

Annexe A: New/Revised Course Content in OBTL+ Format

Course Overview

The sections shown on this interface are based on the templates [UG OBTL+](#) or [PG OBTL+](#)

If you are revising/duplicating an existing course and do not see the pre-filled contents you expect in the subsequent sections e.g. Course Aims, Intended Learning Outcomes etc. please refer to [Data Transformation Status](#) for more information.

Expected Implementation in Academic Year	
Semester/Trimester/Others (specify approx. Start/End date)	
Course Author * Faculty proposing/revising the course	Assoc Prof Dennis Ong
Course Author Email	acsong@ntu.edu.sg
Course Title	EMPLOYMENT LAW
Course Code	BH3301
Academic Units	0
Contact Hours	39
Research Experience Components	

Course Requisites (if applicable)

Pre-requisites	AB1301 or equivalent
Co-requisites	
Pre-requisite to	
Mutually exclusive to	
Replacement course to	
Remarks (if any)	

Course Aims

Coverage: This course will focus on the essential principles of Singapore law relating to employment, including the common law rules and key provisions of the Employment Act as well as the Workplace Safety and Health Act, Work Injury Compensation Act and Common Law rules on workplace safety and health. Additional Overview: will be given introducing the framework, core concepts and main principles relating to employment equality under various provisions and statutes like the Retirement and Re-Employment Act and the TAFEP guidelines and the scheme for regulating foreign labour under the Employment of Foreign Workers Act. There will also be a brief overview of the statutes governing industrial labour rights and disputes: the Industrial Relations Act, the Trade Unions Act etc. This is a lot of ground so it should be noted that these will not be all covered at the same depth.

Purpose: The intention is that the student having done this course should have an overview of the legal framework and have a firm grasp of the core principles and purposes of the various laws and statutes with an emphasis on the main common law rules and the Employment Act. The students should understand their core rights as employers or employees and know where to look for more particular answers should that be necessary. It is intended that the conceptual understanding of the issues and perspectives on the laws will give the student the foundation to adapt intelligently even with changes of the laws or switches to new systems.

Course's Intended Learning Outcomes (ILOs)

Upon the successful completion of this course, you (student) would be able to:

ILO 1	Distinguish between an employment contract from a contract for services.
ILO 2	Identify when an employment contract is governed by the Employment Act and whether Part IV thereof applies to it.
ILO 3	Identify when maternity benefits and protection as well as medical leave applies under the Employment Act and be able to exercise them properly.
ILO 4	Properly terminate a contract of employment where these are under the Employment Act and under Common Law and be able to explain the consequences and remedies following wrongful dismissal, including potential reinstatement or other redress under the Employment Act and Employment Claims Act.
ILO 5	State when a termination is properly due to redundancy or re-organization and retrenchment benefits may be claimed.
ILO 6	State and apply the key protections offered to employees under the Retirement and Re-Employment Act, including conditions for re-employment and exercise rights to reinstatement or other redress for employees dismissed on grounds of age before the retirement age.
ILO 7	Describe and explain the main roles and functions of the Industrial Arbitration Courts, Trade Unions and explain what is a Collective Agreement, Industrial Award and their effects.
ILO 8	State the main principles under which a strike or other industrial action may be carried out in Singapore and identify the core statutes governing these.
ILO 9	Explain and apply the core principles under the Common Law of safety at work
ILO 10	Identify the core provisions on the duties of employers under the Workplace Safety and Health Act and obligations to compensate under the Work Injury Compensation Act.
ILO 11	Identify the core provisions and explain the main requirements for employing foreign labour under the Employment of Foreign Workers Act and the nature of the various passes.
ILO 12	Give an account of the concept of employment equality, give an account of the main provisions and effect of the TAFEP Guidelines, and comment reasonably on the adequacy of current legislation and such guidelines.
ILO 13	In relation to the foregoing, give a reasonable account of the main policy considerations and principles underlying those rules and regulations.

ILO 14	Apply them reasonably to given fact scenarios or current issues, and explain their suggested outcome in terms of those rules
ILO 15	Use the potential effect of those rules' application (as in b.) to formulate provisions or arrangements that comply with the law or use them to the best effect.
ILO 16	Assess the current laws for their strengths and weaknesses

Course Content

1.The essential principles of Singapore law relating to employment, with a focus on a.the common law governing employment contracts; and b.key provisions of the Employment Act regarding employee rights, leave, maternity protection and benefits, and termination; as well as c.the Workplace Safety and Health Act, Work Injury Compensation Act and Common Law rules on workplace safety and health. 2.Introduction of the framework, core concepts and main principles relating to a.employment equality under various provisions and statutes like the Retirement and Re-Employment Act and the TAFEP guidelines; b. and the scheme for regulating foreign labour under the Employment of Foreign Workers Act. 3.There will also be a brief overview of the statutes governing industrial labour rights and disputes. 4.There will be at least a broad coverage* of the following from the above list that should give the students a firm foundation with which to prepare to do on their own Paper A of the IHRP (Institute of Human Resource Professionals) certification: (a) Employment Act, (b) Employment of Foreign Manpower Act, (c) Work Pass Rules, (d) Fair Consideration Framework (FCF), (e) CPF, (f) Industrial Relations (including Tripartism and Employee Relations), (g) Retirement and Re-employment Act, (h) Work Injury Compensation Act *Kindly note that students intending to qualify for IHRP Paper A certification should not rely on the BH3302 course content and pedagogy and expect to sit for the Paper A exam without undertaking independent efforts of preparation and self-study.

