

# Prifysgol Wreccsam Wrexham University

## Module specification

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Module Code	BUS693
Module Title	Employment Law
Level	6
Credit value	20
Faculty	FSLS
HECoS Code	100485
Cost Code	GAMG

## Programmes in which module to be offered

Programme title	Is the module core or option for this programme
BA (Hons) Business and Management	Core
BA (Hons) Business & HRM	Core
LLB (Hons) Law	Core

## Pre-requisites

None

## Breakdown of module hours

Learning and teaching hours	24 hrs
Placement tutor support	0 hrs
Supervised learning e.g. practical classes, workshops	0 hrs
Project supervision (level 6 projects and dissertation modules only)	0 hrs
<b>Total active learning and teaching hours</b>	<b>24 hrs</b>
Placement / work based learning	0 hrs
Guided independent study	176 hrs
<b>Module duration (total hours)</b>	<b>200 hrs</b>

<b>For office use only</b>	
Initial approval date	November 2021
With effect from date	September 2022



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Date and details of revision	February 2024 – AM0 contextualised syllabus and addition of HK related reading material to meet local accreditation requirements in Hong Kong. Implementation from Sep 2024. Jan 2025 – AM2 addition of LLB Law programme title from Sept 2024.
Version number	3

## Module aims

To develop a critical understanding of the concepts and principles of employment law and the ability to apply these concepts to the business world.

## Module Learning Outcomes - at the end of this module, students will be able to:

1	To develop a critical understanding of the concepts and principles of employment law and the ability to apply these concepts to the business world.
2	Critically evaluate the contractual relationship between employer and employee and those of workers and the self-employed
3	Assess and apply the various forms of employment protection given to different types of worker
4	Critically discuss the provisions regarding equality and family friendly rights
5	Demonstrate a practical understanding of the law of dismissal and redundancy and actions short of dismissal and redundancy
6	Explain and evaluate the legal principles underpinning the law on health and safety and industrial action

## Assessment

Indicative Assessment Tasks:

This section outlines the type of assessment task the student will be expected to complete as part of the module. More details will be made available in the relevant academic year module handbook.

### Indicative Assessment 1:

A two part assignment consisting of a critical analysis of the legal principles of the employment contract followed by a case study requiring an application of the legal principles of dismissal/redundancy to a realistic commercial situation. (Max word count 2,500)

### Indicative Assessment 2:



A two-part assignment consisting of a critical analysis of the legal principles of equality/family friendly rights law, health and safety policies or industrial action law followed by a case study requiring an application of the principles of equality/family employment law or health and safety policies to a realistic commercial situation.

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1, 2, 3	Coursework	50
2	4, 5, 6	Coursework	50

## Derogations

None

## Learning and Teaching Strategies

Lecture material will be provided to students online, a minimum of three working days before the classroom tutorials. The classroom tutorials will facilitate interactive discussion and feedback on the lecture material which forms a basis for group work through practical exercises.

The module is embedded within the values and practices espoused in the Wrexham University's Teaching and Learning and Assessment strategy whereby students are encouraged to take responsibility for their own learning and staff facilitate the learning process, with the aim of encouraging high levels of student autonomy in learning and the capacity to apply it within the wider environment.

## Indicative Syllabus Outline

Topic	Source
The sources and structure of employment law	UK, European Law
Determining employment status	UK Employment Rights Act 1996, Trade Union and Labour Relations (Consolidation) Act 1992, Multiple Criteria Tests, Employment Status and employment rights guidance for hr professionals, legal and other groups
The contract of employment	UK Employment Rights Act 1996, The Working Time Regulations 1998, National Minimum Wages Regulations 1999
Implied terms regarding working hours, holidays and pay	UK Employment Rights Act 1996
Family friendly employment rights	UK Equality Act 2010
Protection from discrimination and equal pay provisions	UK Equality Act 2010,
Wrongful and unfair dismissal	UK Employment Rights Act 1996, ACAS Code of Practice,

