

# Coimisiún na Scrúduithe Stáit State Examinations Commission 

## Junior Certificate 2014

Marking Scheme

Business Studies

Higher Level

## Note to teachers and students on the use of published marking schemes

Marking schemes published by the State Examinations Commission are not intended to be standalone documents. They are an essential resource for examiners who receive training in the correct interpretation and application of the scheme. This training involves, among other things, marking samples of student work and discussing the marks awarded, so as to clarify the correct application of the scheme. The work of examiners is subsequently monitored by Advising Examiners to ensure consistent and accurate application of the marking scheme. This process is overseen by the Chief Examiner, usually assisted by a Chief Advising Examiner. The Chief Examiner is the final authority regarding whether or not the marking scheme has been correctly applied to any piece of candidate work.

Marking schemes are working documents. While a draft marking scheme is prepared in advance of the examination, the scheme is not finalised until examiners have applied it to candidates' work and the feedback from all examiners has been collated and considered in light of the full range of responses of candidates, the overall level of difficulty of the examination and the need to maintain consistency in standards from year to year. This published document contains the finalised scheme, as it was applied to all candidates’ work. In the case of marking schemes that include model solutions or answers, it should be noted that these are not intended to be exhaustive. Variations and alternatives may also be acceptable. Examiners must consider all answers on their merits, and will have consulted with their Advising Examiners when in doubt.

## Future Marking Schemes

Assumptions about future marking schemes on the basis of past schemes should be avoided. While the underlying assessment principles remain the same, the details of the marking of a particular type of question may change in the context of the contribution of that question to the overall examination in a given year. The Chief Examiner in any given year has the responsibility to determine how best to ensure the fair and accurate assessment of candidates' work and to ensure consistency in the standard of the assessment from year to year. Accordingly, aspects of the structure, detail and application of the marking scheme for a particular examination are subject to change from one year to the next without notice.

# Coimisiún na Scrúduithe Stáit State Examinations Commission 

## JUNIOR CERTIFICATE EXAMINATION 2014

# BUSINESS STUDIES - HIGHER LEVEL - PAPER I 

Suggested Solutions and Marking Scheme

## SECTION A

## (80 marks)

## Answer all 20 questions. Each question carries 4 marks.

1. Account, $\quad$ Credit, General Ledger
2. 

Statutory Deductions: PAYE, PRSI, USC
Voluntary Deductions: Union, Subscriptions, Health Insurance, Savings, Charities, Pensions.
3.
(i) Purchases
(ii) €40,000
(iii) Gross Profit
4.

| Answer |
| :--- |
| $20 \%$ |
|  |

$$
\begin{aligned}
& \text { Workings } \\
& \hline \text { Sales }- \text { Cost of Sales = Gross Profit } \\
& \text { Sales }-€ 480,000=€ 120,000 \\
& \text { Sales }=€ 600,000 \\
& \frac{120,000}{600,000} \times 100=20 \%
\end{aligned}
$$

5. 

A mixed economy is an economic system which has both elements of private enterprise and state companies.
6.
(i) Bank/Cash
(ii) Equipment
(iii) Equipment
(iv) Bank/Cash
7.

| Dr |  |  |  |  |  |  |  | Cr |
| :---: | :--- | :---: | :---: | :--- | :---: | :---: | :---: | :---: |
| Date | Details | $€$ | Date | Details | $€$ |  |  |  |
| 1 May | Balance b/d | $\mathbf{2 , 1 0 0}$ |  | Cash/Bank | $\mathbf{9 , 1 2 0}$ |  |  |  |
|  | Sales | $\mathbf{8 , 5 0 0}$ |  | Balance $\mathbf{c} / \mathbf{d}$ | $\mathbf{1 , 4 8 0}$ |  |  |  |
|  |  | 10,600 |  |  | 10,600 |  |  |  |
|  | Balance b/d | 1,480 |  |  |  |  |  |  |

## OR (Alternative Format)

| Debtors Control Account |  |  |  |  |
| :--- | :--- | :---: | :---: | :---: |
| Date | Details | Dr | Cr | Balance |
|  |  | $€$ | $€$ | $€$ |
| 1 May | Balance |  |  | $\mathbf{2 , 1 0 0}$ |
|  | Sales | $\mathbf{8 , 5 0 0}$ |  | 10,600 |
|  | Cash/Bank |  | $\mathbf{9 , 1 2 0}$ | $\mathbf{1 , 4 8 0}$ |
| The mark for 1,480 is conditional on the sales and cash paid being correct |  |  |  |  |

8. Market Research is gathering information in relation to consumer's preferences for a good or service about a potential market.
9. 

|  | Trading A/C | Profit\& Loss A/C | Balance Sheet |
| :--- | :---: | :---: | :---: |
| Creditors |  |  | $\checkmark$ |
| Import Duties | $\checkmark$ |  |  |
| Motor Vehicles Depreciation |  | $\checkmark$ | $\checkmark$ |

10. 

(i) Get a reference from a bank or financial institution.
(ii) Get a reference from other businesses who have dealt with the customer.
(iii) Get a Credit Agency to investigate the customer.
(iv) Get sales people to look up Stubbs Gazette or similar publications.
11.

| Nelson Ltd - General Journal |  |  |  |  |
| :---: | :--- | :---: | :---: | :---: |
| Date | Details | F | Dr | Cr |
| $1 / 1 / 2014$ | Bank Overdraft | $\mathrm{CB}_{1}$ |  | 2,100 |
|  | Buildings | $\mathrm{GL}_{1}$ | $\mathbf{3 7 0 , 6 0 0}$ |  |
|  | Debtors | $\mathrm{DL}_{1}$ | $\mathbf{8 , 8 0 0}$ |  |
|  | Ordinary Share Capital | $\mathrm{GL}_{2}$ |  | $\mathbf{3 7 7 , 3 0 0}$ |
|  | Assets, Liabilities and Share Capital of <br> Nelson Ltd on this date. |  | $\mathbf{3 7 9 , 4 0 0}$ | $\mathbf{3 7 9 , 4 0 0}$ |

12. (i)

| Answer |
| :--- |
| Small 0.62 c per gr |
| Medium 0.60 c per gr |
| Large 0.58 c per gr |


| Workings |  |
| :--- | :--- |
| $174 \div 280$ | $=0.62$ |
| $447 \div 750$ | $=0.60$ |
| $580 \div 1,000$ | $=0.58$ |

(ii) Large
13.
(i) To estimate expenditure for the coming year/to control expenditure on health, education, social welfare.
(ii) To estimate the amount of revenue/income they can collect during the year e.g. taxes.
(iii) To estimate borrowing requirements.
(iv) To see if they will have a balanced or surplus or deficit budget.
(v) To redistribute wealth and develop a social policy.
(vi) To manage the economy by stimulating or deflating it.
14.

|  |
| :--- |
|  |
|  |
|  |
|  |


| Workings |
| :--- |
| $684 \div 38=18$ Litres |
| $18 \times 1.46=$ €26.28 |

15. 