Reading and References (if applicable)

Readings: See the MOM webpages on "Employment Practices": <https://www.mom.gov.sg/employment-practices>(Caution: we will discuss if some of its assertions are correct and may be contested.) References Singapore: D. Ong & S. Ang Singapore Employment Law (Cengage Learning, 2016) [Following substantial amendments to the Employment Act taking effect from 1 April 2019, students should note that certain portions/chapters in the book will be required to be read subject to these amendments. Students are not required to buy this.] Bauer, J The Singapore Employment Manual:Jean Bauer (ed), contributors: K Andarajah et al, Asia Law & Practice Ltd, 1997. (Call No. KPPP125.S617) General: Honeyball & J Bowers Textbook on Labour Law (9th Ed) (Call No. KD3009.H772T) Painter, Richard W & Holmes, Cases & Materials on Employment Law (5th Ed), Oxford University Press, 2004. ISBN 0-1992-7064-3 *IHRP resources and materials for IHRP Paper A <https://ihrp.learnworlds.com/certelearning> Statutes (Required References): See: Singapore Statutes Online: <https://sso.agc.gov.sg/For> - Criminal Law (Temporary Provisions) Act 1955, Part 3 and First Schedule Employment Act 1968 For the following, the reference will be selective for the provisions referred to in the course notes. Employment Claims Act 2016 Employment of Foreign Manpower Act 1990 Industrial Relations Act 1960 Retirement and Re-employment Act 1993 Work Injury Compensation Act 2019 Workplace Safety and Health Act 2006

Planned Schedule

Week or Session	Topics or Themes	ILO	Readings	Delivery Mode	Activities
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Learning and Teaching Approach

Approach	How does this approach support you in achieving the learning outcomes?
Seminars	<p>The seminars are participation driven - through application of the core concepts covered to posed hypothetical scenarios, students will be asked either to explain the potential legal outcomes and/or formulate alternative arrangements and provisions that will be compliant with the law and/or use them to their best effect.</p> <p>The intended result is that there should be a grasp of the core rules as well as an understanding of how they apply. The discussion as to alternative arrangements and provisions require critical thinking about the current laws and a proactive approach to managing within them.</p>
MCQs and Examination	<p>The MCQs and Examination will be focused on different parts of the course. The course canvases a wide area of laws. With this in mind the course outline itself indicates areas where there is focus on depth and others where a lighter coverage and treatment will be given. This is intended so that the student will have a general grasp of all the essential laws and regulations governing employment but will have in-depth understanding of the Employment Act and the Common Law rules on employment. Therefore, the MCQs will assess specific essential ideas and provisions that will be covered in a continuous LAMS MCQ exercise (see next) whilst in depth discussion and analytical applications are expected to be tested in the examination.</p>
Continuous LAMS MCQ Exercises	<p>These will be issued continually during the course and their completion in class will be considered part of course participation. The MCQ Test will be broadly based on these.</p>

Assessment Structure

Assessment Components (includes both continuous and summative assessment)

No.	Component	ILO	Related PLO or Accreditation	Weightage	Team/Individual	Rubrics	Level of Understanding
1	Continuous Assessment (CA): Class Participation(Seminars 13)	1,2	Oral Communication, Critical Thinking	20	Individual		
2	Continuous Assessment (CA): Test/Quiz(Multiple Choice Quiz - conducted during class time @ Seminar 13)	1	Acquisition of knowledge (with a focus on ILO 1 items vii - viii and xi & xii; though not exclusively)	20	Individual		
3	Summative Assessment (EXAM): Final exam(Examination (open book))	1,2	Acquisition of knowledge, Critical Thinking	60	Individual		

Description of Assessment Components (if applicable)

Formative Feedback

Participation: All students must participate in every seminar. An interim feedback will be given around the midpoint of the course to give them a sense of how they are doing and their areas of strengths and weaknesses, but no final feedback or grade will be given as to Participation. A LAMS MCQ exercises series will be continually issued during the course and their completion will be considered as part of Participation.

Presentations: Feedback in terms of whether the performance exceeds, meets or is below expectations will be given after the end of the course via Eureka.

MCQ: The MCQ grades will be returned via Eureka.

NTU Graduate Attributes/Competency Mapping

This course intends to develop the following graduate attributes and competencies (maximum 5 most relevant)

Attributes/Competency	Level
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Course Policy

Policy (Academic Integrity)

Policy (General)

You are expected to complete all assigned pre-class readings and activities, attend all seminar classes punctually and take all scheduled assignments and tests by due dates. You are expected to take responsibility to follow up with course notes, assignments and course related announcements for seminar sessions they have missed. You are expected to participate in all seminar discussions and activities. Peer evaluation will have to be given as part of the Presentation assessment component, and students are expected to do this in good faith.

Policy (Absenteeism)

Absence from class without a valid reason will affect your overall course grade: quite simply, you cannot get participation scores for the days on which you are absent. Valid reasons include falling sick supported by a medical certificate and participation in NTU's approved activities supported by an excuse letter from the relevant bodies. If you miss a lecture, you must inform the course instructor via email: if you can, prior to the start of the class, in any case in that week.

Policy (Others, if applicable)

Last Updated Date: 11-03-2024 02:57:33

Last Updated By: Koh Yi Jing