

Unit 37: Employment Law and Practice for Paralegals – 7 Credits

Unit description

The aim of this unit is to provide the learner with detailed knowledge of employment law and practice.

In understanding the contractual relationship and wider scope of employment law; the learner will develop skills to apply the law in practical situations.

This is a course for learners commencing or aspiring to commence a career in Paralegal Practice and those who work in a legal environment.

The learner will understand the situations where Paralegals can play a role in employment practice; employment and HR departments and in employment advisory services.

Summary of learning outcomes

To achieve this unit a learner must:

- 1 Know and evaluate the difference between employees and other types of workers.
- 2 Demonstrate a thorough understanding of the key content of written particulars of employment.
- 3 Know and apply understanding of how employment may be terminated.
- 4 Demonstrate a detailed knowledge of the principles and practice of unfair dismissal, wrongful dismissal and redundancy.
- 5 Know in detail employees' rights and entitlements under statute and common law.