



Award in

EMPLOYMENT LAW

MQF Level 5

September – November 2024



lecturers

Dr Charlotte Camilleri – Dr Andrew Borg Cardona

Award in

EMPLOYMENT LAW

DATES

4, 11, 18, 25 September, 2, 10, 16, 23, 30 October, 6, 13, 20 November 2024

FEE

MEA Members: €550 per person

Non-Members: €700 per person

(20% discount on the fee of the second and subsequent participants from the same company enrolling for the same dates of the course)

Participants can apply for EU funding under the [Investing in Skills Scheme](#) managed by JobsPlus and/or under the [Get Qualified Scheme](#) managed by the Ministry for Education.

LECTURERS

Dr Charlotte Camilleri and Dr Andrew Borg Cardona

DURATION

12 Lectures of 2 hours each.

Lectures are held from 4pm to 6pm

VENUE

Online

2 of the lectures will take place in person at MEA's premises in Valletta.

For further information

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t: (+356) 21 237585, 21 222992

For registration, click [here](#)

course **OBJECTIVE**

This course aims to provide participants with a good working knowledge of the local legislation belonging to employment and industrial relations including the main changes in the employment legislation. It also determines the extensive factors for an understanding of the rights and obligations of workers and their employers. The Employment and Industrial Relations Act, 2002 and the various regulations which followed shall be the main focus of the course. This course will guide participants through the principles of effective employment practices and will enable them to understand various implications of employer employee relations.

SYLLABUS

- ➔ Contracts of Employment, Probation and Restraint of Trade Clauses
- ➔ Part-time Employment
- ➔ Definite Term Contracts and Equal Pay
- ➔ Family Based Rights
- ➔ Working Time including Vacation Leave
- ➔ The various grounds of Discrimination, Harassment, Victimization
- ➔ Information, Consultation and Participation Rights of Workers and Collective Redundancies
- ➔ Information Regulations, The National Employment Authority, Injury and Sickness
- ➔ Transfer of Undertakings and Employment Status
- ➔ Disciplinary action, warnings and termination of Employment including Constructive Dismissal and Redundancy
- ➔ The setting up of a Trade / House Union, Union Recognition, Industrial / Trade Disputes and Industrial Action
- ➔ The Industrial Tribunal Proceedings and Awards, and Human Rights

learning **METHODOLOGY**

The course will consist of a balanced combination of presentations, question-and-answer sessions and discussions.

learning **OUTCOMES**

- ➔ Students will be able to resolve cases related to employment which may arise in the company by making reference to material provided during the course as well as lecture notes.
- ➔ Students will become familiar with Chapter 452 of the Laws of Malta as well as subsidiary legislation.
- ➔ Students will identify which pieces of legislation they need to make reference to when dealing with specific issues.
- ➔ Students will know in which areas there is no legislation to make reference to.

target **AUDIENCE**

To all employers, managers and HR practitioners.

entry **REQUIREMENTS**

At least a level 4 qualification in management or a related discipline, and/or a minimum of five years' experience in general or HR management.

ACCREDITATION & LICENSURE

The Malta Employers' Association is licensed as a Higher Education Institution (License No.: 2017-001) by The Malta Further and Higher Education Authority (MFHEA).

CERTIFICATION

All lectures are compulsory. The course is equivalent to 4 ECTS. Students will also be required to submit an assignment of 2,500 words to be eligible for certification.

EVENT BOOKING T&Cs policy

Please click [here](#) to view the MEA's Event booking terms and conditions and cancellation policy.

Since the course will consist on intensive sessions with heavy participant involvement and discussion, attendance is limited to a maximum of twenty persons. Applications will be accommodated on a first come first served basis.

We reserve the right to alter the programme due to circumstances beyond our control.