

24 January 2022  
Level 6  
THE PRACTICE OF EMPLOYMENT LAW  
Subject Code L6-19

**THE CHARTERED INSTITUTE OF LEGAL EXECUTIVES UNIT**

**19 – THE PRACTICE OF EMPLOYMENT LAW**

**Time allowed: 3 hours plus 15 minutes' reading time**

**Instructions to Candidates**

- You have been provided with a clean copy of the case study materials for you to use in this examination.
- You have **FIFTEEN** minutes to read through this question paper and the case study materials before the start of the examination.
- **It is strongly recommended that you use the reading time to read this question paper fully.** However, you may make notes on this question paper or in your answer booklet during this time, if you wish.
- **All questions are compulsory. You must answer ALL the questions.**
- Write in full sentences – a yes or no answer will earn no marks.
- **Candidates may use in the examination their own unmarked copy of the designated statute book: Blackstone's Statutes on Employment Law 2021-2022, 31st edition, Richard Kidner, Oxford University Press, 2021.**
- Candidates must comply with the CILEX Examination Regulations.
- Full reasoning must be shown in answers. Statutory authorities, decided cases and examples should be used where appropriate.

**Information for Candidates**

- The mark allocation for each question and part-question is given and you are advised to take this into account in planning your work.
- Write in blue or black ink or ballpoint pen.
- Attention should be paid to clear, neat handwriting and tidy alterations.
- Complete all rough work in your answer booklet. Cross through any work you do not want marked.

**Do not turn over this page until instructed by the Invigilator.**

## Question 1

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

Draft an email to Aisha Bennett, advising:

- (a) whether Persons and Products Ltd has breached the rights of Eli Edmond and Demi Donn;

**[NOTE TO CANDIDATES: Do NOT consider remedies.]**

***(20 marks)***

- (b) on the validity of Persons and Products Ltd's agreement to pay Demi Donn £10,000 to 'drop her complaint'.

***(8 marks)***

***(Total: 28 marks)***

## Question 2

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

Draft an email to Leela Laghari, advising:

- (a) whether her rights have been breached;

***(13 marks)***

- (b) on potential remedies available to her.

***(9 marks)***

***(Total: 22 marks)***

### Question 3

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

(a) Advise Zoe Zayn:

(i) whether her rights have been breached;

**(12 marks)**

(ii) on potential remedies available to her.

**(8 marks)**

(b) Explain how Zoe Zayn's complaint to the HR officer should have been responded to.

**(6 marks)**

**(Total: 26 marks)**

### Question 4

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

(a) Advise Neil North whether:

(i) Industry Ignited Ltd has a right to appeal the employment tribunal ruling on its dispute with Kim Leung;

**(6 marks)**

(ii) Uri Opus has breached any implied duties in his contract of employment with Industry Ignited Ltd.

**(9 marks)**

(b) Draft a non-competition clause for Industry Ignited Ltd to incorporate into employees' contracts.

**(9 marks)**

**(Total: 24 marks)**

**End of Examination Paper**