

Unit Title: Employment Rights, Contracts And Pay
Unit Level: Level 2
Unit Credit Value: 3
GLH: 24
LASER Unit Code: WJD490
Ofqual Unit Code: L/504/8801

This unit has 5 learning outcomes.

LEARNING OUTCOMES		ASSESSMENT CRITERIA	
The learner will:		The learner can:	
1.	Know about employment legislation.	1.1	Describe the function of different policies that an organisation should have in place.
		1.2	Explain why it is important that the identified policies are implemented.
2.	Know about statutory and contractual employment rights.	2.1	Explain the difference between contractual and statutory employment rights.
3.	Know about a contract of employment.	3.1	Describe different ways in which a contract of employment may be formed.
		3.2	Explain the purpose of the main sections of a written contract of employment.
4.	Understand the implications of breach of contract.	4.1	Describe the different ways that an employer may breach a contract of employment.
		4.2	Describe different ways that an employee may breach a contract of employment.
5.	Know about of payslips and pay.	5.1	Explain the function of the key items on a given payslip.
		5.2	Explain how net pay is calculated.
		5.3	Explain what the tax code means.

Assessment Guidance:

NA

Additional Information:

NA