – liability of employer for physical and non-physical injuries. Defences. Penalisation claims. Remedies.			
<b>Termination of Employment</b> Types of dismissal – wrongful, ordinary, constructive Legal framework for unfair dismissal claims Injunctive relief Statutory Notice Redundancy Transfers of undertakings Probation Redress and Remedies			
Assessment Breakdown			%
Coursework			30.00%
End of Module Assessment			70.00%
Assessments			
Full Time			
Coursework			
<b>Assessment Type:</b>	Multiple Choice Questions	<b>% of total:</b>	30
<b>Assessment Date:</b>	n/a	<b>Outcome addressed:</b>	1,2,4
<b>Non-Marked:</b>	No		
<b>Assessment Description:</b> The first assessment will examine key legal principles and will take one of the following forms: A Multiple Choice Quiz which will be a mix of conventional multiple-choice questions and scenario based questions; or Bespoke case study question; or Seen case Study question; or Presentation.			
End of Module Assessment			
<b>Assessment Type:</b>	Terminal Exam	<b>% of total:</b>	70
<b>Assessment Date:</b>	End-of-Semester	<b>Outcome addressed:</b>	1,2,3,4
<b>Non-Marked:</b>	No		
<b>Assessment Description:</b> In person examination 2 hours in duration consisting of a bespoke case study, or case studies. The assessment may also require a written analysis of a seen case, and/or an analysis of an area(s) of employment law.			
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> Learners will be required to undertake a terminal examination which will assess all learning outcomes.			

## H7ELWOEB: Employment Law 2

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	24	Per Semester	2.00
Tutorial	Mentoring and small-group tutoring	12	Per Semester	1.00
Independent Learning	Independent learning	89	Per Semester	7.42
Total Weekly Contact Hours				3.00

Module Resources	
<i>Recommended Book Resources</i>	
<p>Faulkner M. (2018), Essentials of Irish Labour Law, 3rd ed. Clarus Press.</p> <p>Meenan F. (2015), Employment Law, Roundhall, Dublin.</p>	
<i>Supplementary Book Resources</i>	
<p>Cox N., Corbett V. &amp; Ryan D. (2022), Employment Law in Ireland, 2nd ed. Clarus Press, Dublin.</p> <p>Regan M. (2017), Employment Law, 2nd ed. Bloomsbury Professional.</p>	
<i>Supplementary Article/Paper Resources</i>	
<p>Bar Review.</p> <p>Commercial Law Practitioner.</p>	
<i>Other Resources</i>	
<p>[Journal], Employment Law Journal.</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/referencing/avoidingplagiarism/academicintegrity">https://libguides.ncirl.ie/referencing/avoidingplagiarism/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 Commission,  <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/reference/checklists/checklist_glossary_of_employment_terms.html">https://www.citizensinformation.ie/en/reference/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.ie3">http://www.lawsociety.ie3</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], Lexology database (good information on topical issues – search within Ireland),  <a href="http://www.lexology.com">http://www.lexology.com</a></p> <p>[Website], <a href="https://www.rdj.ie/insights">https://www.rdj.ie/insights</a>.</p> <p>[Website], <a href="https://www.williamfry.com/our-services/practice-area/employment--benefits">https://www.williamfry.com/our-services/practice-area/employment--benefits</a>.</p> <p>[Website], <a href="https://www.arthurcox.com/expertise/practice-areas/employment/">https://www.arthurcox.com/expertise/practice-areas/employment/</a>.</p> <p>[Website], <a href="https://www.algoodbody.com/services/employment-pensions-incentives/employment">https://www.algoodbody.com/services/employment-pensions-incentives/employment</a>.</p> <p>[Website], Oireachtas,  <a href="http://www.oireachtas.ie">http://www.oireachtas.ie</a></p> <p>[Website], Workplace Relations Commission,  <a href="http://www.workplacerelations.ie">http://www.workplacerelations.ie</a></p>	
Discussion Note:	