University of the West of Scotland

Module Descriptor

Session: 2024/25

Title of Module: Law of Employment			
Code: LAWW09015	SCQF Level: 9 (Scottish Credit and Qualifications Framework)	Credit Points: 20	ECTS: 10 (European Credit Transfer Scheme)
School:	School of Business & Creative Industries		
Module Co-ordinator:	Nishant Gokhale		

Summary of Module
This module considers a number of important topics in contemporary UK Employment Law, in the light of the social, political and economic issues that structure and drive this area of law. Students will examine what an 'employee' is (as distinct from a 'worker' or a 'self-employed person'), how the law regulates the contract of employment and the implied rights and duties - concerning both the employer and employee - which stem from this contract. The module will also consider the statutory law applicable to the payment of wages (particularly the National Minimum Wage and the provisions relating to equal pay), the regulation of working time, flexible working rights, discrimination and equality, and the several ways in which the employment relationship may terminate.   The module is taught via both lectures and tutorials and students will be directed towards a wide range of sources including, but not limited to, case law, legislation and academic comment.   • L1. Demonstrate knowledge and understanding of a diverse range of employment law topics (e.g. the process relating to the negotiation and formation of the employment contract; the terms and conditions of employment; maternity rights; discrimination and equality; dismissal and other forms of termination of employment)   • L2. Critically evaluate the legal rights and obligations afforded to employers, employees and other workers.   • L3. Apply general principles of employment law to specific problems in order to propose solutions.   • L4. Make effective use of both physical and electronic resources in order to acquire legal information

Module Delivery Method					
Face-To-Face	Blended	Fully Online	HybridC	Hybrid 0	Work-Based Learning
☒	☐	☐	☐	☐	☐

See Guidance Note for details.

Campus(es) for Module Delivery

The module will **normally** be offered on the following campuses / or by Distance/Online Learning: (Provided viable student numbers permit) (tick as appropriate)

Paisley:	Ayr:	Dumfries:	Lanarkshire:	London:	Distance/Online Learning:	Other:
☒	☐	☐	☐	☐	☐	Add name

Term(s) for Module Delivery

(Provided viable student numbers permit).

Term 1	☐	Term 2	☒	Term 3	☐

Learning Outcomes: (maximum of 5 statements)
These should take cognisance of the SCQF level descriptors and be at the appropriate level for the module.
At the end of this module the student will be able to:

L1	Demonstrate knowledge and understanding of a diverse range of employment law topics (e.g. the process relating to the negotiation and formation of the employment contract; the terms and conditions of employment; maternity rights; discrimination and equality; dismissal and other forms of termination of employment)
L2	Critically evaluate the legal rights and obligations afforded to employers, employees and other workers.
L3	Apply general principles of employment law to specific problems in order to propose solutions
L4	Apply general principles of employment law to specific problems in order to propose solutions
L5	Make effective use of both physical and electronic resources in order to acquire legal information.

Employability Skills and Personal Development Planning (PDP) Skills

SCQF Headings	During completion of this module, there will be an opportunity to achieve core skills in:
Knowledge and Understanding (K and U)	SCQF Level **9**

	Demonstrate: a) a broad knowledge and understanding of Scots Employment Law. b) a detailed understanding of a number of key issues within Scots Employment Law.
Practice: Applied Knowledge and Understanding	SCQF Level **9** Identify, retrieve and analyse primary and secondary legal resources from both physical and electronic sources. Apply such resources to legal arguments in order to provide reasoned opinions supported by relevant authorities.
Generic Cognitive skills	SCQF Level **9** Critical analysis of the current law and evaluation of reform proposals. The ability to differentiate between relevant and irrelevant source
Communication, ICT and Numeracy Skills	SCQF Level **9** Support class-based learning through the use of online databases and other electronic resources. Communicate written arguments in a clear and succinct manner (coursework and examination). Communicate oral arguments in a clear and succinct manner (tutorials).
Autonomy, Accountability and Working with others	SCQF Level **9** Support class-based learning with independent research and study.

Pre-requisites:	Before undertaking this module the student should have undertaken the following:	
	Module Code:	**Module Title:**
	Other:	
Co-requisites	**Module Code:**	**Module Title:**

*Indicates that module descriptor is not published.

Learning and Teaching

In line with current learning and teaching principles, a 20-credit module includes 200 learning hours, normally including a minimum of 36 contact hours and maximum of 48 contact hours.	
Learning Activities During completion of this module, the learning activities undertaken to achieve the module learning outcomes are stated below:	**Student Learning Hours** (Normally totalling 200 hours): (Note: Learning hours include both contact hours and hours spent on other learning activities)
Tutorial/Synchronous Support Activity	24
Independent Study	176
Choose an item.	
Choose an item.	
Choose an item.	
Choose an item.	
Choose an item.	
Choose an item.	
Choose an item.	
	200 Hours Total

**Indicative Resources: (eg. Core text, journals, internet access)
The following materials form essential underpinning for the module content and ultimately for the learning outcomes: A Emir, Selwyn's Law of Employment (21st edn, Oxford 2020) S Honeyball, Honeyball and Bowers' Textbook on Employment Law (14th edn, Oxford 2016) S Middlemiss and M Downie, Employment Law in Scotland (3rd edn, Bloomsbury Professional 2020) ACAS http://www.acas.org.uk British and Irish Legal Information Institute http://www.bailii.org.uk Directgov http://www.direct.gov.uk The Employment Tribunals Service http://www.employmenttribunals.gov.uk

The Employment Appeals Tribunal http://www.employmentappeals.gov.uk

Westlaw http://www.westlaw.co.uk

Please ensure the list is kept short and current. Essential resources should be included, broader resources should be kept for module handbooks / Aula VLE.