(i) Gross National Product
(ii)

| Answer |
| ---: |
| $2 \%$ |
|  |


| Workings |
| :--- |
| $1,122-1,100=22$ |
| $221 \div 100 \times \frac{100}{1}$ |

16. 

| Sources of Finance | Short Term | Medium Term | Long Term |
| :--- | :---: | :---: | :---: |
| Leasing |  | $\checkmark$ |  |
| Bank overdraft | $\checkmark$ |  |  |
| Mortgage |  |  | $\checkmark$ |

17. 

(i) $(€ 10,000)$
(ii) $(€ 4,000)$
18.

| 1 | 2 | 3 |
| :---: | :---: | :---: |
| C | A | D |

19. 

| Macy Ltd - Sales Returns Book |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Date | Details | CN <br> No. | F | Net <br> $€$ | VAT <br> $€$ | Total <br> $€$ |  |
| $\mathbf{9 / 5 / 2 0 1 4}$ | Dolly Ltd | $\mathbf{5}$ | DL $\mathbf{1}$ | 5,200 | $\mathbf{1 , 1 9 6}$ | $\mathbf{6 , 3 9 6}$ |  |

20. An entrepreneur is someone who puts a business idea into practice/takes initiative/sets up a business, organises the other factors of production and takes risk.

## Section B

## Question 1: Budget

(A) Planned Budget for the Power Household for 2015

|  | Jan | Feb | Mar | $\begin{gathered} \text { Total } \\ \text { Jan-Mar } \\ \hline \end{gathered}$ | Estimate Apr-Dec | Total for <br> Year Jan-Dec |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| PLANNED INCOME | $€$ | $€$ | $€$ | $€$ | $€$ | $€$ |
| Margaret Power Salary | 1700 | 1700 | 1700 | 5100 | 15,640 | 20,740 |
| Patrick Power Wages | 1200 | 1200 | 1200 | 3600 | 9,180 | 12,780 |
| Child Benefit | 280 | 280 | 280 | 840 | 2,340 | 3,180 |
| TOTAL INCOME | 3180 | 3180 | 3180 | 9540 | 27,160 | 36,700 |
| PLANNED EXPENDITURE |  |  |  |  |  |  |
| Fixed |  |  |  |  |  |  |
| Annual house insurance |  | 720 |  | 720 | - | 720 |
| Car insurance | 60 | 60 | 60 | 180 | 590 | 770 |
| Mortgage | 900 | 900 | 900 | 2700 | 6,300 | 9,000 |
| Subtotal | 960 | 1680 | 960 | 3600 | 6,890 | 10,490 |
| Irregular |  |  |  |  |  |  |
| Telephone | 60 | 210 | 60 | 330 | 1,200 | 1,530 |
| Light and heat costs | 135 |  | 135 | 270 | 640 | 910 |
| Car running costs | 140 | 140 | 140 | 420 | 1,440 | 1,860 |
| Household costs | 620 | 620 | 620 | 1860 | 5,208 | 7,068 |
| Subtotal | 955 | 970 | 955 | 2880 | 8,488 | 11,368 |
| Discretionary |  |  |  |  |  |  |
| Entertainment costs | 90 | 120 | 110 | 320 | 1,035 | 1,355 |
| Holidays |  |  | 1000 | 1000 | 1,600 | 2,600 |
| House decoration |  |  | 2200 | 2200 | - | 2,200 |
| Subtotal | 90 | 120 | 3310 | 3520 | 2,635 | 6,155 |
| TOTAL EXPENDITURE | 2005 | 2770 | 5225 | 10000 | 18,013 | 28,013 |
| Net Cash | 1175 | 410 | (2045) | (460) | 9,147 | 8,687 |
| Opening Cash | 50 | 1225 | 1635 | 50 | (410) | 50 |
| Closing Cash | 1225 | 1635 | (410) | (410) | 8,737 | 8,737 |

(30 figures @ 1 mark each (excluding total income, subtotals and total expenditure)
(B)
(i) Salaries:

It's a fixed pay regardless of the number of hours worked.
Wages:
(3)

The amount paid varies depending on the hours worked/the quantity produced per week.
(ii) Balance: €410 overdrawn/deficit/(€410)
(iii) Method: Cut back on house decorations.

Delay holiday plans.
They could use their savings to make up the shortfall.
Spread the cost of the house insurance over 12 months.

## Question 2: Club Account

(A)

| Accumulated Fund KJ Rugby Club as at 01/01/2013 |  |  |
| :--- | :---: | :---: |
|  | Dr | Cr |
| Assets |  |  |
| Clubhouse | $\mathbf{4 4 0 , 0 0 0}$ |  |
| Cash | $\mathbf{6 , 1 0 0}$ |  |
| Minibus | $\mathbf{4 5 , 0 0 0}$ |  |
|  |  | 491,100 |
| Less: Liabilities |  |  |
| Long Term Loan |  | $\mathbf{6 6 , 0 0 0}$ |
| Accumulated Fund 01/01/2013 |  | $\mathbf{4 2 5 , 1 0 0}$ |
| $\mathbf{5}$ figu © 1 |  |  |

5 figures @ 1m each
1 mark for 'accumulated fund' words.
(B) (i)

| Dr | Receipts and Payments Account KJ Rugby Club for year ending 31/12/2013 |  |  |  | Cr |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 01/01/2013 | Balance b/d | 6,100 |  | Purchases of Equipment | 24,000 |
|  | Sponsorship | 2,300 |  | Tag Expenses | 4,260 |
|  | Tag Entry Fees | 8,470 |  | Light and Heat | 1,890 |
|  | Club Lotto | 4,450 |  | Insurance | 3,780 |
|  | Subscriptions | 16,300 |  | General Expenses | 3,140 |
|  |  |  | 31/12/2013 | Balance c/d | 550 |
|  |  | 37,620 |  |  | 37,620 |
|  | Balance b/d | 550 |  |  |  |

