

Employment Law

Module Status: Mandatory Elective

Credit Rating: 7 Credit Level:

Pre-requisite Modules:	Co-requisite Modules:
Modules 1-10 or equivalent	
Total Contact Hours:	
Lecture: 24 hours	Independent Study: 116hours
Total Student Effort: 140	

Module Aims

This module aims to:

- Distinguish between employees and independent contractors.
- Impart knowledge of the general principles of employment law.
- Develop an understanding of the employment contract, specifically the rights, duties and obligations that originate from it.
- Engender knowledge of protective employment legislation and its relationship to the employee's contract of employment.
- Promote a basic understanding of the law governing industrial relations.

Module Learning Outcomes

On successful completion of this module, students should be able to:

- Differentiate between an employee and an independent contractor.
- Assess the law on the termination of a contract of employment.
- Evaluate the law on health and safety in the workplace.
- Discuss the law on equality in the workplace.
- Identify the law governing trade union activity.
- Apply employment law theory to factual scenarios.

Indicative Module Content

TOPIC	DESCRIPTION
The Employment Contract	Contract of service versus contract for services; office holders versus employees; express and implied contract terms; restraint of trade covenants.
Termination of the Employment Contract	Minimum Notice and Terms of Employment Act, 1973; wrongful dismissal; the Unfair Dismissals Acts, 1977 to 2001; constructive dismissal; remedies.
Redundancy	Redundancy Payment Acts; collective redundancies; rights and protection of workers in an insolvency situation - E.C. Directive 77/187.
Equality	The Employment Equality Act 1998; the Equal Status Acts, ; discrimination grounds; equal pay; bullying and harassment.
Protective Legislation	Safety, health and welfare in the workplace; hours worked; holidays; payment of wages; age limitations – children and youth workers; part-time worker.
Institutions	Labour relations commission; conciliation service; joint labour committees; Labour Court; Employment Appeals Tribunal; Equality Officers; Rights Commissioners.
Industrial Relations	The Industrial Relations Act, 1990: strikes, picketing, injunctive relief.

Teaching / Learning Methodology

This module will be delivered through a series of lectures; through tutorial-style discussions, group work sessions and exercises; and supplemented by structured web-based resources and reading.

Assessment

Students will be assessed on the basis of a practical piece of coursework (100%). This substantial piece of work will determine students' knowledge of employment law in Ireland and the remedies available to aggrieved parties to employment contracts. In addition the coursework will assess their ability to interact successfully with the various employment law tribunals in Ireland.

Required Reading

Griffith College Manual, *Employment Law*, (Dublin: Clarus Press, updated annually)

Secondary Reading

Barrett, Gavin (1988) *Redundancy: Law & Practice*, Butterworths

Bolger, Marguerite and Cliona Kimber (1999) *Sex Discrimination Law*, Butterworths

Forde, Michael (2001) *Employment Law*, Round Hall

Meenan, Frances (1999) *Working Within the Law*, Oak Tree Press

Redmond, Mary (1998) *Dismissal Law in Ireland*, Butterworths

Thomson Professional Information (1999) *Practical Employment*

Von Prondynski, Ferdinand and Charles McCarthy (1989) *Employment Law in Ireland*, Sweet & Maxwell