



**Business
Leaving Certificate
Ordinary Level**

**Past Exam Questions on
Industrial Relations and Contracts**


Q8 Section 1 2013

8. List two elements of a valid contract:

- (i) _____
- (ii) _____

Q1 Section 2 2013

Read the information supplied and answer the questions which follow:

Sunhols 

Jim & Cliona McCarthy booked a two-week family holiday to Portugal with Sunhols costing €1,800. On arrival they discovered that the apartment, which was advertised on the website as overlooking the beach, was actually three kilometres inland. They had been informed by the sales assistant that there was a restaurant on site but this was not the case. They were very disappointed when they realised that the 'Kids Club' which they read about in the company's brochure as being open from June to August, did not open until July.

Cliona complained to Sunhols when she returned home, but they said it was not their responsibility. Cliona then contacted the National Consumer Agency (NCA) about her rights, and they advised her to take her case to the Small Claims Court.

- (A) Explain how Sunhols has broken the terms of the Consumer Protection Act, 2007. (15 marks)
- (B) Outline two functions of the National Consumer Agency (NCA). (15 marks)
- (C) Outline three advantages for Cliona of bringing her case to the Small Claims Court. (20 marks)

Employment Equality Act, 1998

Pavel Zachwieja applied for a promotion in Reddon Ltd. He worked for the company for four years and was qualified in Production Management. The promotion was given to John Clancy, who had only worked in the company for six months and had no management qualification. Pavel believed he was not given the job because he is not Irish.

- (D) List three grounds on which discrimination is outlawed under the Employment Equality Act, 1998. (15 marks)
- (E) Outline the role of the Equality Tribunal in assisting Pavel with his discrimination case. (10 marks)
(75 marks)

Q8 Section 1 2013

Read the information supplied in the following advertisement and answer the questions which follow.

IRISH NATURAL JUICES LTD

FINANCE MANAGER REQUIRED

The ideal candidate: Will have a Business Degree, excellent leadership, communication and analytical skills. Two years experience in a similar role is essential.

The position: Involves managing the Finance Department.

Responsibilities include: Preparation of monthly and annual accounts.

Apply by 1st August 2013 with a letter of application, including a CV to:

Marion Pender, HR Manager,
Irish Natural Juices Ltd, Newtown Industrial Park, Newtown, Co. Tipperary.

Irish Natural Juices Ltd is an Equal Opportunities Employer

- (D) Deirdre Keegan, 37 Oaklands, Athlone, Co. Westmeath applied for the position advertised. Using today's date, draft Deirdre's letter of application. (20 marks)
- (E) Explain the term 'Equal Opportunities Employer'. (10 marks)
(75 marks)

Q11 Section 1 2012

11. Outline two reasons for fair dismissal and two reasons for unfair dismissal under the Unfair Dismissals Acts 1977-2007:

Fair:

- (i) _____
- (ii) _____

Unfair:

- (i) _____
- (ii) _____

Q12 Section 1 2012

12. Draft, using today's date, a Memorandum (Memo) from Jennifer King, Shop Steward, to all union members informing them of a trade union branch meeting to be held on Monday 18 June 2012 to discuss proposed redundancies.

| | |
|-------------------|-------|
| MEMORANDUM | |
| To: | _____ |
| From: | _____ |
| Date: | _____ |
| Re: | _____ |
| | |
| Signed: | _____ |
| Title: | _____ |

Q5 Section 1 2011

5. 'Capacity to contract' is the ability of a person to enter into a legal contract. List three situations where a person does **not** have capacity to contract.

- (i) _____
- (ii) _____
- (iii) _____

Q11 Section 1 2011

11. Outline two functions of a Trade Union:

- (i) _____
- _____
- (ii) _____
- _____

Q9 Section 1 2010

9. List three grounds on which Employment Discrimination is outlawed under the Employment Equality Act 1998:

- (i) _____
- (ii) _____
- (iii) _____

Q1 Part (b) 2010

Mark is a public sector worker and a member of a trade union. He has been involved in picketing his workplace as part of a national day of protest.

- (B) (i) Explain the term 'picketing'. (15 marks)
- (ii) Outline two functions of a trade union. (10 marks)

Q1 Section 2 2009

Study the information supplied and answer the questions which follow:

Celine worked as a secretary for J.B. Productions for five years. Recently she informed her manager that she was pregnant and would be taking maternity leave. Her manager informed her that this would not be acceptable to the business and terminated her employment.

- (A) Under the Unfair Dismissals Act 1977/1993
 - (i) Outline two reasons (other than pregnancy) for **unfair** dismissal. (15 marks)
 - (ii) Outline two reasons for **fair** dismissal. (15 marks)
 - (iii) Explain one right that Celine has under the Act. (15 marks)

James decided to sell his car privately. He advertised it in a local newspaper. Tom rang James and after much discussion he said he would drop by the following day to buy the car. Tom did not however come to buy the car.

- (B) (i) State and explain two elements of a valid contract. (15 marks)
- (ii) Do James and Tom have a contract? Explain your answer. (15 marks)

(75 marks)

Q1 Part (b) Section 2 2009

James decided to sell his car privately. He advertised it in a local newspaper. Tom rang James and after much discussion he said he would drop by the following day to buy the car. Tom did not however come to buy the car.

- (B) (i) State and explain two elements of a valid contract. (15 marks)
- (ii) Do James and Tom have a contract? Explain your answer. (15 marks)

Q2 Section 1 2008

2. List three elements of a valid contract.

- (i) _____
- (ii) _____
- (iii) _____

Q1 Part (b) Section 2 2008

A Trade Dispute can be explained as a dispute between an employer and the employees.

- (B) (i) Outline three reasons/causes of trade disputes. (20 marks)
- (ii) Describe any two functions of a Trade Union. (15 marks)

Q1 Part (b) Section 2 2007

The Employment Equality Act 1998 aims to prevent discrimination in the workplace.

- (B) (i) Describe two grounds on which discrimination is unlawful under this Act. (20 marks)
- (ii) Outline the role of a Rights Commissioner. (15 marks)

Q4 Section 1 2006

4. Outline two reasons for unfair dismissal and two reasons for fair dismissal under the Unfair Dismissals Act 1977 – 1993:

Unfair (i) _____

(ii) _____

Fair (i) _____

(ii) _____

Q1 Part (b) Section 2 2006

Joan Brown has just been appointed to her first job.

Her employer presented her with a Contract of Employment. Joan knew from studying Business that the elements of a contract include: Offer, Acceptance, Consideration, Capacity and Intention to Contract.

- (B) (i) Define the term 'contract'. (10 marks)
- (ii) Explain any two of the elements of a contract underlined above. (20 marks)