

H7ELWC: Employment Law 1

Module Code:	H7ELWC
Long Title	Employment Law 1 APPROVED
Title	Employment Law 1
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	
Learning Outcomes	
<i>On successful completion of this module the learner will be able to:</i>	
#	Learning Outcome Description
LO1	Demonstrate a comprehensive understanding of the legal framework regulating the employment relationship and evaluate employment law from both a contractual and statutory perspective.
LO2	Distinguish between contracts of employment and contracts for services, and evaluate the key elements of an employment contract.
LO3	Analyse the obligations on employers and employees in respect of employment rights and data protection legislation.
LO4	Apply employment laws to solve hypothetical employment law problems, and identify appropriate redress, remedies, and best practice.
Dependencies	
Module Recommendations	
No recommendations listed	
Co-requisite Modules	
No Co-requisite modules listed	
Entry requirements	As per programme requirements

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Module Content & Assessment			
Indicative Content			
Legal Framework and resolution of disputes. Legal Research – Sources of Employment Law Civil and Criminal Liability Employment Institutions Dispute resolution – burden of proof - costs.			
Privacy and Data Protection Law and Compliance in the workplace Legal Framework Lawful basis and principles of data protection Protections afforded to special categories of data Rights of the Data Subject, Redress and enforcement.			
The Employment Relationship Distinguishing between employees and independent contractors – Tests and factors - Implications. Pre-contractual/recruitment matters – references, background checking and vetting, artificial intelligence in recruitment, social media screening, interviews, and employment permits. Contractual Matters - Express and Implied Terms Place of Work – Remote Working – flexible working.			
Statutory Protection Types of workers in the organisation Statutory protection for agency workers, fixed term workers, part time workers, young persons, and children. Regulation of Working Time Pay – deductions, confidentiality, minimum wage, sick pay and leave, tips and gratuities. Protected Disclosures – wrongdoing – reporting channels - protections. Redress and Remedies Best Practice: Codes of Practices			
Assessment Breakdown			%
Coursework			30.00%
End of Module Assessment			70.00%
Assessments			
Full Time			
Coursework			
Assessment Type:	Multiple Choice Questions	% of total:	30
Assessment Date:	n/a	Outcome addressed:	1,2,3,4
Non-Marked:	No		
Assessment Description: 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			
Assessment Type:	Terminal Exam	% of total:	70
Assessment Date:	End-of-Semester	Outcome addressed:	1,2,3,4
Non-Marked:	No		
Assessment Description: 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			
Repeat examination <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>			
Reassessment Description Learners will be required to undertake a terminal examination which will assess all learning outcomes. (LO1- 4)			

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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	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, Dublin.</p> <p>Meenan F. (2015), Employment Law, Roundhall, Dublin.</p>	
<i>Supplementary Book Resources</i>	
<p>Cox N., Corbett V. & Ryan D. (2022), Employment Law in Ireland, 2nd ed. Dublin, Clarus Press.</p> <p>Regan M. (2017), Employment Law, 2nd ed. Bloomsbury Professional, Dublin.</p>	
<i>Recommended Article/Paper Resources</i>	
<p>Bar Review.</p> <p>Commercial Law Practitioner.</p> <p>Employment Law Journal.</p>	
<i>Other Resources</i>	
<p>[Website], Irish Law Times.</p> <p>[Website], Irish Human Rights and Equality Commission, http://www.ihrec.ie</p> <p>[Website], Gazette : Law Society of Ireland, http://www.lawsociety.ie</p> <p>[Website], Health and Safety Authority, http://www.hsa.ie/eng/</p> <p>[Website], Houses of the Oireachtas, http://www.oireachtas.ie</p> <p>[Website], Labour Court, http://www.workplacerelations.ie</p> <p>[Website], Legislation, http://www.irishstatutebook.ie</p> <p>[Website], Lexology database, http://www.lexology.com</p> <p>[Website], https://www.rdj.ie/insights.</p> <p>[Website], https://www.williamfry.com/our-services/practice-area/employment--benefits.</p> <p>[Website], https://www.arthurcox.com/expertise/practice-areas/employment/.</p> <p>[Website], https://www.algoodbody.com/services/employment-pensions-incentives/employment</p>	
Discussion Note:	