

**Unit Title:** Employment Rights, Contracts And Pay  
**Unit Level:** Level 1  
**Unit Credit Value:** 3  
**GLH:** 27  
**LASER Unit Code:** WJD386  
**Ofqual Unit Code:** J/504/8800

This unit has 5 learning outcomes.

LEARNING OUTCOMES		ASSESSMENT CRITERIA	
The learner will:		The learner can:	
1.	Know about employment legislation.	1.1	List different policies that an organisation should have in place.
		1.2	State the function of each policy.
		1.3	State why it is important that an organisation implements these policies.
2.	Know about statutory and contractual employment rights.	2.1	Give an example of a statutory employment right.
		2.2	Give an example of a contractual employment right.
3.	Know about a contract of employment.	3.1	State different ways in which a contract of employment may be formed.
		3.2	List the main sections of a written contract of employment.
		3.3	State their purpose of the different sections of a written contract of employment.
4.	Know about the implications of breach of contract.	4.1	Give an example of how a contract of employment may be breached by an employer.
		4.2	Give an example of how a contract of employment may be breached by an employee.
		4.3	State possible outcomes of a breach of contract.
5.	Know about the key information on a payslip.	5.1	On a given payslip identify: (a) Deductions (b) Payments (c) Information relating to the payee (d) General information
		5.2	State the purpose of: (a) Deductions (b) Payments (c) Information relating to the payee (d) General information
		5.3	State how net pay is calculated.

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<b>Assessment Guidance:</b>
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NA
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<b>Additional Information:</b>
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