

**INSTITUTE OF LEGAL EXECUTIVES**  
**UNIT 13 – PRACTICE OF EMPLOYMENT LAW\***

**Time allowed: 1 hour and 30 minutes plus 15 minutes reading time**

**Instructions to Candidates**

- You have been provided with a clean copy of the case study materials for you to use in this examination.
- You have **FIFTEEN** minutes to read through this question paper and the case study materials before the start of the examination.
- **It is strongly recommended that you use the reading time to read the question paper fully.** However, you may make notes on the paper or in your answer booklet during this time if you wish.
- **All questions are compulsory. You must answer ALL the questions.**
- Write in full sentences – a yes or no answer will earn no marks.
- Candidates must comply with the ILEX Examination Regulations.
- Full reasoning must be shown in answers. Statutory authorities, decided cases and examples should be used where appropriate.

**Information for Candidates**

- The mark allocation for each question and part question is given and you are advised to take this into account in planning your work.
- Write in blue or black ink or ball point pen.
- Attention should be paid to clear, neat handwriting and tidy alterations.
- Complete all rough work in your answer booklet. Cross through any work you do not want marked.

**Do not turn over this page until instructed by the Invigilator.**

\* This unit is a component of the following ILEX qualifications: **LEVEL 3 CERTIFICATE IN LAW AND**

### Question 1

Reference: Question relates to **Documents 1, 2 and 3** of the case study materials.

(a) Advise Rob what legal issues may arise from the draft advertisement in its current form.

**(8 marks)**

(b) Re-draft the content of the advertisement taking into account your advice above.

**(4 marks)**

(c) Identify **two** commercial advantages for Master Fit Flooring in having proper employment documentation for new employees.

**(2 marks)**

**(Total: 14 marks)**

### Question 2

Reference: Question relates to **Document 4** of the case study materials.

Explain the purpose and effect of the following clauses from Alan Blurton's contract of employment;

(a) Clause 9.

**(3 marks)**

(b) Clause 5.

**(4 marks)**

(c) Clause 10.

**(5 marks)**

**(Total: 12 marks)**

### Question 3

Reference: Question relates to **Document 5** of the case study materials.

Advise Eisha in relation to the following:

- (a) Explain whether Eisha may have a claim for unfair dismissal against her employer and if so, on what basis.  
**(10 marks)**
- (b) What time limit may affect her ability to pursue a claim for unfair dismissal against her employer?  
**(2 marks)**
- (c) Identify and explain the remedies available to Eisha for wrongful and unfair dismissal if she is successful in her claims.  
**(8 marks)**  
**(Total: 20 marks)**

### Question 4

Reference: Question relates to **Document 5** of the case study materials.

- (a) Outline the procedural steps that Sam's employer should have followed when consulting the staff regarding possible redundancies.  
**(8 marks)**
- (b) Identify and explain the potential claims Sam may have against her employer regarding her selection for redundancy.  
**(10 marks)**
- (c) Calculate the redundancy payment that Sam (who is aged 30) is entitled to.  
**(6 marks)**  
**(Total: 24 marks)**

**End of Examination Paper**

© 2013 StudentBounty.com

**BLANK PAGE**

StudentBounty.com