



**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 2026**

**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, 32<sup>nd</sup> 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 **Document 1** of the case study materials.

(a) Advise Hollie Wolfe:

(i) if her rights under the Equality Act 2010 have been breached;

**(12 marks)**

(ii) what the time limits would be for her to submit any potential claims to an Employment Tribunal and the effect of Acas Early Conciliation on this limit.

**(6 marks)**

(b) Advise Hollie Wolfe of the potential remedies available to her, should she bring a successful claim in an employment tribunal against Scilly Textiles.

**(7 marks)**

**(Total: 25 marks)**

## Question 2

Reference: Question relates to **Document 2** of the case study materials.

(a) Draft an email to Jose Petra, explaining:

(i) whether the reason for dismissing Nikolai Kozlov is legally valid;

**(7 marks)**

(ii) whether a correct procedure was followed in Nikolai Kozlov's dismissal.

**(7 marks)**

(b) Explain to Jose Petra the consequences of entering into a settlement agreement and the requirements for it to be legally binding.

**(9 marks)**

(c) Draft an express non-solicitation clause which covers both the period when the employee is employed and the post-employment period.

**(6 marks)**

**(Total: 29 marks)**

### Question 3

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

(a) Advise Tim Wells:

(i) whether he has breached any of the rights of Harriet, Ira and Femi under the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE Regulations);

**(12 marks)**

(ii) what potential action Harriet, Ira and Femi could bring at an Employment Tribunal to enforce their rights under the TUPE Regulations, including the potential remedy if they were successful.

**(8 marks)**

(b) Explain to Tim Wells what needs to be included in a grievance policy.

**(6 marks)**

**(Total: 26 marks)**

### Question 4

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

Explain to Yen Chen:

(a) whether his rights under the Employment Rights Act 1996 have been breached;

**(12 marks)**

(b) what remedies would be potentially available to him if his rights under the Employment Rights Act 1996 have been breached.

**(8 marks)**

**(Total: 20 marks)**

**End of the examination**

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