Title 1m
Receipts: Opening Balance 1m
Receipts side 5 figures @ $1 / 2$ mark each $=21 / 2 \mathrm{~m}$
Payments side 5 figures @ $1 / 2$ mark each $=21 / 2 \mathrm{~m}$
Balance c/d 1m
(B) (ii)

| Income and Expenditure Account KJ Rugby Club for year ending 31/12/2013 |  |  |  |
| :--- | ---: | ---: | :---: |
|  | $€$ | $€$ | $€$ |
| Income |  |  |  |
| Annual Sponsorship |  | 2,300 |  |
| Tag Entry Fees | $(4,260)$ | 4,210 |  |
| Less: Tag Expenses |  | 4,450 |  |
| Club Lotto | 16,300 |  |  |
| Subscriptions | 400 | 15,900 |  |
| Less subscriptions prepaid |  |  | 26,860 |
|  | 1,890 |  |  |
| Expenditure | 190 |  | 2,080 |
| Light and Heat | 3,780 |  |  |
| Add Light and Heat due | 530 |  | 3,250 |
| Insurance |  |  |  |
| Less insurance prepaid |  |  |  |
| General Expenses | 3,600 |  |  |
| Depreciation | 9,000 |  | 12,600 |
| Equipment 15\% |  |  | 21,070 |
| Minibus 20\% |  |  | 5,790 |
|  |  |  |  |
| Excess of Income over Expenditure |  |  |  |

Title 1m
Headings 2m
Income: 7 figs @ $1 \mathrm{~m}=7 \mathrm{~m}$
Expenditure: 9 figs @ $1=9 \mathrm{~m}$
Excess figure $5790=1 \mathrm{~m}$
Words Excess of Income over Expenditure = 1m
[21 Marks]
(C) Two assets

Clubhouse<br>Minibus<br>Equipment<br>Insurance prepaid<br>Balance €550 /Receipts and Payments A/C Balance /Cash /Bank

One Liability
Long Term Loan
Subscriptions prepaid
Light and heat due
One asset and one liability @ 2 marks each.
$2^{\text {nd }}$ asset @ 1 mark

Total 40 marks

## Question 3 Inflation and Trade

(A) (i) Inflation is a sustained increase in the general level of prices from one period to another.
(ii) The official measure of inflation in Ireland is the Consumer Price Index.
(iii) Two causes of inflation

- When the costs of producing goods is increasing then the price of the good will increase also.
- An increase in the taxes which affect price such as VAT and Excise Duties will cause prices to increase.
- If there is too much demand for goods and services and not enough supply then prices will rise.
- When the cost of imported raw materials increase then the price of goods using these raw materials will increase also.

2 @ 3 marks each

Two benefits of low inflation

- There will be less demand by trade unions for wage increases.
- Irish goods/services being sold overseas (exports) may be more competitive.
- Businesses may find it easier to control costs.
- Foreign firms will be attracted to Ireland.
- Consumers may be encouraged to save more.

2 @ 3 marks each
[17 marks]
(B) (i) Visible Exports

This is the sale of physical goods by Ireland to other countries e.g. dairy products, beef and chocolates.

## Invisible Exports

This is the sale of services by Ireland to other countries e.g. tourists visiting Ireland, Irish bands playing concerts overseas, providing financial services to other countries.

2 explanations @ 2 marks each $=4$ marks
2 examples @ 1 mark each = 2 marks
(ii)

| Balance of Trade |  |  | 1 mark |
| :--- | :--- | :--- | :--- |
|  |  |  |  |
| Visible Exports | $€ 1,250$ |  | 1 mark |
| Visible Imports | $€ 1,150$ |  | 1 mark |
| Surplus 1 mark |  | $€ 100$ | 1 mark |
|  |  |  |  |
| Balance of Payments |  |  | 1 mark |
|  |  |  |  |
| Total Exports | $€ 2,630 \mathrm{~m}$ |  | 1 mark |
| Total Imports | $€ 2,450 \mathrm{~m}$ |  | 1 mark |
| Surplus 1 mark |  | $€ 180$ | 1 mark |


| Alternative Balance of Payments |  | 1mark |
| :--- | :--- | :--- |
|  |  |  |
| Balance of Trade | $€ 100$ |  |
| Balance of Invisible Trade | $€ 80$ | 2 marks |
| Surplus 1 mark | $€ 180$ | 1 mark |

(C)

| 1 May 2014 | $€ 3,500 \times 2.95$ | $=10,325$ BRL |
| :--- | ---: | :--- |
| 9 June 2014 | $€ 3,500 \times 3.10$ | $=10,850$ BRL |
| Difference received 525 BRL |  |  |

$2.95=1$ mark
Multiplication = 1 mark
Figure 10,325 = 1 mark
$3.10=1$ mark
Multiplication = 1 mark
Figure 10,850 = 1 mark
Figure $525=1$ mark

## Question 4 Consumer Question

(A) (i)

Main Street
Gorey
Co. Wexford

1 June 2014
Ms Valerie Hynes
Bay View Hotel
Achill
Co. Mayo
Re: Booking 5-9 October 2014
Dear Ms Hynes
I refer to our telephone conversation earlier today. I wish to confirm that I have booked a double room with a bay view from for 5 - 9 October 2014. I have guaranteed my booking with a nonrefundable deposit of $€ 63$ by Visa Debit.

Could you please forward a receipt for my deposit?
Yours sincerely
Rose Collins

| Layout | $=$ | 7 marks |
| :--- | :--- | :--- |
| Content 5@ 2 marks | $=10$ marks |  |
| Paragraphs, punctuation etc. | $=3$ marks |  |

(ii) The payment comes out of Rose Collin's bank account and is credited to the Bay View Hotel's bank account immediately/electronically.

$$
(2+1+1)
$$

(iii) 'The term non-refundable deposit' means Rose will not receive the €63 back from the hotel if she cancels the booking

$$
(2+2)
$$

| BAY VIEW HOTEL | Achill, Co. Mayo <br> Telephone: (098) 591961 | RECEIPT <br> No. | 53 |
| :--- | :--- | :--- | :--- |
| Date: 4 |  |  |  |

6 items @ 1 mark each
[34 marks]
(B) (i) Consumer Protection Act 2007/Consumer Information Act 1978.

Name of Act 2 marks Year 1 mark
(ii) Rose and her husband were given misleading information in the advertisement.

It stated that there was direct access to a blue flag beach. However, Rose and her husband had no direct access to the beach which was a twenty minute walk from the hotel.

