

Module code: MOD003732	Version: 2 Date Amended: 22/Aug/2013
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1. Module Title
Employment Law and Practice

2a. Module Leader
Dan Burdge

2b. School
School of Economics, Finance and Law

2c. Faculty
Faculty of Business and Law

3a. Level
7

3b. Module Type
Standard (fine graded)

4a. Credits
15

4b. Study Hours
150

5. Restrictions			
Type	Module Code	Module Name	Condition
Pre-requisites:	None		
Co-requisites:	None		
Exclusions:	None		
Courses to which this module is restricted:	Legal Practice Course		

LEARNING, TEACHING AND ASSESSMENT INFORMATION

6a. Module Description

This module will develop knowledge of Employment Law in a practical context, by studying the relevant background law and procedure when acting for employers and employees and the claims which may be brought by employees and workers, focussing on claims in the employment tribunal. The Large Group Sessions provide the legal and procedural framework for the subject, and are designed to highlight the “need to know” areas for the workshops. The Workshops will provide you with “hands-on” practical experience of Employment Law and Practice (ELP). Each workshop looks in more detail at the practical application of the law and relevant employment tribunal procedure when acting for employer or employee. For most workshops, in addition to the prior reading, there will be specific pre-workshop tasks and/or post-workshop tasks from the previous workshop. Students are expected to have completed all the requested tasks in advance of each workshop. Preparatory work will be collected in or presented, checked or developed in class. Failure to complete the tasks as requested will affect a student’s ability to keep up in the workshops, and may also affect the whole group, as students will often be required to work in groups to develop preparatory work. Throughout the workshops, there will be several drafting tasks.

MODULE LEARNING OUTCOMES The SRA’s Outcomes for Employment Law and Practice are as follows: 1. Understand the contractual and main statutory rules regulating the formation, performance and termination of the individual employment relationship and collective consultation obligations, where relevant. 2. Utilise appropriate drafting, interviewing, and other professional skills in the context of Employment Law. 3. Process cases through the Employment Tribunal for either employees or employers. To: 1. Demonstrate their knowledge and understanding and employ the applicable skills in the elective’s area of law and practice 2. Use the legal knowledge, skills and procedures and behaviours appropriate to each client and each transaction or matter 3. Identify the overall nature of the transaction, then plan and progress that transaction or matter through a series of steps and decisions including, where appropriate, drafting documentation 4. Identify the client’s goals and alternative means of achieving those goals, and deal appropriately with client care 5. Investigate and identify the relevant facts, research and identify the relevant legal issues, and advise the client on the legal consequences 6. recognise conduct issues and act within the Code of Conduct 7. Identify the client’s reasonable expectations as to quality and timeliness of service.

6b. Outline Content

- Understanding the contractual and main statutory rules regulating the formation, performance and termination of the individual employment relationship and collective consultation obligations, where relevant.
- Utilising appropriate drafting, interviewing, and other professional skills in the context of Employment Law.
- Processing cases through the Employment Tribunal for either employees or employers.
- The module will develop employability skills via the above knowledge and skills, enabling a student to advise employers and employees in legal employment. The module will also develop students’ analytical and problem solving skills, requiring them to consider information and documents, make decisions and/or advise clients appropriately. Time management, team working and individual initiative are also required throughout this module.

6c. Key Texts/Literature

The reading list to support this module is available at: <https://readinglists.aru.ac.uk/>

6d. Specialist Learning Resources

None

7. Learning Outcomes (threshold standards)		
No.	Type	On successful completion of this module the student will be expected to be able to:
1	Knowledge and Understanding	please see section 6a above
2	Knowledge and Understanding	please see section 6a above
3	Knowledge and Understanding	please see section 6a above
4	Knowledge and Understanding	please see section 6a above

8a. Module Occurrence to which this MDF Refers				
Year	Occurrence	Period	Location	Mode of Delivery
2025/6	ZZF	Template For Face To Face Learning Delivery		Face to Face

8b. Learning Activities for the above Module Occurrence			
Learning Activities	Hours	Learning Outcomes	Details of Duration, frequency and other comments
Lectures	8	All	Lecture 1 hr x 8 weeks
Other teacher managed learning	21	All	Workshop 3 hrs x 7 weeks
Student managed learning	71	All	Weekly reading for lectures and preparation for workshops, post-workshop tasks and consolidation. Exam revision
TOTAL:	100		

9. Assessment for the above Module Occurrence					
Assessment No.	Assessment Method	Learning Outcomes	Weighting (%)	Fine Grade or Pass/Fail	Qualifying Mark (%)
010	Examination		100 (%)	Fine Grade	50 (%)

In order to pass this module, students are required to achieve an overall mark of 40% (for modules at levels 3, 4, 5 and 6) or 50% (for modules at level 7*).

In addition, students are required to:

(a) achieve the qualifying mark for each element of fine graded assessment as specified above

(b) pass any pass/fail elements

[* the pass mark of 50% applies for all module occurrences from the academic year 2024/25 – see Section 3a of this MDF to check the level of the module and Section 8a of this MDF to check the academic year]