

Test your *employment law* knowledge

As part of their monthly meeting members of the HR networking group, the London HR Connection, met in mid May for the annual Employment Law Quiz with guest hosts Elizabeth Lang and Emily Bell from international law firm Bird & Bird.

As ever, this much anticipated annual event attracted an excellent member turnout. The quiz was hugely engaging enabling guests to brush up on the latest key legal developments and explore new areas of law while also being entertained with themed rounds and quick-fire tie-breaks! Not to mention the prizes being handed out for the top performers in each round.

Weedie Sisson, Chair of London HR Connection, was delighted with the event and added that: "the music round was a lovely and original way to finish" and that member feedback had been very positive.

The London HR Connection is now offering readers the chance to test their own employment law knowledge! You will find below a sample of some of the questions asked at the quiz. Just email your answers to mail@londonhr.org and, if you have got them right, you will be entered into a prize draw to win a magnum of champagne!

- 1 What is the current prescribed rate of Statutory Sick Pay per week and for what maximum number of weeks may eligible employees receive Statutory Sick Pay in any three-year period?
- 2 Is it acceptable to give a glowing reference about an employee who was summarily dismissed, provided that the reference was agreed as part of a compromise agreement?
- 3 A couple who both work for the same company are due to have a baby. The mother and the father will each be entitled to take 13 weeks unpaid parental

leave in respect of the child as long as this is taken before the child's 5th birthday. Is this true or false?

- 4 What is the highest amount of compensation that can be awarded in a claim for unfair dismissal? (Basic award plus compensatory award)?
- 5 An employee has brought a successful claim for unfair dismissal against his former employer. What is the maximum percentage compensation uplift a tribunal will award for a failure by the employer to follow the new ACAS Code of Practice 2009 on Disciplinary and Grievance Procedures?
- 6 Employers with a certain minimum number of employees are under a duty to provide all employees with access to a stakeholder pension scheme. How many employees must an employer have in order to trigger this obligation?
- 7 All grievances brought after 5 April 2009 will fall under the new ACAS regime and will not be subject to the old Statutory Grievance Procedure. Is this true or false?
- 8 Is compensation in whistle blowing cases capped at £66,200?
- 9 Following on from the change in legislation which took effect from 6 April 2009, all parents are now entitled to make a flexible working request provided that their child is what age or under?
- 10 Employees are entitled to make a data subject access request (DSAR) in order to see what information his/her employer holds about them. How much is an employer entitled to charge an employee who makes such a request?



Member Feedback:

Surangi Dias from Investec Asset Management said that it was "a great informal session and networking opportunity".

Nathaniel Lichfield and Partners' Kay Fairgrieve added that it was "'a fun and interesting event which made us think about the application of employment law - much more interesting than a lecture on recent changes. Working in groups helped everyone learn from each other, too".

"It was a very good format to the event, much better than just discussing legislative changes. Only comment is that it was disappointing to lose three tie breaks, but that's not your fault!" concluded Keith Myers from RCPO

The London HR Connection is a professional network providing regular informal lunches – away from the daily grind – for anyone with a vested interest in HR, to network with their peers and hear from experts on challenging and stimulating topics. For membership information and details on our forthcoming events, please visit us at www.londonhr.org