Principle explained 3m
(Example only, 2m)
[6 marks]
Total 40 marks

## Question 5 Banking

(A) (i) David's account is a current account as the following appear on his bank statement:

- Cheques
- Standing Orders
- Direct Debits
- Overdraft interest
- Bank charges

Current A/C 1 mark
Reason 2 marks
(ii) Standing Order: On 4 May 2014 a standing order was paid from David's account. He has instructed the bank to take $€ 590$ to pay his mortgage. This amount will remain fixed and be taken on a specified date.

Direct Debit: On 7 May 2014 a direct debit was paid from David's account. This is an agreement between David and Airtricity that allows them to take money out of his account at regular intervals. Airtricity have set up the direct debit and can alter the amount taken.

3 differences @ 2 marks
(iii) DR appears on the statement because David has overdrawn his account. He did not have sufficient funds in his account.
(iv) Paypath is a method of paying an employee's wages directly into a bank a/c.

Two advantages of paypath to David:

- It is safer than carrying cash.
- The money is lodged directly into his account/convenient.
- He has immediate access to his cash/reduces overdraft/withdraw cash from ATM.
- It makes it easier for David to set up standing orders and direct debits so that he can pay bills.
- It is confidential.

Explanation 2 marks
Advantages 2 @ 2 marks
(v) The transaction on 15 May means that David paid AIB Visa $€ 340.00$ through internet banking.

Explanation 3 marks
(vi) ATM stands for Automated Teller Machine.

Two services available to David through the ATM:

- Withdraw cash
- Lodge cash
- Request a statement
- Check cash balance
- Pay bills
- Purchase phone credit
- Order a cheque book
- Change PIN
- Access funds in an emergency e.g. card stolen.

ATM 2marks
Services 2 @ 2 marks
(vii) The amount of $€ 3.50$ appears on David’s statement because he has overdrawn his account/has paid interest on the amount overdrawn.

One reason @ 2 marks
[29 marks]

| (B) (i) |  | $\boldsymbol{€}$ |
| :--- | :--- | :---: |
|  |  |  |
|  | Balance as per statement 31 May 2014 | 387.00 |
|  | Less: Unpresented Cheque 53051 | $(178.00)$ |
|  | Add: Credit Transfer | $\underline{190.00}$ |
|  | Adjusted balance 31 May 2014 | $\underline{\underline{399.00}}$ |

1 figure 387 @ 1m
2 figures \& detail $(178,190)$ @ 1mark each
1 figure (399) @ 2 m
(ii) Two factors for David to consider when investing:

- What rate of interest can he earn?
- How much DIRT will he have to pay?
- How long does he have to keep the money in the account/access to the funds?
- Is the money safe in the financial institution?
- Future/present benefits/incentives.


## Question 6 IT and Borrowing

(A) (i) Explain three of the terms:

- A laptop is a portable personal computer/it is light and easy to carry/it is small enough to sit on a person's lap. It is battery operated.
- A Screen is a monitor or visual display unit used to display input and output from a computer.
- RAM stands for Random Access Memory which is memory used by the computer when it is switched on. When information is entered into computer it is stored in the RAM and can be manipulated and changed as desired.
- Hard Drive is the main storage for a computer/all programs used by the computer are stored here. It can be internal or external.
- WiFi means that the computer and other devices can connect to the internet without using wires/by means of a router. It only operates within a certain area range e.g. a house.
- DVD stand for Digital Versatile Disk. This can be used for storing large amounts of data. / It is often used for films.

3 @ 3 marks
(ii) Three types of software which may be included with the laptop:

- Word processor
- Database
- Spreadsheet
- Powerpoint
- Desk Top Publishing packages
- Games
- Drivers for devices
- Applications (apps)
- Computer Aided Design packages
- Computer Aided Manufacture
- Internet browser
- Operating systems
- Anti/virus software
(B) (i) Two advantages for Grainne:
- She can carry out research for projects, homework, careers, revision.
- She can use it to make presentations of information.
- She can use it to communicate with her teachers e.g. submitting assignments using moodle/email etc.
- Word processing for essays and projects/stored in laptop hard drive.
- There is a free wireless printer with the laptop.

2 @ 3 marks
Two advantages for the O’Dowd family:

- Paying bills/internet banking
- Internet - online purchases, research
- Communication - contact with family, friends e.g. Skype, email, facebook
- Software packages - for letter writing, family budgets, household accounts
- Entertainment - music/TV/films/games/books.

2 @ 3 marks
(ii) Cost of each option

| Option 1 |  | Interest | Total Paid |
| :--- | :--- | :--- | :--- |
|  | $\mathbf{3 6} \times \mathbf{1 5}$ | $€ 90.00$ | $€ 540.00$ |
|  |  |  |  |
| Option 2 |  |  |  |
| Year 1 | $450 \times 6 \frac{1}{2} 2 \%$ | $€ 29.25$ |  |
| Year 2 | $450-150=300 \times 61 / 2 \%$ | $€ 19.50$ |  |
| Year 3 | $300-150=150 \times 61 / 2 \%$ | $€ 9.75$ | $€ 508.50$ |

Option 1 because the payments are spread over a year.
Option 2 is the better option because the interest payments are lower/cheaper.

Option 1 3 figures @ 1m
$(36,15,540)$
Option 2
5 figures @ 1m (29.25, 19.50, 9.75, 450, 508.50)

# Junior Certificate Examination 2014 <br> Business Studies Higher Level - Paper 2 

## Marking Scheme and Support Notes for use with the Marking Scheme

Q. 1 Books of First Entry, Ledger and Trial Balance of HILO Ltd
( $\mathrm{A} \sim \mathrm{B})$
Purchases, Purchases Returns and Analysed Cash Books
Purchases Book of HILO Ltd (4)

| Date <br> $\mathbf{2 0 1 4}$ | Details | Invoice <br> No. | $\mathbf{F}$ | Net <br> $\boldsymbol{€}$ | VAT <br> $\boldsymbol{€}$ | Total <br> $\boldsymbol{€}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| $1 / 5$ | GO Ltd | 27 | CL | 34,000 | 7,820 | 41,820 |
| $12 / 5$ | STOP Ltd | 94 | CL | 48,000 | 11,040 | 59,040 |
|  |  |  |  | 82,000 | 18,860 | 100,860 |
|  |  |  |  | $\mathbf{G L}$ | GL |  |
|  |  | 1 |  | $1(1 / 2+1 / 2)$ | $1(1 / 2+1 / 2)$ | $1(1 / 2+1 / 2)$ |