Resources should be listed in Right Harvard referencing style or agreed professional body deviation and in alphabetical order.

(**N.B. Although reading lists should include current publications, students are advised (particularly for material marked with an asterisk*) to wait until the start of session for confirmation of the most up-to-date material)

Attendance and Engagement Requirements

In line with the Student Attendance and Engagement Procedure: Students are academically engaged if they are regularly attending and participating in timetabled on-campus and online teaching sessions, asynchronous online learning activities, course-related learning resources, and complete assessments and submit these on time.

For the purposes of this module, academic engagement equates to the following:

Students are required to attend scheduled teaching sessions and engage with the Virtual Learning Environment, lack of which could result in the student being referred to the Engagement Panel, and could prevent student progression, and ultimately successful degree completion.

Equality and Diversity

The University's Equality, Diversity and Human Rights Procedure can be accessed at the following link: UWS Equality, Diversity and Human Rights Code.

Please ensure any specific requirements are detailed in this section. Module Co-ordinators should consider the accessibility of their module for groups with protected characteristics..

(N.B. Every effort will be made by the University to accommodate any equality and diversity issues brought to the attention of the School)

Supplemental Information

Divisional Programme Board	Accounting, Finance and Law

Assessment Results (Pass/Fail)	Yes ☐No ☒
School Assessment Board	Accounting, Finance and Law
Moderator	Colin McFadyen
External Examiner	M.J. Hussain
Accreditation Details	e.g. ACCA Click or tap here to enter text.
Changes/Version Number	

Assessment: (also refer to Assessment Outcomes Grids below)
This section should make transparent what assessment categories form part of this module (stating what % contributes to the final mark). Maximum of 3 main assessment categories can be identified (which may comprise smaller elements of assessment). **NB: The 30% aggregate regulation (Reg. 3.9) (40% for PG) for each main category must be taken into account. When using PSMD, if all assessments are recorded in the one box, only one assessment grid will show and the 30% (40% at PG) aggregate regulation will not stand. For the aggregate regulation to stand, each component of assessment must be captured in a separate box.** Please provide brief information about the overall approach to assessment that is taken within the module. In order to be flexible with assessment delivery, be brief, but do state assessment type (e.g. written assignment rather than "essay" / presentation, etc) and keep the detail for the module handbook. Click or tap here to enter text.
Assessment 1: Essay: The coursework question will count towards 40% of the mark, and relate to one of the broad topics considered during the module but will focus upon a facet of that topic that is not covered in the module lectures. A number of key pieces of reading will be provided alongside the question to assist students in their independent research.
Assessment 2: Class Test (Written): A class test will count for 60% of the final module mark
(N.B. (i) **Assessment Outcomes Grids** for the module (one for each component) can be found below which clearly demonstrate how the learning outcomes of the module will be assessed. (ii) An **indicative schedule** listing approximate times within the academic calendar when assessment is likely to feature will be provided within the Student Module Handbook.)

Assessment Outcome Grids (See Guidance Note)

Component 1							
Assessment Type (Footnote B.)	**Learning Outcome (1)**	**Learning Outcome (2)**	**Learning Outcome (3)**	**Learning Outcome (4)**	**Learning Outcome (5)**	**Weighting (%) of Assessment Element**	**Timetabled Contact Hours**
Essay	✓	✓	✓	✓	✓	40	0

Component 2							
Assessment Type (Footnote B.)	**Learning Outcome (1)**	**Learning Outcome (2)**	**Learning Outcome (3)**	**Learning Outcome (4)**	**Learning Outcome (5)**	**Weighting (%) of Assessment Element**	**Timetabled Contact Hours**
Class Test (written)	✓	✓	✓	✓	✓	60	0

Component 3							
Assessment Type (Footnote B.)	**Learning Outcome (1)**	**Learning Outcome (2)**	**Learning Outcome (3)**	**Learning Outcome (4)**	**Learning Outcome (5)**	**Weighting (%) of Assessment Element**	**Timetabled Contact Hours**
-	-	-	-	-	-	-	-
				Combined Total for All Components		**100%**	**0 hours**

Change Control:

What	When	Who
Further guidance on aggregate regulation and application when completing template	16/01/2020	H McLean
Updated contact hours	14/09/21	H McLean
Updated Student Attendance and Engagement Procedure	19/10/2023	C Winter
Updated UWS Equality, Diversity and Human Rights Code	19/10/2023	C Winter
Guidance Note 23-24 provided	12/12/23	D Taylor
General housekeeping to text across sections. .	12/12/23	D Taylor

Version Number: MD Template 1 (2023-24)