



CILEX Level 6 Single Subject Certificate/CILEX Level 6 Professional Higher Diploma in Law and Practice/CILEX Level 6 Graduate Fast-Track Diploma

Unit 19 – The Practice of Employment Law

Question paper

January 2025

Time allowed: 3 hours and 15 minutes (includes 15 minutes reading time)

Instructions and information

- It is recommended that you take **fifteen** minutes to read through this question paper before you start answering the questions. However, if you wish to, you may start answering the questions immediately.
- You must answer **all** questions.
- This question paper is out of 100 marks.
- The marks for each question are shown — use this as a guide as to how much time to spend on each question.
- Write in full sentences — a yes or no answer will earn no marks.
- Full reasoning must be shown in your answers.
- Statutory authorities, decided cases and examples should be used where appropriate.
- You are allowed to use your own printed copy of the pre-release case study materials, as long as the materials are not annotated in any way. Alternatively, you can access the electronic version of the pre-release case study materials available in the examination.
- You are allowed to make notes on your scrap paper during the examination.
- A basic calculator is provided should you require the use of one.
- You can use your own unmarked copy of the following designated statute book - ***Blackstone's Statutes on Employment Law, 32nd edition, Richard Kidner, Oxford University Press, 2023.***
- You must comply with the CILEX Exam Regulations – Online Exams at Accredited Centres/CILEX Exam Regulations – Online Exams with Remote Invigilation.

Turn over

Answer ALL questions.

Question 1

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

Advise Adam Bertroy:

a) on the validity of Clause 3.7;

(7 marks)

b) if Comet90 Ltd can seek remedy against Dimitri Ellery for breach of Clause 3.7;

(8 marks)

c) if Comet90 Ltd is required to make the changes requested by Leena Patel.

(12 marks)

(Total: 27 marks)

Question 2

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

Advise Zulika Patrick

a) whether or not her rights have been breached by HeartsandDarts Ltd;

(13 marks)

b) if she has a right to receive the bonus.

(Note to candidates: Do not consider remedies.)

(7 marks)

(Total: 20 marks)

Question 3

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

- a) Advise Ian Ito if the **reason** for dismissing Ms Bradshaw is valid and 'fair' under statute and case law.

(Note to candidates: Do not consider procedural fairness.)

(10 marks)

- b) Explain to Ian Ito the requirements of a valid settlement agreement.

(6 marks)

- c) Draft a disciplinary policy for the use of BeeBee Academy Ltd (the policy should reflect ACAS requirements).

(10 marks)

(Total: 26 marks)

Question 4

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

Advise Eli Yasheem:

- (a) i) if MakeMe400 Ltd has breached the TUPE 2006 rights of Sammy Otterbon;

(10 marks)

- ii) on the remedies available to Sammy Otterbon if his rights have been breached.

(5 marks)

- (b) Explain to Eli Yasheem:

- i) the right to appeal an employment tribunal decision and the process of appeal;

(7 marks)

- ii) whether a witness can be compelled to give evidence at an employment tribunal.

(5 marks)

(Total: 27 marks)

End of the examination