

The Employ! Christmas Quiz from Taylors Solicitors



Taylors



WIN A
CASE OF
WINE

Rather than the usual format of employment / HR updates, we wanted to spice things up with a Christmas quiz covering general employment issues and matters that have arisen over the past year. Simply tick the box next to your chosen answer and fax your answers back to us by Thursday 31st December and you could win a Case of Wine. Good luck!

Question 1

What is the average award (between 1st April 08 and 31st March 09) for unfair dismissal claims successful at Tribunal?

- ☐ A £4,550 ☐ B £6,269 ☐ C £7,959 ☐ D £9,290

Question 2

Of the 151,028 Employment claims issued from 1st April 08 and 31st March 09 how many Respondents were awarded costs?

- ☐ A 265 ☐ B 1,265 ☐ C 12,650 ☐ D 126,500

Question 3

What is the national minimum wage for over 22 year olds from 1st October 2009?

- ☐ A £4.83 ☐ B £5.22 ☐ C £5.73 ☐ D £5.80

Question 4

How do you deal with an Employee who you think is in breach of their contract but is off work with a stress related illness?

- ☐ A Invite the employee in to conduct a disciplinary hearing
☐ B Take no action until the employee returns to work
☐ C Inform the employee that you are deferring any disciplinary action but, in the meantime, reserving your rights.
☐ D Dismiss the employee for a repudiatory breach of contract

Question 5

If an employee falls ill whilst on holiday and upon his or her return to work they request that they be entitled to take those days as sick and take the holiday at a later date. Do you:

- ☐ A Refuse the request and confirm that the days they have taken including those as sick are all to be taken as part of their holiday entitlement
☐ B Allow the request upon the employee complying with the company's self certification policy
☐ C Only agree to the request upon the employee obtaining confirmation from their doctor
☐ D Conduct an investigation which could lead to disciplinary action if they were found not to be ill.

Question 6

If an employee requests the right to work after they turn 65 should you grant this request?

- ☐ A If the employee complies with the request requirements by putting it in writing you must grant the request
- ☐ B You tell them no as the default retirement age is 65 and he/ she is not entitled to work beyond this
- ☐ C You agree but only upon them agreeing to become self employed
- ☐ D You tell the employee you will consider their request but you will not necessarily agree to it

Question 7

You recently took over a cleaning contract. The staff employee by the firm who lost the contract have come to you saying that you are now their employer. What do you do?

- ☐ A Ignore them as you are not their employer
- ☐ B Respond by saying you are not their employer but invite them in for job interviews with a view to selecting the best employees
- ☐ C Accept that they have transferred to you but terminate their employment with notice as you do not require any extra staff
- ☐ D Accept that they have transferred to you and write to them informing them that their contracts of employment remain the same as before and their continuity of employment has been preserved.

Question 8

You send a letter in the post on the 9th December to an employee informing them that they have been dismissed but due to the Christmas period he does not open the letter until 10th January 2010. What is the last date the employee can bring a claim in the Employment Tribunals?

- ☐ A 9th March 2010
- ☐ B 8th March 2010
- ☐ C 9th April 2010
- ☐ D 10th April 2010

Question 9

You have had some money stolen at work which two employees have access to? Do you

- ☐ A Suspend both employees on full pay whilst you carry out an investigation
- ☐ B Suspend the one you believe to be guilty whilst you carry out an investigation
- ☐ C Dismiss both employees as you do not know who has taken it
- ☐ D Dismiss the employee you believe has taken it

Question 10

A failure by an employer to comply with the ACAS statutory code of practice in a dismissal case entitles an employment tribunal to increase the award by a percentage of up to how much?

- ☐ A 10%
- ☐ B 15%
- ☐ C 25%
- ☐ D 50%

Question 11

What is the current weekly pay limit when calculating Statutory Redundancy Pay?

- ☐ A £350
- ☐ B £360
- ☐ C £380
- ☐ D £390

Question 12

As at today's date, what month next year is it proposed that compulsory registration with the Independent Safeguarding Authority is required for those employees' working with children or vulnerable adults to be?

- ☐ A July
- ☐ B October
- ☐ C November
- ☐ D December

Question 13

Following the Heyday challenge 2009 to the default retirement age of 65 it is correct to say:-

- ☐ A That setting a DRA (regardless of what age) is unlawful
- ☐ B That a DRA of 65 is currently unlawful but a higher DRA would not be
- ☐ C That the DRA is currently lawful and will continue to be in the future
- ☐ D That the DRA is currently lawful but must be reviewed to remain lawful

Question 14

A recent case confirmed that an employee was entitled to legal representation at an internal disciplinary hearing because:-

- ☐ A That was the employee's statutory right to be accompanied
- ☐ B Because the employee demanded it
- ☐ C The employer was a public authority which has to comply directly with the Human Rights Act and allow the employee a right to fair trial
- ☐ D The potential impact of a finding of gross misconduct, having regard to the employee's profession, was such that dismissal could potentially have far reaching consequences preventing him from working in that profession ever again and the remedy of an unfair dismissal claim would be insufficient to rectify that

Question 15

The current limit on unfair dismissal compensation in an Employment Tribunal for a pregnancy related dismissal claim is:-

- ☐ A £63,000
- ☐ B £66,200
- ☐ C £66,800
- ☐ D Unlimited

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Once you have finished the quiz please complete the form below with your details and fax your answers back to: 0844 8000 264 by Thursday 31st December

NAME:

COMPANY:

EMAIL:

TEL:

MOBILE:

The deadline for submission is **Thursday 31st December 2009**. We will email the answers to you and announce the winners in the New Year. Good luck and we wish you a wonderful Christmas and a prosperous 2010.

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