



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 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 **Documents 1 and 2** of the case study materials.

Advise Laila Hussain:

- (a) if she has been harassed by Christophe Penny;
(9 marks)
 - (b) if proper procedure was followed in Christophe Penny's dismissal;
(9 marks)
 - (c) on the requirements for a valid settlement agreement, including the role of an adviser.
(6 marks)
- (Total: 24 marks)**

Question 2

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

- (a) Advise Belinda Botts:
 - (i) if Fashion19 Ltd has breached the rights of Timmy Yates and Samantha Eagles;

(Note: Do not consider remedies.)

(8 marks)
 - (ii) on the right to appeal an ET decision.
(5 marks)
 - (b) Draft an email advising Belinda Botts on the reasons and grounds upon which Fashion19 Ltd may base an 'Employer Justified Retirement Age policy'.
(13 marks)
- (Total: 26 marks)**

Question 3

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

- (a) Advise Jason Jones whether he is entitled to paternity leave. **(8 marks)**
- (b) Advise Susi Kelly of the remedies she can seek against Welcome Ltd. **(7 marks)**
- (c) Advise Tomaz Wright:
- (i) if he has breached the implied duty of loyalty and fidelity to EXIP Ltd; **(8 marks)**
 - (ii) on remedies that EXIP Ltd may seek against him for breach of Clause 5. **(7 marks)**
- (Total: 30 marks)**

Turn over

Question 4

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

Advise Kelisa Xander if EL Ltd:

- (a) had a right to see the disciplinary record of employees transferred under TUPE 2006;
(6 marks)
 - (b) has breached the rights of Dimitri Greene and Tamara Smith under TUPE 2006;
(9 marks)
 - (c) was required to recognise the employee representative of ORI4 Ltd.
(5 marks)
- (Note: Do not consider remedies.)**

(Total: 20 marks)

End of the examination

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