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| **Supporting good practice in managing employment relations - 3MER** | | | |
| Learner Name:  James Bancroft | Group: LOLOCT20  Tutor Name: S Greene  Tutor Signature:  S Greene | Assessor Name:  Assessor Signature:  *(If different to delivery tutor)* | Date: 08/12/20 |

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| **Assessment criteria relating to unit 3MER** | | **Grade**  **Pass/Refer/Fail** | **Assessor Comments** |
| 1.1 | Describe the internal and external factors that impact on the employment relationship. | P | A minimum of two internal and two external factors which can impact on the employment relationship have been identified and explained.   * Leadership and culture * Policies, procedures and the working environment * Political factors and the current pandemic * Social expectations such as well-being strategies, flexible working and the ageing workforce.   Some good analysis provided of how the above impact on the employment relationship, well done. |
| 1.2 | Explain the different types of employment status. | P | You have explained three different types of employment status;   * Workers * Employees * Self-employed   and the various rights and entitlements of each. |
| 1.3 | Identify and analyse the reasons why it is important to determine an individual’s employment status. | P | A minimum of three reasons why it is important to determine an individual’s employment status have been identified and analysed;   * To avoid escalation to an employment tribunal and incur financial consequences * To ensure that the relevant tax and pay arrangements are fulfilled * To provide an harmonious relationship and one of mutual trust and transparency   You also draw upon the Uber case to justify your reasoning which was good. |
| 2.1 | Explain the importance of work life balance within the employment relationship and how it can be influenced by legislation. | ~~R~~  P | You have explained the importance of work life balance within the employment relationship with regards to;   * Holidays * Rest periods * Working hours * Night working   You have also explained some of the benefits of work life balance which was good. You could however have also defined a night worker. The minimum holiday entitlement is however 5.6 weeks statutory annual leave.  **Related legislation such as The Working Time Regulations 1998 etc now needs to be explained.**  **This legislation has now been briefly explained.** |
| 2.2 | Summarise the legal support that may be given to employees as a family member. | ~~R~~  P | The legal entitlements in relation to;   * Maternity leave * Paternity leave * Adoption leave   have been explained. You could have been more specific with regards to the concept of continuous service (26 weeks) as opposed to stating ‘enough continuous service’. Some mention could also have been made to The Equality Act 2010 although this was alluded to.  **You now to explain rights and responsibilities with regards to**   * **Dependants leave**   **You have however explained Shared parental leave. This was not asked for in the question. I would therefore take this out to avoid going over the word count.**  **Dependant’s leave has now been addressed.** |
| 2.3 | Explain the reasons for treating employees fairly in relation to pay. | P | A minimum of two reasons why employees should be treated fairly in relation to pay have been explained;   * To avoid any cases of litigation and discrimination * To be seen as a fair employer and maintain the morale and engagement of workers   You have also made reference to the gender pay gap and executive pay reporting for companies who employ more than 250 staff which was good. |
| 2.4 | Summarise the main points of discrimination legislation. | P | The main points of equalities legislation in relation to;   * Direct discrimination * Indirect discrimination * Harassment * Victimisation   have been explained. You have drawn upon The Equality Act 2010 and defined each of the above with examples provided. |
| 2.5 | Explain the good practice that underpins organisational policies and can contribute to the psychological contract. | P | The concept, importance of benefits of a healthy psychological contract has been explained. The various policies in relation to induction, training and development, well-being and having clear rules and procedures which can contribute to this have been outlined.  It would have been useful to have included some practice from your own organisation to enhance this section. |
| 3.1 | Explain the differences between fair and unfair dismissals. | P | The differences between fair and unfair dismissal with examples to support your reasoning have been explained.  You could however have clearly discussed the impact of both on the organisation. |
| 3.2 | Explain the importance of exit interviews | P | The importance of exit interviews to both parties have been clearly illustrated and explained. This was a good section well done. |
| 3.3 | Summarise the key stages to be followed when managing redundancies. | P | The key stages to be followed when managing redundancies have been summarised.  The impact of redundancy on the whole organisation has also been explained which was good. |
| This assessment should be presented as a written guidance leaflet.  Word count 3000 words. | | | |

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| **Assessment Decision (Pass/Refer/Fail)**  **~~REFER~~ – just a couple of sections to improve James.**  **PASS** |  |
| **Strengths** | **Areas for Improvement** |
| * The majority of the assessment criteria has been addressed. * You have provided sub headings to provide structure to your guidance leaflet. * Some effective use of workplace examples have been provided to demonstrate knowledge and understanding. * A bibliography has been provided. * You have drawn upon some best practice, legislation and a case study to add value to your work. * Your work has been submitted within the word count. | * Ensure that you comprehensively address all aspects of the assessment criteria. * More use of imagery in places could have been provided to engage your audience further. * Try and reference your sources within the main body of your assessments and compile your bibliography accurately and in full according to the Harvard Referencing style. |

*Students receiving a refer mark have 1 week from the date feedback was provided on the VLE to upload their resubmission, unless otherwise agreed with MOL.*