Purchases Returns Book of HILO Ltd (2½)

| Date <br> $\mathbf{2 0 1 4}$ | Details | Credit <br> Note No. | F | Net <br> $\boldsymbol{€}$ | VAT <br> $\boldsymbol{€}$ | Total <br> $\boldsymbol{€}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| $20 / 5$ | STOP Ltd | 17 | CL | 16,000 | 3,680 | 19,680 |
|  |  |  |  | $\mathbf{G L}$ | $\boldsymbol{G L}$ |  |
|  |  | 1 |  | $1 / 2$ | $1 / 2$ | $1 / 2$ |

Analysed Cash Book of HILO Ltd Debit Side ( $\mathbf{3}^{1 ⁄ 2}$ )

| $\begin{aligned} & \hline \text { Date } \\ & 2014 \end{aligned}$ | Details | Receipt No. (1m) | F | Bank <br> € | Sales <br> $€$ | $\begin{gathered} \text { VAT } \\ \text { € } \\ \hline \end{gathered}$ | Share Capital $€$ | Mark |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 8/5 | Shareholder | 1 | GL | 110,000 |  |  | 110,000 | $1(1 / 2+1 / 2)$ |
| 16/5 | Sales |  | GL | 36,900 | 30,000 | 6,900 |  | $11 / 2(1 / 2+1 / 2+1 / 2)$ |
|  |  |  |  | 146,900 | 30,000 | 6,900 | 110,000 | $2^{1 / 2}$ |
| 1/6 | Balance B/D |  |  | 96,760 |  |  |  |  |

Analysed Cash Book of HILO Ltd Credit Side (5¹⁄2)

| $\begin{aligned} & \hline \text { Date } \\ & 2014 \end{aligned}$ | Details | Cheque No. <br> (1m) | F | $\begin{gathered} \text { Bank } \\ € \end{gathered}$ | $\begin{gathered} \text { Purchases } \\ € \end{gathered}$ | $\begin{gathered} \text { VAT } \\ € \end{gathered}$ | Creditors | $\begin{gathered} \text { Insurance } \\ € \end{gathered}$ | Mark |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 18/5 | Insurance | 10 | GL | 8,000 |  |  |  | 8,000 | $1(1 / 2+1 / 2)$ |
| 24/5 | GO Ltd | 11 | CL | 20,000 |  |  | 20,000 |  | $1(1 / 2+1 / 2)$ |
| 17/5 | Purchases | 12 | GL | 22,140 | 18,000 | 4,140 |  |  | $11 / 2(1 / 2+1 / 2+1 / 2)$ |
| 31/5 | Balance C/D |  |  | $\begin{aligned} & 52,140 \\ & 96,760 \end{aligned}$ | 18,000 | 4,140 | 20,000 | 8,000 | 31122 |
|  |  |  |  |  |  |  |  |  | 1 |
|  |  |  |  | 146,900 |  |  |  |  |  |

Q. 1 Books of First Entry, Ledger and Trial Balance of HILO Ltd contd.

| $\begin{aligned} & \hline \text { Date } \\ & 2014 \\ & \hline \end{aligned}$ | Detail | F | $\begin{gathered} \text { Total } \\ \text { € } \\ \hline \end{gathered}$ | $\begin{array}{\|l\|l\|} \hline \text { Date } \\ 2014 \\ \hline \end{array}$ | Detail | F | $\begin{gathered} \text { Total } \\ € \\ \hline \end{gathered}$ | Mark |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| GENERAL LEDGER OF HILO Ltd |  |  |  |  |  |  |  |  |
| Share Capital A/C (1) |  |  |  |  |  |  |  |  |
|  |  |  |  | 31/5 | Bank | ACB | 110,000 | 1 |
| Sales A/C (1) |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  | 31/5 | Bank | ACB | 30,000 | 1 |
|  |  |  |  |  |  |  |  |  |
| Purchases A/C (2) |  |  |  |  |  |  |  |  |
| 31/5 | Total Net Creditors | PB | 82,000 |  |  |  |  | 1 |
| 31/5 | Bank | ACB | 18,000 |  |  |  |  | 1 |
|  |  |  | 100,000 |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Purchases Returns A/C (1) |  |  |  |  |  |  |  |  |
|  |  |  |  | 31/5 | Total Net Creditors | PRB | 16,000 | 1 |
|  |  |  |  |  |  |  |  |  |
| VAT A/C (5) |  |  |  |  |  |  |  |  |
| 31/5 | Credit Purchases | PB | 18,860(OF) | 31/5 | Cash Sales | ACB | 6,900 | 1+1 |
| 31/5 | Cash Purchases | ACB | 4,140(OF) |  | Purchases Returns | PRB | 3,680(OF) | 1+1 |
|  |  |  |  |  | Balance C/D |  | 12,420(OF) | 1 |
|  |  |  | 23,000 |  |  |  | 23,000 |  |
| 1/6 | Balance B/D |  | 12,420(OF) |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Insurance A/C (1) |  |  |  |  |  |  |  |  |
| 31/5 | Bank | ACB | 8,000 |  |  |  |  | 1 |
|  |  |  |  |  |  |  |  |  |
| CREDITORS LEDGER OF HILO Ltd |  |  |  |  |  |  |  |  |
| GO Ltd A/C (3) |  |  |  |  |  |  |  |  |
| 24/5 | Bank | ACB | 20,000 | 1/5 | Purchases | PB | 41,820(OF) | 1+1 |
| 31/5 | Balance C/D |  | 21,820(OF) |  |  |  |  | 1 |
|  |  |  | 41,820 |  |  |  | 41,820 |  |
|  |  |  |  | 1/6 | Balance B/D |  | 21,820 |  |
|  |  |  |  |  |  |  |  |  |
| STOP Ltd A/C (3) |  |  |  |  |  |  |  |  |
| 7/5 | Purchases Returns | PRB | 19,680(OF) | 12/5 | Purchases | PB | 59,040(OF) | 1+1 |
| 31/5 | Balance C/D |  | 39,360(OF) |  |  |  |  | 1 |
|  |  |  | 59,040 |  |  |  | 59,040 |  |
|  |  |  |  | 1/6 | Balance B/D |  | 39,360 |  |
| Total Marks |  |  |  |  |  |  |  | 17 |

