

**Law Faculty  
Module Descriptors  
Spring 2019**

**Bachelor of Law (Honours)**

**STAGE 2**

<b>Module</b>	Employment Law
<b>Course code</b>	LLBH-EL
<b>Credits</b>	5
<b>Allocation of marks</b>	100% Final Examination
<b>Schedule</b>	Evening only

**Intended Module Learning Outcomes**

On successful completion of this module the learner will be able to:

1. Outline and discuss the nature of the various modes of dismissal;
2. Demonstrate a clear understanding of employee rights legislation;
3. Identify the key components of an employment contract
4. Identify an employer's obligations in respect of equality in the workplace and health and safety
5. Identify, analyse and suggest solutions to problems relating to employment law;
6. Make judgements about the application of employment law to practical scenarios with reference to case law and legislation

**Module Objectives**

1. To understand the concept of employment law, its origins and its social and economic influences;
2. To examine the implications of current employment law practices in the light of recent court decisions and to gain the ability to assess the current influences of the European Union on Irish law;
3. To understand and appreciate the role of employment law in commercial industry;
4. To understand the importance of employment law in relation to recruitment, selection, dismissal and redundancy practices

**Module Curriculum**

- Historical and Political background
- The Contract of Employment
- Restrictive Covenants
- Wrongful Dismissal and the Employment Injunction
- Unfair Dismissal
- Fair Dismissal
- Redundancy

- Employment Equality Acts 1998 – 2008
- Harassment
- Health and Safety
- Protective Legislation
- Institutions and Officers