

Employment Act Quiz



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Redhouse Lane
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Employment Act 2008

1. On what date does this Act come into force?
2. Is the Acas Code of Practice (Discipline & Grievance) a legal document?
3. The Employment Act 2008 repeals the statutory 3-step disciplinary procedures. Does this mean you will no longer have to use a 3-step procedure?

Employment Act 2008

4. What percentage compensation uplift could a successful tribunal applicant receive if a dismissal is found to be as a result of an unfair process?
5. The Employment Act 2008 repeals the statutory 3-step grievance procedure. Does this mean that an employee can make a tribunal application without first using a grievance procedure?

Employment Act 2008

6. What is the maximum award for unfair dismissal from 1st February 2009?
7. What is the maximum award for constructive dismissal?
8. The Employment Act 2008 makes changes to the amount a successful claimant can get for unfair deduction of wages. What are those changes?

Employment Act 2008

9. What will the National Minimum wage be from April onwards?
10. The Employment Act 2008 gives NMW investigators new rights. What are they?

Employment Act 2008

Family legislation

11. How long is a member of staff entitled to take off for maternity / adoption leave?
12. Josephine is on maternity leave. For how long is she entitled to retain her company car, computer, private health care etc?
13. Josephine gets child care vouchers through a salary sacrifice scheme. Will she get them throughout her maternity leave?

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Family legislation

14. Mary is on adoption leave. Sadly she has lost her baby to cot death. How long is she entitled to remain on adoption leave?
15. From April 2009 the Right to Request Flexible Working is being changed. How ?
16. Amy had a baby 6 days ago and now wants to come straight back to work. Will you let her, and if not why not?

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Miscellaneous

17. A

In what circumstances can an employee claim a Protective Award?

B

What compensation can a successful applicant receive?

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Miscellaneous

18. What is statutory annual leave from April 2009?
19. How many staff does it take to trigger a request for an employee council?
20. John is a member of the Reserve Forces and is on active duty in Iraq for six months. Is he entitled to his job back when he returns?