Q. 1 contd.
(C) Books of First Entry, Ledger and Trial Balance of HILO Ltd

Trial Balance of HILO Ltd as on 31/5/2014

|  | $\begin{gathered} \text { DR } \\ € \\ \hline \end{gathered}$ | $\begin{gathered} \text { CR } \\ € \\ \hline \end{gathered}$ | Mark $(41 / 2)$ |
| :---: | :---: | :---: | :---: |
| Bank | 96,760 |  | 1/2 |
| Purchases | 100,000 |  | 1/2 |
| Insurance | 8,000 |  | 1/2 |
| VAT | 12,420 |  | 1/2 |
| GO Ltd |  | 21,820 | 1/2 |
| STOP Ltd |  | 39,360 | 1/2 |
| Purchases Returns |  | 16,000 | 1/2 |
| Share Capital |  | 110,000 | 1/2 |
| Sales |  | 30,000 | 1/2 |
|  | 217,180 | 217,180 |  |

Note: Own Figures in Ledger for: STOP Ltd, GO Ltd, Bank and VAT are allowed if consistent with Books of First Entry and Analysed cash Book.

Marks Summary

| Ledger | Purchases <br> Book | Purchases <br> Returns <br> Book | Analysed <br> Cash <br> Book | Trial <br> Balance | Dates | Folios | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 17 | 4 | $21 / 2$ | 9 | $41 / 2$ | 2 | 1 | 40 |

## Q. 2 Sales, Business Documents and Bookkeeping

(A)
(i) Any Three terms explained @ 4 marks each:

| Term | Explanation | Mark |
| :--- | :--- | :---: |
| Trade Discount | This is a reduction in the price of goods/services given by one <br> business to another to encourage bulk buying/increase sales. | 4 |
| Cash on Delivery | Payment made when goods are delivered to avoid a bad debt. | 4 |
| Bank Draft | This is a cheque guaranteed by a bank and used when a buyer <br> is unknown to seller/does not have a current account. | 4 |
| Catalogue | This is a booklet/online published by seller setting out details <br> of their goods/services so as to increase sales. | 4 |

(ii) Two means by which a business can make an enquiry about goods or services:

| Means of enquiry | Mark |
| :--- | :---: |
| Letter | 2 |
| Calling personally to the seller | 2 |

(iii) Two procedures for processing incoming quotations:

|  | Procedures | Mark |
| :---: | :--- | :---: |
| 1 | Check the quotation against the enquiry | 2 |
| 2 | Compare with other quotations | 2 |

(B) (i, ii, iii) see next pages
Q. 2 cond.

For use with Question 2(B) (i) (10)

| ALLSPORTS Ltd, ROYFIELD Road, Cork |  | INVOICE No. 450 |  |  |
| :---: | :---: | :---: | :---: | :---: |
| Telephone: | 0211616616 | VAT Reg. No. IE 3639761 |  |  |
| To: OCSPORTSWARE Ltd |  | Date: 29/5/2014 |  | 1+1 |
| Alex Road |  |  |  |  |
| Cork |  | Your Order No: 31 |  |  |
| QUANTITY | DESCRIPTION | $\begin{aligned} & \hline \hline \text { PRICE } \\ & \text { EACH } \\ & € \\ & \hline \end{aligned}$ | TOTAL <br> $€$ |  |
| 60 | All weather tracksuits | 150 | 9,000 | $4{ }_{4}^{4}$ |
| 40 | Mens' walking boots | 125 | 5,000 |  |
| E \& O E |  | Total (Excluding VAT) | 14,000 |  |
|  |  | Trade Discount | 2,800 | 1 |
|  |  | Subtotal | 11,200 | 1 |
|  |  | VAT | 2,576 | 1 |
|  |  | Total (Including VAT) | 13,776 | 1 |

For use with Question 2(B) (ii)
Sales Book of ALLSPORTS Ltd

| Date | Details | Invoice No. | $\mathbf{F}$ | Net <br> $\boldsymbol{€}$ | VAT <br> $\boldsymbol{€}$ | Total <br> $\boldsymbol{€}$ | Mark |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| $29 / 5 / 2014$ | OCSPORTSWARE Ltd | 450 | $D L$ | 11,200 | 2,576 | 13,776 |  |
| 1 | 1 | 1 | 1 | 1 | 1 | 1 | 7 |

For use with Question 2 (B) (iii)

| Tick $\sqrt{ }$ | Yes | No | Explanation of Answer | Mark |
| :---: | :---: | :---: | :--- | :---: |
|  |  | $\sqrt{ }$ | OCSPORTSWARE Ltd purchased over $€ 10,000$ <br> worth of goods(as per quotation) | $1+2$ |

Marks Summary

| A | 20 |
| :--- | :--- |
| B | 20 |

## Q. 3 Analysed Cash Book, Managing the Finances of a Business

(A) Analysed Cash Book of SPARKS Ltd (Debit Side) (9½)

| Date <br> $\mathbf{2 0 1 4}$ | Details | Receipt <br> No. (1) | Bank <br> $\boldsymbol{€}$ | Householders <br> $\boldsymbol{€}$ | Companies <br> $\boldsymbol{€}$ | Schools <br> $\boldsymbol{€}$ | Mark |
| ---: | :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| $3 / 5$ | Mary Cooney | 1 | 900 | 900 |  |  | $1(1 / 2+1 / 2)$ |
| $12 / 5$ | ACCD Ltd | 2 | 6,000 |  | 6,000 |  | $1(1 / 2+1 / 2)$ |
| $18 / 5$ | St. Jude's NS | 3 | 4,700 |  |  | 4,700 | $1(1 / 2+1 / 2)$ |
| $27 / 5$ | CBS PP | 4 | 2,800 |  |  | 2,800 | $1(1 / 2+1 / 2)$ |
| $29 / 5$ | John Murphy | 5 | 750 | 750 |  |  | $1(1 / 2+1 / 2)$ |
| $30 / 5$ | 2U Ltd | 6 | 2,200 |  | 2,200 |  | $1(1 / 2+1 / 2)$ |
|  |  |  | 17,350 | 1,650 | 8,200 | 7,500 |  |
| $31 / 5$ | Balance C/D |  | 2,560 |  |  |  | 2 |
| $(1 / 2)$ |  |  | 19,910 |  |  |  |  |

