

Employment Law

Course Overview

This course considers the development and characteristics of the modern employment relationship.

As Employment law is heavily influenced by the EU and social policy, their impact on the growth of this dynamic area is also considered.

It explores the rules that have developed to distinguish an employee from other workers, the formation of the contract of employment, terms of a contract of employment, the consequences of a breach of the contract of employment and the available remedies.

Furthermore, the course examines the law regulating claims for wrongful dismissal, unfair dismissal, statutory redundancy, and covers the statutory rights of individual employees such as protection from different forms of discrimination.

Course Structure

- Employment Law 1 – An introduction to Employment Law
 - Employees contrasted with independent contractors
 - The terms of the contract of employment
 - Termination of employment
 - Unfair dismissal
 - Redundancy
- Employment Law 2 – The Law and the Employee
 - Equal pay
 - Discrimination
 - Health and Safety
 - Maternity rights
 - Adoption leave and pay
 - Flexible working for parents
 - The national minimum wage
 - The Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE)
 - The Working Time Regulations 1998
 - Authorised deductions from wages
 - Time off work
 - Procedure for bringing a claim before an employment tribunal
- Essentials of Application & procedure (Practical sessions)