Redundancy - the rights of employees, the obligations of employers	UK Employment Rights Act 1996
Health and safety in the workplace	Health and Safety at Work Act 1974
Industrial action and trade union rights	UK The Trade Union Act 2016

### Delivery at Hong Kong Institute of Technology only:

Topic	Source
The sources and structure of employment law	HK, UK, European Law
Determining employment status	HK Cap.57 Employment Ordinance, UK Employment Rights Act 1996, Trade Union and Labour Relations (Consolidation) Act 1992, Multiple Criteria Tests, Employment Status and employment rights guidance for hr professionals, legal and other groups
The contract of employment	HK Cap.57 Employment Ordinance, Cap 608 Minimum Wage Ordinance, UK Employment Rights Act 1996, The Working Time Regulations 1998, National Minimum Wages Regulations 1999
Implied terms regarding working hours, holidays and pay	HK Cap.57 Employment Ordinance, UK Employment Rights Act 1996
Family friendly employment rights	HK Cap.527 Family Status Discrimination Ordinance, UK Equality Act 2010
Protection from discrimination and equal pay provisions	HK Cap.602 Race Discrimination Ordinance, Cap.480 Sex Discrimination Ordinance, Cap.487 Disability Discrimination Ordinance, Equal Pay Act 1970, UK Equality Act 2010,
Wrongful and unfair dismissal	HK Cap.57 Employment Ordinance, UK Employment Rights Act 1996, ACAS Code of Practice,
Redundancy - the rights of employees, the obligations of employers	HK Cap.57 Employment Ordinance, UK Employment Rights Act 1996
Health and safety in the workplace	Occupational Safety and Health Ordinance Chapter 509, Health and Safety at Work Act 1974
Industrial action and trade union rights	HK Cap 392 Trade Union Ordinance, UK The Trade Union Act 2016

### Indicative Bibliography:

Please note the essential reads and other indicative reading are subject to annual review and update.

#### Essential Reads

Lewis, D., Sargeant, M. and Schwab, B. (2023), *Employment Law: The Essentials*. 16th ed. London: Kogan Page.

## Other indicative reading

### Textbooks:

Daniels, K. (2022), *Introduction to Employment Law: Fundamentals for HR and Business Students*. 6th ed. London: Kogan Page.

Emir, A. (2020), *Selwyn's Law of Employment*. 21st ed. Oxford: Oxford University Press.

Pitt, G. (2020), *Pitt's Employment Law*. 11th ed. London: Sweet & Maxwell.

Honeyball, S. (2016), *Honeyball & Bowers' Textbook on Employment Law*. 14th ed. Oxford: Oxford University Press.

Sargeant, M. and Lewis, D. (2020), *Employment Law*. 9th ed. London: Routledge.

Smith, I. and Baker, A. (2021), *Smith & Wood's Employment Law*. 14th ed. Oxford: Oxford University Press.

### Websites:

[www.legislation.gov.uk](http://www.legislation.gov.uk)  
[www.gov.uk](http://www.gov.uk)  
[www.acas.org.uk](http://www.acas.org.uk)  
[www.employmentlaws.co.uk](http://www.employmentlaws.co.uk)  
[www.personneltoday.com](http://www.personneltoday.com)

### Delivery at Hong Kong Institute of Technology only:

Hern, A., & Walsh, P. (2011). *Hong Kong employment law—A practical guide* (4th ed.). Hong Kong: CCH Ltd.

Rick Glofcheski & Farzana Aslam (2016), *Employment Law and Practice in Hong Kong, 2nd Edition*: Sweet & Maxwell Hong Kong

Michael Downey (2006), *Hong Kong Employment Ordinance: An Annotated Guide*: LexisNexis Hong Kong

### Websites:

[www.eoc.org.hk/zh-hk](http://www.eoc.org.hk/zh-hk)  
[www.labour.gov.hk/eng](http://www.labour.gov.hk/eng)  
[www.elegislation.gov.hk](http://www.elegislation.gov.hk)