

Assessment Component 1: Task 2

Module: Professional Career
Development

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Student: Ferline Danqua
Student number: 2030736

Lecturer: Diola Bijlhout

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Introduction

This academic report will discuss the definition of employability and which qualities employers can expect of employees. It will also cover the recruitment and selection process, with a focus on the interview role play exercise from week 9, as well as the employment relationship and how it is governed. Finally, it will discuss about my professional development and my current position.

The Employment Relationship

Employability is the ability to move independently within the labor market in order to realize potential through long-term work. Individual employability is determined by their knowledge, talents, and attitudes, as well as how they portray these assets to employers (Nationalarchives.gov.uk, 2013).

The notion of employability has practical applications within sectoral and labor market inclusion strategies, notably through concentrating on changing skills and employer requirements, such as the increase of 'soft' employability abilities that employers are increasingly demanding. Social exclusion and call center training in the context of a revolution in the nature of employment and the implications for employers' call center skill needs Generic skills, particularly communication abilities, have become critical for many industries. This means that interpersonal skills, personality, and attractiveness are vital in terms of being able to gain, and then maintain, employment (McQuaid, Green and Danson, 2005).

Employers expect these qualities from employee: communication and interpersonal skills, problem solving skills, Using your initiative and being self-motivated Working under pressure and to deadlines, organizational skills, team working, ability to learn and adapt, numeracy and, valuing diversity and difference negotiation skills.

As stated Harvey, (2001) when an employer's definition of employability refers to attributes, it also implies that the employer is aware of the attributes that are required for the effective operation of their organization now and in the future, and that they have mechanisms in place to ensure that graduates exhibit appropriate attributes.

An Act of Parliament enacts new legislation or modifies existing legislation. EAn Act is a Bill that has received Royal Assent from the Monarch after being approved by both the House of Commons and the House of Lords. Acts of Parliament, when taken collectively, constitute what is known as Statute Law in the United Kingdom.

Bills are the primary means by which major laws in the United Kingdom are enacted. Bills become Acts of Parliament after they have passed all of their stages. Acts of Parliament frequently grant Ministers the authority to issue more comprehensive directives, rules, or regulations through statutory instruments. The breadth of these abilities ranges from the technical to considerably broader ones such as filling out large sections of Acts. Acts frequently only provide a basic framework, while SIs are used to add the required detail that would be too complex to put in the body of an Act. Secondary legislation can also be used to amend, update, or enforce primary legislation that already exists (UK Parliament, 2019).

The Health and Safety at Work Act 1974

The Health and Safety at Work Act 1974 is the major piece of law in the United Kingdom governing occupational health and safety. It establishes the general duties that employers owe to their employees and members of the public, employees owe to themselves and to one another, and certain self-employed owe to themselves and others (Health and Safety Executive, 2019).

Employers general duties to their employees are: every employer is responsible for ensuring the health, safety, and welfare of all his employees at work, to the greatest extent reasonably practicable and also, is required to prepare and, as needed, revise a written statement of his general policy regarding the health and safety of his employees at work, as well as the organization and arrangements in place for carrying out that policy, and to bring the statement and any revisions to the attention of all of his employees.

It is the duty of every employee while at work to: take reasonable care for his own health and safety, as well as the health and safety of others who may be affected by his acts or omissions at work; and, in the case of any duty or requirement imposed on his employer or any other person by or under any of the relevant statutory provisions, to cooperate with him in order for that duty or requirement to be performed or complied with.

The Employment Act 1996

Employees have the right not to be penalized by their employer if they take specific actions to protect their own health and safety or the health and safety of others. These rights are enshrined in the Employment Rights Act of 1996. According to the law, an employee is protected from disadvantage if they leave, propose to leave, or refuse to return to their workplace in the face of risk that they reasonably thought to be serious and impending. An employee is also protected when, under the same circumstances, they take adequate precautions to safeguard themselves or others from harm (NetLawMan, 2019).

Employers must offer a cause for dismissing employees under the Employment Act of 1996. Requests for flexible working hours and the defense of statutory rights are examples of unfair reasons for dismissal. Employees who are fired on these grounds, as well as those who are fired on the basis of constructive dismissal, can seek reimbursement from an employment tribunal. Everyone has the right to 52 weeks of maternity leave and 1 or 2 weeks of paternity leave. They are also entitled to a 20-minute break if you work more than 6 hours, and employers must notify them in advance if you are fired.

The Equality Act 2010

The Equality Act of 2010 legally protects persons from job and societal discrimination.

It consolidated earlier anti-discrimination laws into a single Act, simplifying the law and improving protection in particular cases. It outlines the various ways in which it is illegal to treat someone (GOV.UK, 2015).

Employers owe it to their employees to offer a safe working environment devoid of discrimination, harassment, and intimidation. A diverse workplace can become a breeding ground for behavior and behaviors that reach to the level of unlawful and discriminatory employment practices if not properly trained and managed. As a result, businesses bear a number of duties in terms of workplace diversity.

