

# Access to H.E. National Programme Unit



Unit Title:	Employment Law		
Graded Unit Code:	GA33LAW30	Ungraded Unit Code:	UA33LAW30
Pathway(s):	Business and Management Humanities and Social Science		
Module(s):	Law		
Level:	3	Credit Value:	3
Valid from:	1 <sup>st</sup> August 2014	Valid to:	31 <sup>st</sup> July 2024

**The following QAA grade descriptors must be applied if you are delivering the graded version of this unit:**

1	Understanding of the subject
2	Application of knowledge
5	Communication and presentation
7	Quality

LEARNING OUTCOMES	ASSESSMENT CRITERIA
<b>The learner will:</b>	<b>The learner can:</b>
1. Be able to interpret the terms of employment in a written contract and the implied duties of employers and employees	1.1 Identify the terms of employment in a written contract and distinguish between the principal terms and other written terms
	1.2 Explain the implied duties of an employer to its employees
	1.3 Explain the implied duties of an employee towards their employer
2. Understand employment law as it relates to equality of opportunity and discrimination	2.1 Explain the key features of employment law as it relates to equality of opportunity for employees and prospective employees
	2.2 Evaluate the importance and some of the consequence of anti-discrimination employment law.

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LEARNING OUTCOMES	ASSESSMENT CRITERIA
<b>The learner will:</b>	<b>The learner can:</b>
3. Understand employment law as it relates to discipline and dismissal of employees	3.1 Identify reasons for lawful and unlawful dismissal enshrined in current employment law
	3.2 Explain the difference between voluntary, involuntary redundancy and mutually agreed severance
4. Understand the role and remit of the employment tribunal	3.3 Describe the role and remit of the employment tribunal
	3.4 Compare employment tribunals with the ordinary courts of law