

BHM350 EMPLOYMENT LAW

Academic Year 2013/14

Number of Aston Credits: 15

Number of ECTS Credits: 7.5

Staff Member Responsible for the Module:

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Mrs. Jenny Thompson, SW 8002, Ext: 3257
Availability: e-mail for an appointment

Staff teaching the Module:

Mrs. Kathy Daniels, Teaching Fellow,
Work & Organisational Psychology Group
Email: k.daniels1@aston.ac.uk
Room SW710a, Extension 4902

Pre-requisites for the module:

Studying the MSC HRMB programme

Mode of Attendance:

On campus

Module Objectives and Learning Outcomes:

By the end of this module, students will be able to:

1. Understand the core principles that underpin employment law in the UK.
2. Advise colleagues about significant legal implications of decisions, plans and proposals in the area of employment



3. Advise about appropriate action that should be taken in scenarios that occur in the workplace.
4. Take a leading role in determining an appropriate response when legal action is anticipated, threatened or taken.
5. Participate in the preparation, presentation and settling of employment tribunal cases.
6. Continuously demonstrate up-to-date knowledge of developments in employment law, and be able to advise about the implications of these developments.

Module Content:

Week 1: Introduction to employment law and the legal system

Week 2: Contracts of employment and employment status

Week 3: Individual protection rights and confidentiality

Week 4: Discrimination (1)

Week 5: Discrimination (2)

Week 6: Termination of employment

Week 7: Transfers of Undertaking

Week 8: Health and safety and privacy at work

Week 9: Preparation of coursework

Week 10: Hand in coursework

Corporate Connections:

An experienced practitioner, who worked for many years in a unionized manufacturing environment, teaches on the module. The lecturer sits on employment tribunals and also writes extensively on employment law, primarily for the CIPD. The student body is a mixture of full-time and part-time students, many of whom are currently working in or have worked for organizations and this experience is shared with module participants.



International Dimensions:

The focus is on teaching employment law in the UK. However, in doing this there is detailed reference to the European Union, and legal developments there which impact on all member states.

Contribution of Research:

The core text book has been researched and written by the module tutor.

Ethics, Responsibility & Sustainability:

This course focuses on legal requirements when managing employment issues, but is not just about applying the law. Students will also be required to think about the implications of not following the law, and how the law interacts with ethical behavior in the workplace. Ethical standards of behavior will be explored in particular detail when looking at the law relating to discrimination. In thinking about the law students will be required to think about the responsibilities placed on the employer by the law, as well as thinking about ethical and moral obligations.

Method of Teaching:

There are weekly lectures, all of which will contain the opportunity for discussion and group work. In the weekly lectures students will be given a range of different cases and scenarios, and will be asked to work in groups to resolve the issues, applying relevant legal principles.

Method of Assessment and Feedback:

1. An Individual Coursework Assignment (100%)

Students will be given a piece of coursework to complete, which will be in the form of an extensive, in-depth, case study work. They will be required to answer all questions, applying relevant law.

Learning Hours:

Pre-reading	25
Contact hours	27
Class preparation	17
Directed learning/additional reading	40
Private study/assessment preparation	41
Total	150

The following readings are subject to change. Students should not therefore purchase textbooks prior to commencing their course. If students wish to undertake background reading before starting the course, many of the chapters/readings are available in electronic form via on-line library catalogues and other resources.

Pre-reading:

It would be very useful for students to have an overview of UK employment law prior to starting the course. The purpose of the pre-reading is to gain that overview.

Students should read the following:

1. An introduction to employment law

Chapter 1 of Daniels, K (2012) *Employment Law: An Introduction for HR and Business Students*, 3rd edition, London: CIPD Publishing

This chapter gives an introduction to how law is formed, and how employment law is governed.

2. An overview of employment law

Students will find it useful to gain an overview of the areas covered by employment law. There is no requirement to have learnt this in depth – the detailed knowledge will be taught in the lectures. However, there is a need to understand the breadth of employment law.

To achieve this students should go to www.acas.org.uk and select 'Advice and Guidance'. Work through a number of the topics listed here, and read the overviews that have been written by Acas.

3. One specific area

It is useful to understand how some areas of employment law are approached. Dismissal is a big topic in employment law, and there is specific guidance given in the Acas Code of Practice: Disciplinary and Grievance Procedures. This guidance must be followed by all employers.

To gain an understanding of the issues that employers need to consider read the Code at <http://www.acas.org.uk/index.aspx?articleid=2174>

4. Changes in employment law

Employment law is very fast moving. The current UK government has an aim of reducing bureaucracy and removing some of the barriers that employers have experienced in

employing people. It is important to keep up to date with these changes. Go to the CIPD website (www.cipd.co.uk) and read:

Employment Law Developments in 2012 and 2013: <http://www.cipd.co.uk/hr-resources/factsheets/employment-law-developments.aspx>

Browse through the CIPD website to find more information about any recent changes in employment law.

Essential Reading:

Daniels, K (2012) *Employment Law: An Introduction for HR and Business Students*, 3rd edition, London: CIPD Publishing

Indicative Bibliography:

Lewis, D and Sargeant, M (2013) *Employment Law: The Essentials*, 12th edition, CIPD Publishing

Nairns, J (2011) *Employment Law for Business Students*, Longman

Pitt, G (2011) *Employment Law*, 8th edition, Sweet and Maxwell

Taylor, S and Emir, A (2012) *Employment Law: An Introduction*, 3rd edition, OUP Oxford

Willey, B (2012) *Employment Law in Context: An Introduction for HR Professionals*, 4th edition, Pearson

Recommended Journals:

IDS Employment Law Brief
Industrial Law Journal
Human Resource Management Journal
People Management
Personnel Review
Work, Employment and Society