

MODULE: EMPLOYEE RELATIONS

Unit Title: Employee Relations

Themes: Private Law/Management Methods

SYLLABUS

- Industrial Relations
 - The Industrial relations environment
 - Development of the Trade Union Movement
 - Trade disputes Law
 - Industrial Relations Legislation
- Equality of Pay and Treatment
 - Employment Equality Act 1998
 - Maternity Protection Act 1994
 - Sexual Harassment
- Protective Legislation
 - Safety, Health and Welfare in the workplace
 - Safety, Health and Welfare at Work Act, 1989
 - Hours worked, holidays, Payment of wages
 - Age limitations – Children and youth workers
 - Part-time workers
- Redundancy and Insolvency
 - Redundancy Payments Acts
 - Collective redundancies
 - Rights and protection of workers in an insolvency situation – E.C. Directive 77/187
- Institutions and Officers
 - Labour relations commission
 - Conciliation service
 - Joint labour committees
 - Labour court
 - Employee appeals tribunal
 - Equality officers
 - Rights commissioners
- The Contract of Employment
 - Contract of Service versus Contract for Services
 - Office holders versus Employees
 - Contract Terms Expressed, Implied:
 - By Statute
 - By Custom
 - By Collective Bargaining Agreement
 - Restraint of Trade Covenants
- Termination of a Contract
 - Minimum notice and Terms of Employment
 - Unfair Dismissals Act 1977, as amended by the Unfair Dismissals Act, 1993
 - Remedies for wrongful dismissal
 - Remedies for unfair dismissal
- Role Play
 - The use of role-play to convey the importance of effectively understanding the needs and aspirations of the entire workforce.
 - Its value in enabling understanding of the skills and potential brought to the workplace by employees.
 - Industrial relations models from Sweden, U.S, Germany and Britain