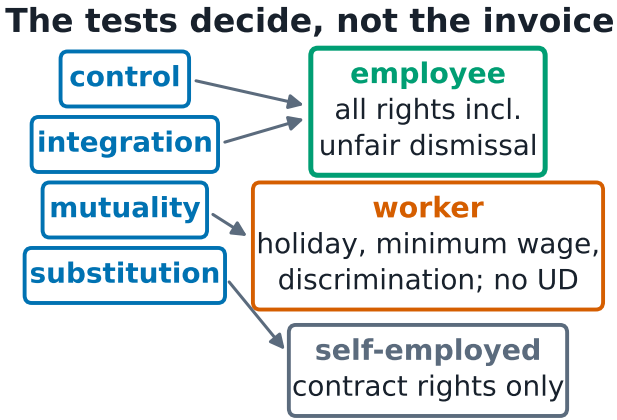
Exercise walk-through

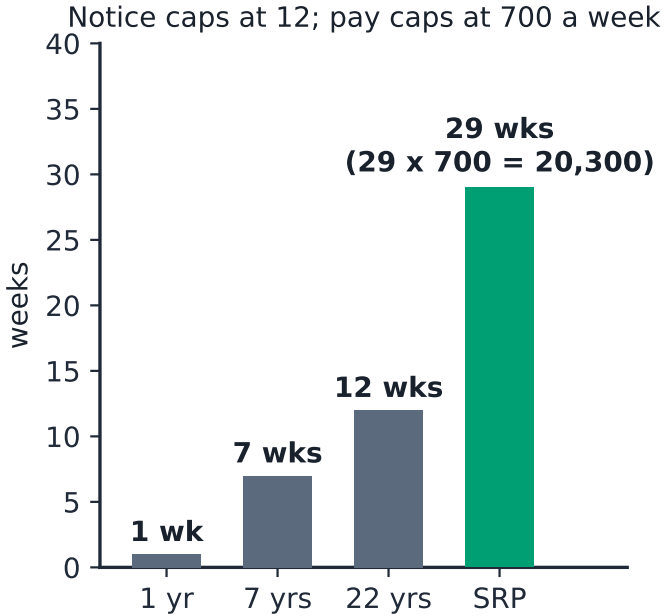
11.4 Employment

University Business

Employment: the tests decide, then the arithmetic

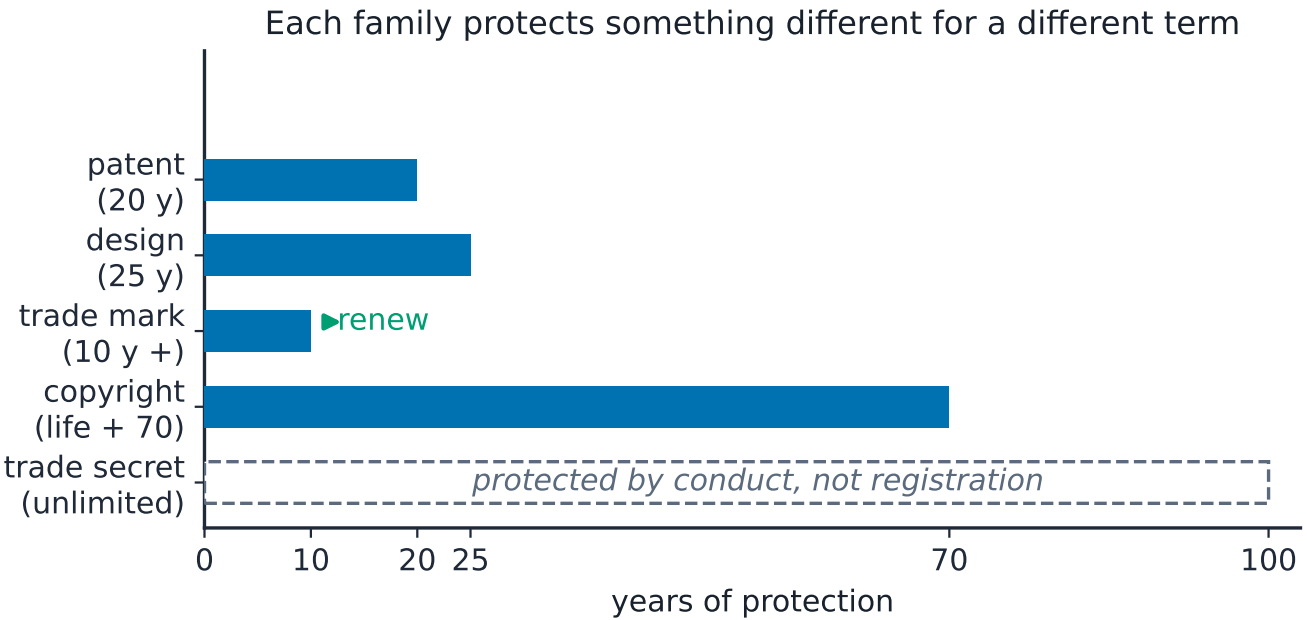


Autoclenz [2011] UKSC 41:
real terms beat written pretence



Real terms decide status; redundancy pay is 29 weeks at 700.

