



THE CHARTERED 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 CILEX 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 CILEX qualifications: **LEVEL 3 CERTIFICATE IN LAW AND PRACTICE**, **LEVEL 3 PROFESSIONAL DIPLOMA IN LAW AND PRACTICE**

Question 1

Reference: Question 1 relates to **Document 1** of the case study materials.

- (a) Identify and explain to Alex which interview questions may raise legal issues.
(8 marks)
 - (b) Identify and explain the differences between contentious and non-contentious employment work you may undertake for Alex.
(4 marks)
 - (c) Identify **two** statutory rights available to a pregnant employee or the father of the child.
(2 marks)
- (Total: 14 marks)**

Question 2

Reference: Question 2 relates to **Document 2** of the case study materials.

- (a) Advise Rupi on the legal position regarding her working hours and holidays.
(8 marks)
 - (b) What action should Rupi take in relation to her current working hours and holidays?
(8 marks)
 - (c) Explain to Sue what procedure her employer will have to take if it is decided that the Bedford branch where she works must close.
(10 marks)
 - (d) Explain whether Sue's employer can compel her to move to the Nottingham branch.
(8 marks)
- (Total: 34 marks)**

Question 3

Reference: Question 3 relates to **Documents 3 & 4** of the case study materials.

(a) Explain to Matt the action his employers will have to take in response to his claim and within what timescale.

(3 marks)

(b) Explain whether Matt is eligible to claim unfair dismissal, the basis of any claim and whether he is likely to be successful.

(10 marks)

(c) Matt is told his claim has been listed for a case management hearing.

Identify and explain **two** directions likely to be made at the hearing.

(4 marks)

(d) Calculate the Basic Award Matt may be awarded if his claim is successful.

(5 marks)

(Total: 22 marks)

End of Examination Paper

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