

Employment Law

Stage		2					
Semester		1 or 2					
Module Title		LLBH-EL					
Module Number		11					
Module Status		Elective					
Module ECTS Credits		5					
Module NFQ level		7					
Pre-Requisite Module Titles		None					
Co-Requisite Module Titles		None					
Capstone Module?		No					
List of Module Teaching Personnel		Dr Claire O'Connor					
Contact Hours				Non-contact Hours			Total Effort (hours)
24				76			100
Lecture	Practical	Tutorial	Seminar	Assignment	Placement	Independent Work	
24						76	100
Allocation of Marks (Within the Module)							
	Continuous Assessment	Project	Practical	Final Examination	Total		
Percentage Contribution				100	100		

Intended Module Learning Outcomes

On successful completion of this module the learner will be able to:

1. Outline and discuss the nature of the various modes of dismissal;
2. Demonstrate a clear understanding of employee rights legislation;
3. Identify the key components of an employment contract
4. Identify an employer's obligations in respect of equality in the workplace and health and safety
5. Identify, analyse and suggest solutions to problems relating to employment law;
6. Make judgements about the application of employment law to practical scenarios with reference to case law and legislation

Module Objectives

1. To understand the concept of employment law, its origins and its social and economic influences;
2. To examine the implications of current employment law practices in the light of recent court decisions and to gain the ability to assess the current influences of the European Union on Irish law;
3. To understand and appreciate the role of employment law in commercial industry;
4. To understand the importance of employment law in relation to recruitment, selection, dismissal and redundancy practices

Module Curriculum

- Historical and Political background
- The Contract of Employment
- Restrictive Covenants
- Wrongful Dismissal and the Employment Injunction
- Unfair Dismissal
- Fair Dismissal
- Redundancy
- Employment Equality Acts 1998 – 2008
- Harassment
- Health and Safety
- Protective Legislation
- Institutions and Officers

Reading lists and other learning materials

Primary Reading:

Meenan (2014) *Employment Law*. Dublin: Round Hall

Daly & Doherty (2010) *Principles of Irish Employment Law*. Dublin: Clarus Press)

Secondary Reading:

Bolger, Bruton & Kimber (2012) *Employment Equality Law*. Dublin: Round Hall

Byrne (2001) *Safety, Health and Welfare at Work in Ireland: A Guide*. Dublin: NIFAST

Redmond (2007) *Dismissal law in Ireland*. Dublin: Tottle Publishing

Kilcommins, McLean, McDonagh, Mullally & Whelan (2004) *Extending the Scope of Employment Equality Legislation: Comparative Perspectives on the Prohibited Grounds of Discrimination*. Dublin: Department of Justice, Equality and Law Reform

Module Learning Environment

Accommodation

Lectures and workshops take place in a classroom setting. Participants also have access to online teaching resources and Moodle

Library

All learners have access to an extensive range of “physical” and “remote access” library resources. The library monitors and updates its resources on an on-going basis, in line with the College’s Library Acquisition Policy. Lecturers collaborate with the library in updating reading lists for this course on an annual basis as is the norm with all programmes run by Griffith College.

Module Teaching and Learning Strategy

This module is delivered through a series of lectures which consist of tutorial-style discussions, group work sessions and exercises. The lectures are supplemented by structured on-line resources and reading. The final two lectures consist of workshops seeking to directly enforce the module learning outcomes by engagement of practical application of Employment law to factual scenarios.

Learners also engage in collaborative work in pairs or groups to brainstorm what learning has been achieved at the end of lectures. In order to support learners through the exam process they engage in the answering of sample exam questions and correction of their own or peers’ papers, thereby familiarising themselves with the marking criteria. Learners also engage in activities whereby they draft their own exam question in order to recap and reconsolidate a particular topic.

Module Assessment Strategy

Element No.	Weighting	Type	Description	Module Learning outcomes
1	100%	Exam	Theoretical knowledge is assessed through a written examination worth 100%. The examination consists of a choice of both essay and problem style questions. Essay style questions place emphasis on the learners' demonstrating their understanding of the fundamental principles of employment law, thereby assessing learning outcomes 1, 2, 3 and 4. Problem style questions enable learners to apply principles of employment law to a factual scenario, thereby assessing learning outcomes 5 and 6. Formative assessment is provided in the form of interactive exercises such as directed class discussion topics and reference current affairs pertaining to employment law at the time of instruction.	1-6

Sample Assessment with Rubrics - see Annex 2