

Unit 200

Understand employment responsibilities and rights in health, social care or children and young people's settings

UAN:	R/602/2954
Level:	Level 2
Credit value:	3
GLH:	24
Aim:	This unit is aimed at those working in a wide range of settings in the health, social care or children and young people's sector.

Learning outcome	The learner will:
	1. Know the statutory responsibilities and rights of employees and employers within own area of work
Assessment criteria	
The learner can:	
1.1 List the aspects of employment covered by law	
1.2 List the main features of current employment legislation	
1.3 Outline why legislation relating to employment exists	
1.4 Identify sources and types of information and advice available in relation to employment responsibilities and rights	

Range
Law – includes Employment law and other legislation such as: <ul style="list-style-type: none">• Disability Discrimination Act• Health & Safety• Other relevant equalities legislation
Sources and types of information and advice – this should be internal and external where appropriate and should include details of Access to Work and Additional Learning Support.

Learning outcome	The learner will:
	2. Understand agreed ways of working that protect own relationship with employer
Assessment criteria	
The learner can:	
2.1 Describe the terms and conditions of own contract of employment	
2.2 Describe the information shown on own pay statement	
2.3 Describe the procedures to follow in event of a grievance	

- 2.4 Identify the personal information that must be kept up to date with own employer
- 2.5 Explain **agreed ways of working** with employer

Range

Agreed ways of working includes policies and procedures where these exist; they may be less formally documented with micro-employers. It may cover areas such as:

- data protection
- grievance procedures
- conflict management
- anti-discriminatory practice
- equality & diversity
- health and safety

Learning outcome	The learner will:
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3. Understand how own role fits within the wider context of the sector

Assessment criteria

The learner can:

- 3.1 Explain how own role fits within the delivery of the service provided
- 3.2 Explain the **effect** of own role on service provision
- 3.3 Describe **how own role links to the wider sector**
- 3.4 Describe the main roles and responsibilities of **representative bodies** that influence the wider sector

Range

Effect – should include the effect of following good practice and consequences of non-compliance

How own role links to the wider sector – may include reference to relevant Codes of Practice, National Occupational Standards etc in own area of work

Representative bodies – may include: government departments, professional bodies, trade unions, sector skills councils, regulatory bodies, consumer groups etc.

Learning outcome	The learner will:
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4. Understand career pathways available within own and related sectors

Assessment criteria

The learner can:

- 4.1 Explore different types of occupational opportunities
- 4.2 Identify sources of information related to a chosen career pathway
- 4.3 Identify **next steps** in own career pathway

Range

Next steps – should include training and development

Learning outcome	The learner will:
5. Understand how issues of public concern may affect the image and delivery of services in the sector	
Assessment criteria	
The learner can:	
5.1 Identify occasions where the public have raised concerns regarding issues within the sector	
5.2 Outline different viewpoints around an issue of public concern relevant to the sector	
5.3 Describe how issues of public concern have altered public views of the sector	
5.4 Describe recent changes in service delivery which have affected own area of work	
Range	
Issue of public concern - may include media stories, local or national strategies, closures, government drivers, economic issues.	