

Employment Law Exchange Quiz – Matters relating to pay

|  |  |  |  |
| --- | --- | --- | --- |
|  | **T** | **F** | **I** |
| Mary and John did a Business degree at the same university, got the same class of degree and both won prizes for Entrepreneurship Potential. They must be paid the same when recruited by you to perform similar roles in the Marketing Dept. |  |  |  |
| Following a major accident in 2010, Tony was moved to a less demanding role, but is still receiving his ‘old’ pay. This is illegal. |  |  |  |
| Minguey Ltd has a strictly enforced policy of ‘no discussion’ ’no disclosure’ to anyone of bonus and basic pay data. This in now unlawful and unenforceable. |  |  |  |
| 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 challenges us they will be dismissed and offered a new contract on the new terms’. This is lawful. |  |  |  |
| Ahmed is supplied to you by an agency. You tell him that in order to comply with your duties regarding gender pay reporting he must tell you how much the agency is paying him. He refuses, saying, this is ‘none of your business-the agency is my employer-pay is between me and them’ .He can be excluded from your data. |  |  |  |
| Martha is 24. She is entitled to at least £7.50 an hour’s pay |  |  |  |
| 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. |  |  |  |
| You do not have to report data regarding pay of an employee who refuses to identify their gender. |  |  |  |
| Holidays cannot be carried forward beyond the holiday ‘year’. |  |  |  |
| The award of the bonus is at the employer’s total discretion. |  |  |  |