



**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**

**June 2024**

**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 2022- 2023, 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.

### **Question 1**

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

Advise Alisha Batia if:

- (a) her rights have been breached by Cats Accountancy Ltd and/or Evie Chung and, if so, the remedies available to her;

**(15 marks)**

- (b) she has harassed Evie Chung.

**(7 marks)**

**(Total: 22 marks)**

### **Question 2**

Reference: Question relates to **Document 3** of the case study materials.

Explain to Lee Reid:

- (a) the early conciliation procedure and the type of information contained in the ET1 form;

**(10 marks)**

- (b) the Alternative Dispute Resolution process of judicial mediation;

**(6 marks)**

- (c) if he will be liable to pay costs if he loses a case against Dog Treats at tribunal.

**(6 marks)**

**(Total: 22 marks)**

### Question 3

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

Draft an email to Egbert Franklyn advising him:

(a)(i) if Muse Ltd had a statutory **reason** to dismiss George Garrett (**do not consider the dismissal procedure**); **(5 marks)**

(ii) on the benefits of Muse Ltd having a company policy on internet use. **(7 marks)**

Draft an email to Egbert Franklyn advising him:

(b)(i) on the **content** to be included in a valid settlement agreement and the validity of 'full and final settlement clauses' in a settlement agreement; **(12 marks)**

(ii) if a settlement agreement can be used to prevent Marisa Tolken from bringing a claim against Muse Ltd for her dismissal. **(6 marks)**

**(Total: 30 marks)**

**Turn over**

#### **Question 4**

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

(a) Advise Tamisha Jones on the nature of Clause 8.8 and its enforceability against her.

**(7 marks)**

(b) Advise Yusuf Khan if CFC Bank Ltd has breached his rights.

**(6 marks)**

(c) Advise Sumita Syed if BookBees Ltd has breached the rights of Jackie Neate and the potential remedies available to her.

**(13 marks)**

**(Total: 26 marks)**

**End of the examination**

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