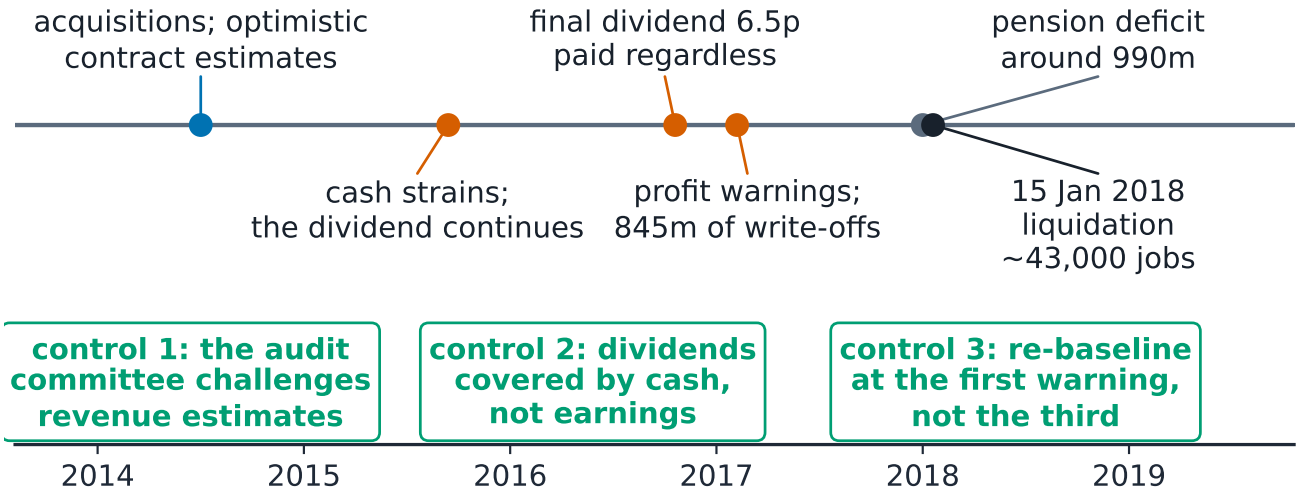
Intellectual property and data: the map, then the move



Patent 20 years, design 25, **trade mark** renewable, **copyright** life + 70.

Governance cases: read the controls, not the villain

Carillion: the timeline reads as missing controls, not bad luck



Carillion fell in January 2018: three controls that were missing.

Exercises 2.1·2.2

2.1 Twelve years' service ending at age 47, weekly pay 500 (under the cap). The banded weeks and the statutory redundancy pay. [4]

2.2 Statutory notice at: 1 year's service; 12 years; 15 years. [3]

Exercises 2.1·2.2

2.1 Twelve years' service ending at age 47, weekly pay 500 (under the cap). The banded weeks and the statutory redundancy pay. [4]

2.1

- Ages 41-47: 7 years at 1.5; ages 36-40: 5 at 1.0.
- $10.5 + 5 = 15.5$ weeks $\times 500 = 7{,}750$ pounds.

2.2 Statutory notice at: 1 year's service; 12 years; 15 years. [3]

2.2

- 1 year: 1 week; 12 years: 12 weeks.
- 15 years: capped at 12 weeks (ERA 1996 s.86).

Exercises 2.3·2.4

2.3 A delivery rider supplies her own van, can subcontract, has five other clients, but works your rota nine months running. The likely status and the decisive tests. [4]

2.4 The app holds allergy data on 14,000 customers. Who is the controller, and the two ICO fine tiers. [3]

Exercises 2.3·2.4

2.3 A delivery rider supplies her own van, can subcontract, has five other clients, but works your rota nine months running. The likely status and the decisive tests. [4]

2.3

- Worker at least; the nine-month rota is mutuality and integration.
- Substitution and other clients point self-employed - Autoclenz reads the real terms: a controlled rota with her own equipment is the worker category, not employment.

2.4 The app holds allergy data on 14,000 customers. Who is the controller, and the two ICO fine tiers. [3]

2.4

- The business decides purposes and means: it is the controller.
- Standard tier 8.7m or 2%; upper tier 17.5m or 4% - whichever is higher in each.

exercises.lol exercises.com.cn