Analysed Cash Book of SPARKS Ltd (Credit Side) (9¹/2)

| Date <br> $\mathbf{2 0 1 4}$ | Details | Cheque <br> No. (1) | Bank <br> $\boldsymbol{€}$ | Wages <br> $€$ | Materials <br> $€$ | Motor <br> $€$ | Advertisement <br> $€$ | Mark |
| ---: | :--- | ---: | ---: | ---: | :---: | :---: | :---: | :---: |
| $1 / 5$ | Balance B/D |  | 8,700 |  |  |  |  | 2 |
| $4 / 5$ | Materials | 1 | 1,300 |  | 1,300 |  |  | $1(1 / 2+1 / 2)$ |
| $10 / 5$ | Van Insurance | 2 | 3,000 |  |  | 3,000 |  | $1(1 / 2+1 / 2)$ |
| $15 / 5$ | Wages | 3 | 2,000 | 2,000 |  |  |  | $1(1 / 2+1 / 2)$ |
| $20 / 5$ | Petrol | 4 | 210 |  |  | 210 |  | $1(1 / 2+1 / 2)$ |
| $23 / 5$ | Advertisement | 5 | 1,200 |  |  |  | 1,200 | $1(1 / 2+1 / 2)$ |
| $31 / 5$ | Wages | 6 | 3,500 | 3,500 |  |  |  | $1(1 / 2+1 / 2)$ |
|  |  |  | 19,910 | 5,500 | 1,300 | 3,210 | 1,200 |  |
| $1 / 6 /$ | Balance B/D |  | 2,560 |  |  |  |  |  |
| $(1 / 2)$ |  |  |  |  |  |  |  |  |

(B)
(i) Three procedures for monitoring overheads:

|  | Procedures | Mark |
| :--- | :--- | :---: |
| 1 | Set targets/budgets for each overhead | 2 |
| 2 | Record actual overheads | 2 |
| 3 | Compare Actual overheads with targets/budgets set | 2 |

(ii) Two ways of getting customers to pay on time:

|  | Procedures | Mark |
| :---: | :--- | :---: |
| 1 | Give reductions in the amount due for prompt payment | 3 |
| 2 | Charge interest on payments that are overdue | 3 |

(iii) Identify the main overhead and give two ways by which they could be reduced:

|  |  | Mark |
| :---: | :--- | :---: |
|  | Wages is the main overhead | 3 |
|  | Ways of Reducing Wages |  |
| 1 | Reduce wages by using more mechanisation | 3 |
| 2 | Reduce overtime payments | 3 |

## Marks Summary

| A | 19 |
| :--- | :--- |
| B | 21 |

Q. 4 Final Accounts and Balance Sheet
(A)

| 11/2 |  | + 1 |  | + $1^{1 / 2}$ | Mark |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Trading, Profit and Loss Appropriation Account of |  | YES Lt | for the year ended 31/12/2013 |  |  |
|  |  | $€$ | $€$ | $€$ |  |
|  | Sales |  |  | 390,000 | 1/2 |
|  | Less Cost of Sales |  |  |  |  |
| 01/01/2012 | Opening Stock |  | 20,000 |  | 1/2 |
|  | Purchases |  | 128,000 |  | 1/2 |
|  | Import Duty |  | 9,000 |  | 1/2 |
|  | Cost of Goods Available for Sale |  | 157,000 |  | 0 |
| 31/12/2012 | Less Closing Stock |  | 14,000 | 143,000 | $1 / 2+0$ |
|  | GROSS PROFIT |  |  | 247,000 | $2(1+1)$ |
|  | Add Gains |  |  |  |  |
|  | Rent Receivable |  | 16,000 |  | 1/2 |
|  | Add Rent Receivable due |  | 6,000 | 22,000 | 1/2+1/2 |
|  |  |  |  | 269,000 (OF) | 0 |
|  | Less Expenses |  |  |  |  |
|  | Wages | 70,000 |  |  | 1/2 |
|  | Add Wages due | 8,000 | 78,000 |  | $1 / 2+1 / 2$ |
|  | Insurance | 12,800 |  |  | 1/2 |
|  | Less Insurance prepaid | 3,400 | 9,400 |  | $1 / 2+1 / 2$ |
|  | 20 Year Loan Interest |  | 4,000 |  | $1 / 2$ |
|  | Depreciation: Buildings | 21,000 |  |  | 1/2 |
|  | Machinery | 23,800 | 44,800 | 136,200 | $1 / 2+1 / 2+0$ |
|  | NET PROFIT |  |  | 132,800 (OF) | $3(1+2)$ |
|  | Less Dividends paid |  |  | 14,000 | 1/2 |
|  |  |  |  | 118,800 (OF) | 0 |
|  | Add Opening Reserves |  |  | 85,000 | 1 |
|  | RESERVES |  |  | 203,800 (OF) | 0 |
|  |  |  |  |  | 191/2 |

Q. 4 (A) contd.

| 1/2 | 1 | 1/2 |  | Mark |
| :---: | :---: | :---: | :---: | :---: |
| Balance Sheet | of YES Ltd |  | on 31/12/2013 |  |
| FIXED ASSETS | $\begin{gathered} \text { € } \\ \text { Cost } \end{gathered}$ | $\begin{gathered} € \\ \text { Depreciation } \end{gathered}$ | $\begin{gathered} \text { € } \\ \text { NBV } \\ \hline \end{gathered}$ |  |
| Buildings | 420,000 | 21,000 (OF) | 399,000 (OF) | $1 / 2+1 / 2+1 / 2$ |
| Machinery | 170,000 | 23,800 (OF) | 146,200 (OF) | $1 / 2+1 / 2+1 / 2$ |
| Total Fixed Assets | 590,000 | 44,800 (OF) | 545,200 (OF) | $1 / 2+1 / 2+1 / 2$ |
| CURRENT ASSETS |  |  |  |  |
| Closing Stock | 14,000 |  |  | 1/2 |
| Debtors | 22,000 |  |  | 1/2 |
| Cash | 5,200 |  |  | 1/2 |
| Rent Receivable due | 6,000 |  |  | 1/2 |
| Insurance prepaid | 3,400 | 50,600 |  | $1 / 2+0$ |
| Less CURRENT LIABILITIES |  |  |  |  |
| Bank Overdraft | 6,000 |  |  | 1/2 |
| Creditors | 18,000 |  |  | 1/2 |
| Wages due | 8,000 | 32,000 |  | $1 / 2+0$ |
| WORKING CAPITAL |  |  | 18,600 | 0 |
| TOTAL NET ASSETS |  |  | 563,800 (OF) | 1/2 |
| FINANCED BY | AUTHORISED | ISSUED |  |  |
| 350,000 €1 Ordinary Shares | 350,000 | 280,000 |  | $1+1$ |
| Add Reserves |  | 203,800 (OF) |  | 1/2 |
| Add Long Term Liabilities |  |  |  |  |
| 20 year Loan |  | 80,000 |  | 1/2 |
| CAPITAL EMPLOYED |  |  | 563,800 OF) | 1/2 |
|  |  |  |  | 141/2 |

