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Develop advanced employment law practice skills appropriate to specific contexts and occupational sectors Examine critically the legal and contextual basis of employment law and practice Develop an understanding of regional, national and international models of practice in the employment law arena

Employment law regulates the relationship between employers and employees. It governs what employers can expect from employees, what employers can ask employees to do, and employees' rights at work.

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obligations. The most common example is that you have a right to be paid for the work you do. Your employer has a right to give reasonable instructions to you and for you to work at your job. These rights and obligations are called 'contractual terms'.

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The key areas of law affecting recruitment and selection include discrimination, the right to work in the UK, criminal records checks and data protection. When recruiting staff, employers should understand and keep up to date with their legal obligations, making sure their recruitment and selection procedures comply with the law.

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The first module entitled Employment Law and Practice (BL7106) aims to provide learners with an understanding of this complex area of law and of the importance of law and legal developments in the employment field. It will enable learners to keep abreast of legal developments and to critically analyse the law and evaluate the implications for ...

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By law, an employer must provide anyone who's classed as an employee with the terms of their employment in writing (a 'written statement of employment particulars'). This document must contain a summary of the main terms of employment, such as pay and working hours. This document is often referred to as the 'employment contract'.

Specialist Pathway in Employment Law

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The Chartered Institute of Legal Executives' (CILEx) specialist pathway in Employment, delivers the knowledge and experience of Employment Law and Practice in England and Wales. The pathway educates on individuals' employment status, employment legislation, contracts of employment and their terms, termination of contracts, employee rights and protection from discrimination as well the effects of transfer of business.

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Employment lawyers are frequently required to draft letters, agreements and litigation documents, and research skills are vital as employment law is more legally technical than many areas of legal practice. Practising a mix of contentious, advisory and non-contentious work requires strong organisational skills.

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