

## H8EELW: Essentials of Employment Law

Module Code:	H8EELW
Long Title	Essentials of Employment Law <b>APPROVED</b>
Title	Essentials of Employment Law
Module Level:	LEVEL 8
EQF Level:	6
EHEA Level:	First Cycle
Credits:	5
Module Coordinator:	Danielle Mc cartan-Quinn
Module Author:	Isabela Da Silva
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	Distinguish between contracts of employment and contracts for services, and evaluate the key elements in a contract of employment.
LO2	Analyse the statutory obligations on employers and employees.
LO3	Identify and explain relevant redress and remedies in respect of breaches of employment laws.
LO4	Apply employment laws to solve hypothetical 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.

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Module Content & Assessment			
Indicative Content			
<b>Employees and the Contract of Employment</b> Pre-contractual matters Contracts of employment and contracts for services Terms – Express and Implied			
<b>Statutory Protections</b> Role of WRC, Labour Court and the courts in the resolution of disputes Statutory protection afforded to different types of workers Regulation of Working Time and Pay (including Sick Pay) Protection for Whistle blowers Family Friendly Leave. Redress and Remedies			
<b>Employment Equality Law</b> Areas and grounds of discrimination Harassment Victimisation Redress and Remedies			
<b>Basic Concepts in Health and Safety Law</b> Statutory obligations – bullying - personal injury claims Redress			
<b>Termination of Employment</b> Types of dismissal Statutory Notice Dismissal – wrongful, ordinary, constructive Transfers of undertakings Redundancy Redress and Remedies			
Assessment Breakdown			%
Coursework			30.00%
End of Module Assessment			70.00%
Assessments			
Full Time			
Coursework			
<b>Assessment Type:</b>	Continuous Assessment	<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
<b>Non-Marked:</b>	No		
<b>Assessment Description:</b> 2 hour in person exam.			
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.			

## H8EELW: Essentials of 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	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. &amp; Ryan D. (2022), Employment Law in Ireland, 2nd ed. Clarus Press, Dublin.</p> <p>Ryan D. (2017), Redmond on Dismissal Law, 3rd ed. Bloomsbury Professional.</p>	
<i>This module does not have any article/paper resources</i>	
<i>Other Resources</i>	
<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/referencingandavoidingplagiarism/academicintegrity">https://libguides.ncirl.ie/referencingandavoidingplagiarism/academicintegrity</a></p> <p>[Website], Bar Council of Ireland,  <a href="http://www.lawlibrary.ie">http://www.lawlibrary.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.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.workplacelrelations.ie">http://www.workplacelrelations.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], <a href="http://www.workplacelrelations.ie">www.workplacelrelations.ie</a>.</p>	
Discussion Note:	