

Employment Law Exchange Quiz

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|  | **T** | **F** | **I** |
| An employee can refuse to accept pay in lieu and work their notice |  |  |  |
| An NDA is unenforceable if it is “unreasonable”. |  |  |  |
| If an employee does not respond with agreement to a proposed change to terms of work, the change will occur if the ‘non-agreement’ is of 3 months or more  |  |  |  |
| Cheapo Supermarkets has reduced the pay of all staff by 10% stating: ‘For our survival as a business this is vital; this is reasonable conduct on our behalf. If staff challenge us they will be dismissed and offered a new contract on the new terms’. This is lawful. |  |  |  |
| A Section 1 Statement is just as useful as a written employment contract. |  |  |  |
| Only a repudiation of the contract enables you to end the contract lawfully and summerly  |  |  |  |
| Henry is paid an accommodation allowance of £120 a week, as he is required to hold regional staff meetings at his house. This is not paid during his holidays. This is unlawful. |  |  |  |
| Holidays cannot be carried forward beyond the holiday ‘year’. |  |  |  |
| The award of a bonus payment is at the employer’s total discretion. |  |  |  |
| Under the rules prescribed during the Covid–19 emergency in 2020, employees who worked at home or were self-isolating have told you when they became ill.  |  |  |  |

 Key: T = True

 F = False

 I = It all depends - and state what it depends on.