

Access to Higher Education Unit

This unit forms part of an Access to HE Diploma. If delivering the graded version of this unit, please refer to the Provider Handbook for details on grading descriptors and the application of these across units within your programme.

Unit Title: Industrial Relations

Graded Unit Reference Number: GA33MAN13

Ungraded Unit Reference Number: UA33MAN13

Module: Management

Level: Three (3)

Credit Value: Three (3)

Minimum Guided Learning Hours: 30

Learning Outcome (The Learner will):	Assessment Criterion (The Learner can):
1. Understanding of the importance of good industrial relations	1.1 Describe the meaning of industrial relations and identify the parties involved
	1.2 Evaluate the contribution that good industrial relations make to the efficient
	1.3 Assess the contribution that various associations make in maintaining good industrial relations, e.g. employers groups and trades unions
	1.4 Using case history, evaluate the role of ACAS in dispute resolution
2. Understand the importance of legislation in maintaining good industrial relations	In the context of current employment legislation:
	2.1 describe the rights and responsibilities of employers in relation to their employees;
	2.2 analyse a contract of employment and identify the rights and responsibilities of employees in relation to their employers;
	2.3 describe the options available to employees when their employment rights are not upheld;

2.4 describe the legal options available to employers in the context of industrial disputes

2.5 Using case history, evaluate the response of government to industrial dispute