

Unit Title: Employment Rights, Contracts And Pay
Unit Level: Level 3
Unit Credit Value: 3
GLH: 21
LASER Unit Code: WJD563
Ofqual Unit Code: R/504/8802

This unit has 5 learning outcomes.

LEARNING OUTCOMES		ASSESSMENT CRITERIA	
The learner will:		The learner can:	
1.	Know about employment legislation.	1.1	Critically discuss why employment legislation exists.
		1.2	Explain specific examples of legislation.
		1.3	Assess how the identified examples affects the operation of a business.
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	Evaluate the significance of commonly found terms and sections in a contract of employment.
		3.2	Discuss the distinction between the terms and conditions of an employment contract.
4.	Understand the implications of breach of contract.	4.1	Discuss the different ways that an employer may breach a contract of employment.
		4.2	Discuss different ways that an employee may breach a contract of employment.
		4.3	Discuss possible outcomes of a breach of contract.
		4.4	Assess the consequences of breach of contract with reference to its terms and conditions.
5.	Understand pay.	5.1	Explain how a personal Inland Revenue tax code is worked out.
		5.2	Explain how tax due is worked out.
		5.3	For a given example calculate: (a) taxable pay (b) monthly tax (c) annual tax.

Assessment Guidance:

NA

Additional Information:

NA