(B)

| Rate of interest on 20 Year Loan | Mark |
| :--- | :---: |
| $5 \%$ | $\mathbf{5}$ |


| A | Trading Profit and Loss Appropriation | $191 / 2$ | 3 | Total |
| :--- | :--- | ---: | ---: | :---: |
|  | Account | $141 / 2$ | 35 |  |
|  | Balance Sheet | 1 |  |  |
|  | Presentation |  |  | 5 |
| B | Correct Answer |  |  |  |

Q. 5
(A) (i)

| Answer | Mark |
| :---: | :---: |
| $€ 300,000$ | 4 m |

Q. 5 (A) (ii)

| MEMORANDUM OF ASSOCIATION |  |  |  | 1 |
| :---: | :---: | :---: | :---: | :---: |
| 1. | The Name of the Company is |  | CMS Ltd |  |
| 2. | The Objects for which the Company is established are: Conversion of attics into extra living space |  |  | 1 |
| 3. | The Liability of the members |  | Limited | 1 |
| 4. | The Share Capital of the Con | $y$ is | €200,000 | 1 |
| divided into |  |  | 200,000 € 1 | 1 |
| We the several persons whose names. Addresses and descriptions are subscribed wish to be formed into a Company in pursuance of the Memorandum of Association and we agree to take the number of shares in the Capital of the Company set opposite our names. |  |  |  |  |
| Name, Address of each Subscriber |  | Num | of Shares tak |  |
| Mary Kelly |  |  |  | $1+1$ |
| Lofty Heights |  |  |  |  |
| Tuam |  |  |  |  |
| Co. Galway |  |  |  |  |
| Patrick Kelly |  |  |  | $1+1$ |
| Lofty Heights |  |  |  |  |
| Tuam |  |  |  |  |
| Co. Galway |  |  |  |  |
| Date: | 10 June 2014 |  |  |  |

Q. 5 (A) contd.
Q.5(B) (i)

Name of document: Certificate of Incorporation

## For use with Q 5(B) (ii)

## LEDGER of CMS Ltd

| Date | Details | F | $\begin{array}{r} \text { Total } \\ € \end{array}$ | Date | Details | F | $\begin{gathered} \text { Total } \\ € \end{gathered}$ | Mark |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Bank A/C (p. 1) |  |  |  |  |  |  |  | 3 |
| 10/6/2014 | Ordinary Share Capital | GL | 50,000 |  |  |  |  |  |
| Ordinary Share Capital A/C (p.2) |  |  |  |  |  |  |  | 3 |
|  |  |  |  | 10/6/2014 | Bank | ACB | 50,000 |  |

(C) (i)

| Answer | Calculation | Mark |
| :--- | :---: | :---: |
| $€ \mathbf{5 0 0}$ | Cost $=€ 7,600(€ 4,200+€ 2,800+€ 600)$ <br> $€ 7,600+€ 1,900(25 \%$ of cost) $=€ 9,500$ | 4 |

(C) (ii) Advertisement

There are five points of information required (at 2 marks each) but the three marked with a tick are essential.

|  | Points of Information | Example | Mark |
| :---: | :---: | :---: | :---: |
|  | Name of Company | C M S Ltd | 5 @ 2 |
| $\sqrt{ }$ | Name of Product/ Service | Attic Conversions |  |
| $\checkmark$ | Selling Price | €9,500 for average attic conversion |  |
| $\checkmark$ | Where to purchase | Online at www.cms.ie |  |
|  | Date of launch | 1 July 2014 |  |
|  | Availability | Orders accepted from 1 July2014 onwards |  |
|  | Promotional | As Seen on the Dragon's Den |  |
|  | Presentation Point (Picture/ words that make an impact) e.g. | "Move on Up as the Sky's the limit" | $\begin{aligned} & 0 \text { to } 4 \\ & \text { marks } \end{aligned}$ |
|  | Total Marks |  | 14 |

## Marks Summary

| A | 13 |
| :---: | :---: |
| $\mathbf{B}$ | 9 |
| $\mathbf{C}$ | 18 |

## Q. 6 Employment and Industrial Relations

(A)

|  | Two rights of employers include: | Mark |
| :---: | :--- | :---: |
| 1 | Decide on the aims of the business. | 3 |
| 2 | Select suitable employees by deciding on the level of qualifications and <br> experience required | 3 |


|  | Two rights of employees include: | Mark |
| :---: | :--- | :---: |
| 1 | To work in a safe workplace | 3 |
| 2 | To be paid the minimum wage | 3 |

(B) Three steps in the resolution of an industrial relations dispute:

|  | Steps | Mark |
| :--- | :--- | :--- |
|  | Employees/union discuss the problem with the employer. | First valid <br> step 4 marks <br> plus two |
|  | A suitable third party is asked to help solve the problem. | other steps <br> @1 mark <br> each |
|  | Both parties agree that a suitable third party investigate the problem and <br> accept the decision arrived at. |  |

(C) (i)

|  | Parties | Mark |
| :---: | :--- | :---: |
| 1 | Dublin Bus | 2 |
| 2 | SIPTU | 2 |
| 3 | NBRU | 2 |

(C) (ii)

| What was the dispute about: | Mark |
| :--- | :---: |
| The Cost cutting plan of €11.7 million being introduced by Dublin Bus <br> and reference to any one of the following: <br> (i) Reducing the employees starting pay by 10\%, <br> (ii) increasing the working week from 36 hours to 39 hours, <br> (iii) cutting overtime rates from treble time to double time | 2 |

(C) (iii)

|  | Parties | Mark |
| :---: | :--- | :---: |
| 1 | Shoppers | 2 |
| 2 | Other workers trying to go to work | 2 |

Q. 6 C) contd.
(C) (iv)

| Third Party | Mark |
| :--- | :---: |
| Labour Court | 2 |

(C) (v)

| Answer | Mark |
| :--- | :---: |
| €88 | 6 |

Marks Summary

| A | 12 |
| :---: | ---: |
| B | 6 |
| C | 22 |