Employees owe to their coworkers not to discriminate against them based on any of the protected qualities. Employees who continue to commit acts of discrimination may be ordered individually to pay compensation to their victims by an employment tribunal.

Diversity and equal chances policies impose a positive duty on all employees to follow the policy and to treat colleagues with respect and decency.

Regardless of motive, all employees have a duty not to participate in any behavior that could be regarded as harassment based on any of the protected characteristics (Croneri.co.uk, 2018).

The interview – Reflection on role play

The organization received a large number of applications for the position of nurse, but as general manager in this play role, I was careful to choose qualified individuals. So I called a couple people and scheduled an interview.

The candidate was on time and well-dressed.

During the interview I played the role of the interviewer. I attempted to be as professional as possible with the potential candidate as an interviewer. I greeted her warmly, introduced myself as manager, and led her to the office where the interview was held. After going through her job application form, personal specification and job description, I had prepared 5 questions for the candidate which were: can you tell why should we hire you? What do you look for in a job? Can you tell why do want to work for us? Which aspects of your position do you find the most attractive? Tell more about your work experience. The candidate answered the questions honestly and professionally. The interview went well and the candidate seemed nervous but enthusiastic too. At the end of the interview, we said goodbye and I said if she is accepted, she will receive a call from us.

I took on the role of interviewee after first playing the role of interviewer. I saw an advertisement on the internet for a trained nurse to work at the hospital. I applied for the position and received a call from management a few days later to set up an interview. I dressed nicely for the interview, arrived on time, and was well received. The interviewer inquired as to how I see myself in five years, what my greatest strengths and weaknesses are, why I am applying for this position, what I intend to achieve in this role, and for me to speak briefly about my nursing career.

I responded that I would want to apply for this position because I feel that patient-centered care is the most successful, having worked as a nurse in a variety of settings including hospitals, community centers, primary care offices, and as a volunteer.

For the next five years, I envision myself working as a general manager, addressing my weaknesses and honing my strengths.

Career Development

I chose a nurse because I believe that in addition to caring for patients, nurses also perform exams, administer injections, administer prescribed drugs, make dressings and triage cases, organize medical records, ensure hospital organization and cleanliness, separate surgical instruments, and coordinate teams.

They collect and generate information related to the health of the aided client, resulting in health promotion as well as an increase in the person, family, and community's quality of life.

Kolb's (1984) reflective cycle emphasizes the significance of the reflecting component in the experiential learning cycle, whereas Gibbs'(1988) reflective cycle provides structure to learning from experiences.

To discuss my experience working in a group, I will use Gibbs reflective cycle as a framework. I will also portrait the event and communicate my feelings and views in the text, as well as evaluate and analyze the experience and devise a plan of action for a future event.

Reflecting on my learning experience assists me to improve my performance in the now as well as in the future. It is therefore difficult to better for the following time until I reflect on my own learning.

To achieve my objectives, I will complete this course and then apply for the nursing program, which will need me to strengthen and develop my digital, interpersonal, and communicative skills.

Utilizing SWOT analysis I will be able to examine and improve my weaknesses, use my skills and strengths to advance, seek chances that will aid in my personal and professional development, and face the risks that will inevitably arise.

Conclusion

This module taught me that employability is a set of achievements — talents, understandings, and personal characteristics — that make employment graduates more likely to obtain and succeed in their chosen occupations, benefiting themselves, the workforce, the community, and the economy, and that it is critical for a newly graduated student to understand labor laws and acts. As a result, I reflected about my part in week 9. I also considered how I should build my personal development plan for my future work as a nurse.

