



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 2023

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.
- You can use your own unmarked copy of the following designated statute book – **Blackstone's Statutes on Employment Law 2021-2022, 31st edition, Richard Kidner, Oxford University Press, 2021.**
- 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.

Draft an email to Cristal Devon advising her whether:

- (a) she has been discriminated against (**Do not consider remedies**);

(12 marks)

- (b) she has been unfairly dismissed (**Do not consider remedies**).

(10 marks)

(Total: 22 marks)

Question 2

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

- (a) Advise Harjit Singh on:

- (i) the enforceability of restrictive covenants;

(7 marks)

- (ii) remedies for breach of restrictive covenant;

(8 marks)

- (iii) the forum that Idris Jones may use to bring a claim against Great Greets Ltd.

(7 marks)

- (b) Draft a non-compete covenant that Great Greets Ltd can include in the employment contracts of its senior designers.

(10 marks)

(Total: 32 marks)

Question 3

Reference: Question relates to **Documents 4 and 5** of the case study materials.

Advise Kiki Ling:

- (a) on how ABUXE Ltd can benefit from having core company policies on employee conduct;
(8 marks)
- (b) if ABUXE Ltd has breached the maternity rights of Natasha O'Reilly (**Do not consider remedies**);
(9 marks)
- (c) of the requirements and content of a settlement agreement.
(7 marks)
- (Total: 24 marks)*

Question 4

Reference: Question relates to **Document 6** of the case study materials.

Advise Verity Vasquez:

- (a) if her rights under the Equality Act 2010 have been breached (**Do not consider remedies**);
(9 marks)
- (b) if she has been unfairly dismissed and the remedies available.
(13 marks)
- (Total: 22 marks)*

End of the examination