

MOD 8: Specialist Employment Law

This module examines the purpose of employment regulation and the way that it is enforced in practice. You will evaluate the aims and objectives, the role played by the tribunal and courts in enforcing employment law and how cases are settled before and after legal procedures. You will explain the main principles of discrimination law, how to manage recruitment and selection activities lawfully as well as learning about redundancy law and changes in contracts. Finally, you will learn about managing issues relating to pay and working time in a lawful way, and employment rights for flexible working. (5C008)

a. Topics Covered

1. The purpose of employment regulation and the way it is enforced in practice. (1.1) (1.2) (1.3)
2. Preventing discrimination in recruitment and selection and employment and ensuring Equal Pay between men and women. (2.1) (2.2)
3. Managing change lawfully. (3.1) (3.2)
4. Pay, holiday and family friendly rights, and the right to request flexible working. (4.1) (4.2) (4.3)

b. Learning Outcomes

- Evaluate the aims and objectives of employment regulation. (1.1)
- Examine the role played by the tribunal and courts system in enforcing employment law. (1.2)
- Explain how cases are settled before and during formal legal procedures. (1.3)
- Evaluate the principles of discrimination law in recruitment, selection and employment. (2.1)
- Discuss the legal requirements of equal pay. (2.2)
- Discuss the legal implications of managing change. (3.1)
- Explain the legal requirements relating to the transfer of undertakings. (3.2)
- Explain the major statutory rights works have in relation to pay. (4.1)
- Explain the major statutory rights in leave and working time. (4.2)

- Explain the main principles of maternity, paternity, and adoption rights in the context of employment rights. (4.3)

c. Assessment

PENDING ASSIGNMENT ADVICE FROM CIPD