

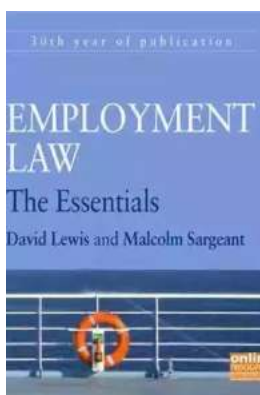
Employment Law: The Essentials



Employment law is a crucial aspect of modern workplaces. As an employer or an employee, having a solid understanding of employment law is essential to protect your rights and ensure fair and just treatment at work.

What is Employment Law?

Employment law encompasses the legal rights and obligations that govern the relationship between employers and employees. It sets out the rules and regulations for hiring, working conditions, wages, benefits, termination, and more. These laws are put in place to promote equality, prevent discrimination, and safeguard both employers and employees.



Employment Law: The Essentials (Cipd)

by Malcolm Sargeant(15th Edition, Kindle Edition)

★★★★☆ 4.7 out of 5

Language : English

File size : 4892 KB

Text-to-Speech : Enabled

Screen Reader : Supported

Enhanced typesetting : Enabled

Word Wise : Enabled

Print length : 456 pages



Importance of Employment Law

Employment law plays a critical role in maintaining a harmonious working environment. It helps prevent workplace discrimination, harassment, and unfair practices, ensuring that employees are treated fairly and equitably. Moreover, it protects employers from potential legal complications and helps them make informed decisions while managing their workforce.

Key Elements of Employment Law

Employment law consists of various elements that both employers and employees need to be aware of:

1. Contracts

A contract of employment establishes the terms and conditions of the employment relationship. It outlines the rights and responsibilities of both parties and helps avoid disputes in the future.

2. Discrimination and Equality

Employment law prohibits discrimination based on protected characteristics such as age, gender, race, disability, religion, or sexual orientation. It promotes equality in the workplace and ensures that all individuals are given equal opportunities.

3. Health and Safety

Employers have a legal duty to provide a safe working environment for their employees. Health and safety regulations aim to prevent accidents, injuries, and illnesses in the workplace.

4. Working Hours and Leave

Employment law sets restrictions on working hours, including maximum working hours per week and minimum rest breaks. It also provides various types of leave, such as maternity leave, sick leave, and annual leave.

5. Termination and Redundancy

Employment law governs the termination process, ensuring fair reasons for dismissal and protecting employees against unfair dismissals. It also establishes rules for redundancy situations, protecting employees' rights during workforce restructuring.

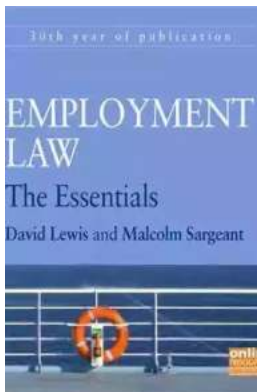
Employment Law: CIPD's Role

The Chartered Institute of Personnel and Development (CIPD) is a renowned professional body for HR and people development. It plays a vital role in

advancing employment law practices by providing guidance, research, and resources to professionals in the field.

Employment law is an essential aspect of the modern workplace. Understanding the key elements of this law is crucial for both employers and employees to ensure fair treatment, prevent discrimination, and maintain a harmonious work environment. Organizations like the CIPD offer valuable resources to guide professionals in effectively navigating employment law and promoting workplace fairness.

Keywords: employment law, essentials, CIPD, contracts, discrimination, equality, health and safety, working hours, leave, termination, redundancy



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The most up-to-date guide on UK employment law available for CIPD and HR students.

Employment Law is the core textbook for the CIPD Level 7 Employment Law module. It takes the reader step-by-step through everything that they need to

know, including the formation of the Contract of Employment, discrimination, health and safety in the workplace, unfair dismissal and redundancy.

Easy to read and navigate, and full of case studies and useful examples that encourage deeper thinking, this fully updated 15th edition provides a thorough theoretical grounding in employment law that can be applied in practice.

This new edition of Employment Law is completely up to date with the latest cases and legislation, including zero hours contracts, migrant workers' rights, shared parental leave and Brexit and provides an up-to-date analysis of anti-discrimination law, the national living wage and the 'Transfer of Undertakings (Protection of Employment) Regulations 2006' (TUPE). Online resources include a lecturer guide, powerpoint slides and extra case studies to support learning and enable students to apply the theory in practice.



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