

Hospitality Law

Intended Module Learning Outcomes

On successful completion of this module learners will be able to:

1. Identify the legislation that affects the planning and building of international hospitality facilities
2. Describe the key areas of international hospitality legislation that affect the provision of hospitality services
3. Discuss and select appropriate courses of action when faced with legal problems
4. Clarify the rules regarding the rights and liabilities of hospitality managers under existing laws governing the international hotel industry
5. Explain the legal issues involved in human resource management including recruitment, selection, discipline and dismissal within an international hospitality business environment
6. Participate in class discussion surrounding legal issues affecting the international hospitality sector
7. Apply professional and ethical standards relative to the international hospitality industry

Module Objectives

The legal requirements for the hospitality industry are explored in detail, in particular the rights and responsibilities that the law imposes upon an international hospitality manager. It allows learners to develop a full appreciation of the possible consequences of failure to satisfy these legal obligations. This module will be delivered with an international focus to illustrate to the learners both the similarities and differences between hospitality legislation in different jurisdictions.

The module aims:

- To identify and examine the legal issues which govern the environment in which international hospitality services are provided
- To provide the learners with a working knowledge of the legal environment in the international hospitality industry and of the responsibilities in its implementation for staff and guests alike
- To pay particular attention to the legal issues associated with food operations and service.

Module Curriculum

Legal overview of the legislation affecting the formation and operations of the International Hospitality industry:

- Modes of business formation
- Legal structures
- Law of contract:
- Nature of a contract
- Offer and acceptance
- Consideration
- Intention to create Legal Relations
- Terms of contract
- Form of a contract
- Misrepresentation
- Mistake in contract
- Duress and undue influence
- Remedies for breach of contract.

Commercial law:

- Agency
- Sales of goods
- Hire purchase and leasing
- Insurance.

International Planning and licensing regulations

- Registration
- Safety & security
- Grading and licensing
- Grant and renewal of and objection to licences
- Regulation of provision of intoxicating liquor

- Licensing of restaurants
- Entertainment permissions
- Public dancing licences
- The hotel proprietors act.

Rules governing International hospitality operation/customer relationship

- Public liability
- Accuracy of brochures and bookings
- The accommodation contract
- Admissions and refusals
- Provision of intoxicating liquor
- Hours of business and extensions
- Theft and loss of property

Terms of contract and employment law

- Terms and conditions
- Minimum notice/wrongful/unfair dismissal
- Redundancy/employment appeals and the labour court
- Hotel Proprietors Act.