

H7ESL: Essentials of Employment Law

Module Code:	H7ESL
Long Title	Essentials of Employment Law APPROVED
Title	Essentials of Employment Law
Module Level:	LEVEL 7
EQF Level:	6
EHEA Level:	First Cycle
Credits:	5
Module Coordinator:	DESMOND GARGAN
Module Author:	Sarah Duignan
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	Distinguish between contracts of employment and contracts for services, and evaluate express and implied terms in a contract of employment.
LO2	Demonstrate a good knowledge of the statutory protections afforded to employees and best practice, to ensure compliance with an employer's obligations.
LO3	Identify and explain the redress and remedies available to an employee where the employment relationship has terminated.
LO4	Apply employment law rules to solve basic employment law problems
Dependencies	
Module Recommendations	
No recommendations listed	
Co-requisite Modules	
No Co-requisite modules listed	
Entry requirements	As per programme requirements (outlined in 4.2.2 Minimum requirements for general learning)

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Module Content & Assessment			
Indicative Content			
Employees and the Contract of Employment Contracts of employment and contracts for services Terms – Express and Implied			
Statutory Protections Role of WRC and Labour Court in the resolution of disputes Statutory protection afforded to different types of workers Regulation of Working Time Pay Protection for Whistle blowers Family Friendly Leave. Redress and Remedies			
Employment Equality Law Areas and grounds of discrimination Harassment Victimisation Redress and Remedies			
Basic Concepts in Health and Safety Law Personal injury claims Redress			
Termination of Employment Types of dismissal Statutory Notice Dismissal – wrongful, ordinary, constructive Transfers of undertakings Redundancy Redress and Remedies			
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
Non-Marked:	No		
Assessment Description: Learners will be required to undertake a 2 hour examination assessing all learning outcomes. They will be presented with a case study (or case studies) and required to identify the legal issues arising therein, and explain and apply relevant employment laws. Learners will be expected to present reasoned arguments, evaluate the problem(s) by referring to concepts introduced in the module, assess liability, and propose solutions and/or make recommendations as appropriate. Learners may nor may not have access to resources during this time and the assessment question(s) will be adjusted accordingly. The assessment may take place in an online environment for example.			
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 suitable assessment which will assess all learning outcomes.			

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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
Independent Learning	Independent learning	101	Per Semester	8.42
Total Weekly Contact Hours				2.00

Module Resources	
<i>Recommended Book Resources</i>	
Faulkner M. (2018), Essentials of Irish Labour Law, 3rd ed. Dublin: Clarus Press.	
Meenan F. (2015), Employment Law, Dublin: Roundhall which is available as an e-book and is available to students via Westlaw.	
<i>Supplementary Book Resources</i>	
Bolger M., Bruton C. & Kimber C. (2012), Employment Equality Law, Dublin: Roundhall.	
Ryan D. (2017), Redmond on Dismissal Law, 3rd ed. Dublin: Bloomsbury Professional.	
<i>This module does not have any article/paper resources</i>	
<i>Other Resources</i>	
[Website], Attorney General Office and restatements of the law., http://www.attorneygeneral.ie/siru/restatements.html [Website], Academic Integrity, https://libguides.ncirl.ie/referencingandavoidingplagiarism/academicintegrity [Website], Bar Council of Ireland, www.lawlibrary.ie. [Website], Citizens' Information Board, http://www.citizensinformation.ie [Website], Courts of Justice of the European Union, http://curia.europa.eu [Website], Courts Service, http://www.courts.ie [Website], Case law - Irish Legal Information Initiative, http://www.irlil.org [Website], Full text of the Irish Constitution 1937, http://www.constitution.ie/constitution-of-ireland/default.asp [Website], Data Protection Commission, http://www.dataprotection.ie [Website], Department of Employment Affairs and Social Protection, http://www.welfare.ie [Website], Department of Justice and Equality, http://www.justice.ie [Website], Department of the Taoiseach, http://www.taoiseach.gov.ie [Website], Director of Public Prosecutions, http://www.dppireland.ie [Website], A glossary of employment terms, https://www.citizensinformation.ie/en/refernce/checklists/checklist_glossary_of_employment_terms.html [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?catId=82&langId=en [Website], Irish Human Rights and Equality Commission, http://www.ihrec.ie [Website], Gazette : Law Society of Ireland, http://www.lawsociety.ie [Website], Health and Safety Authority, http://www.hsa.ie/eng/ [Website], Houses of the Oireachtas, http://www.oireachtas.ie [Website], Labour Court, http://www.workplacerelations.ie [Website], Legislation, http://www.irishstatutebook.ie [Website], Lexology database (good information on topical issues – search within Ireland), http://www.lexology.com [Website], Westlaw (via NCI library, click on databases) – case law, legislation and journals. Use your normal password., https://libguides.ncirl.ie/az.php?a=w [Website], Workplace Relations Commission, http://www.workplacerelations.ie	
Discussion Note:	