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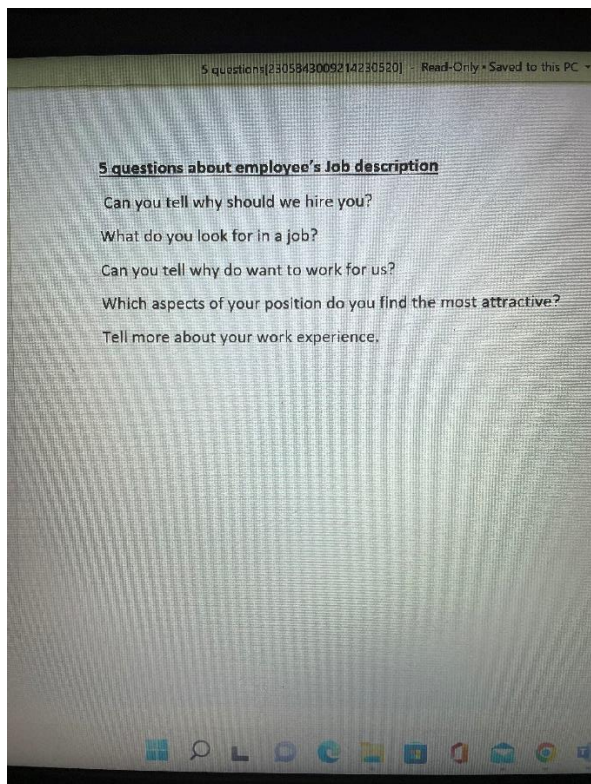
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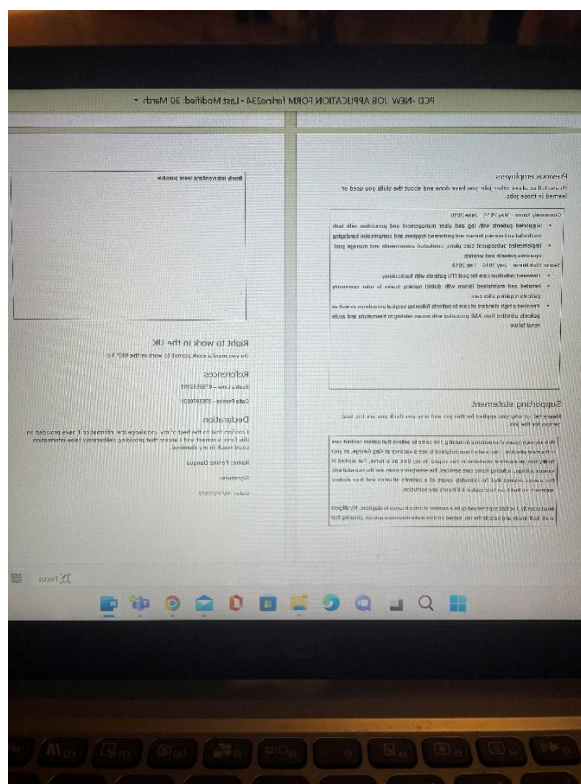
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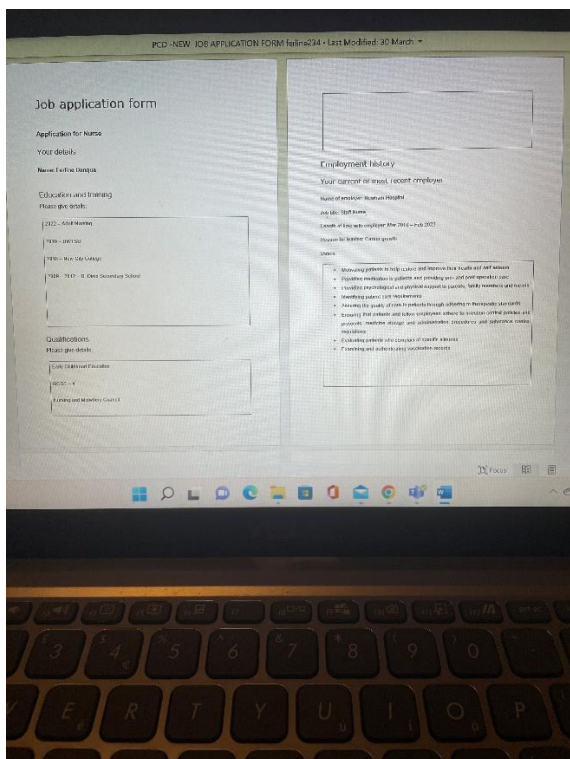
Appendix



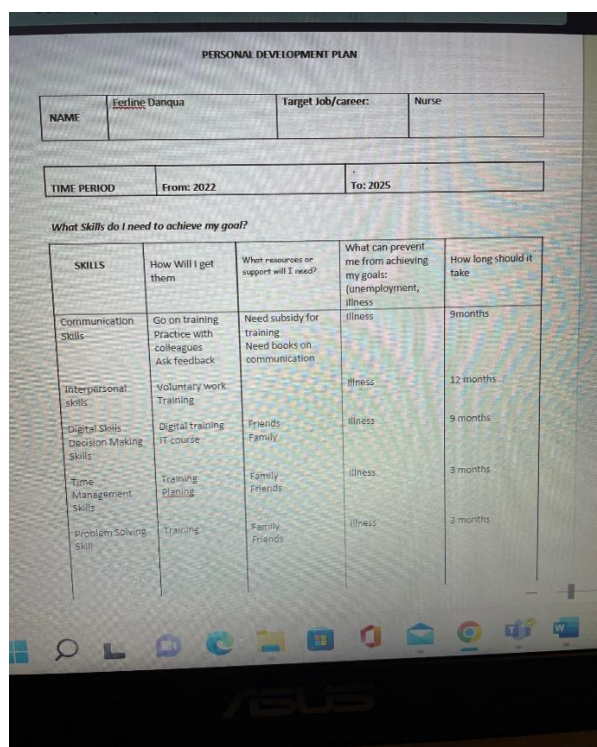
Appendix 1



Appendix 2



Appendix 3



Appendix 4

