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Mr Winterton arrived late at the meeting with Mr Frost because:

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- (A) he was delayed by a rail strike.
- (B) the traffic was bad due to the installation of new gas pipes.
- (C) he got caught in traffic congestion near the railway station.
- (D) his dog had eaten his breakfast.

Answer:

(C he got caught in traffic congestion near the railway station.)

2

Mr Winterton wants advice on:

- (A) the law on unfair dismissal.
- (B) how to deal with breaches of trust.
- (C) the length of prison sentence applicable to different kinds of offences.
- (D) anti-competition law.

Answer:

(A the law on unfair dismissal.)

3

According to Ms Frost, the main criterion as to whether the dismissal was unfair or not is:

- (A) whether the conviction was spent at the time of the dismissal.
- (B) whether the offence committed by McFarlane led to a prison sentence of more than 2.5 years.
- (C) the length of the rehabilitation period.
- (D) a number of criteria basically to do with Mr McFarlane's general conduct.

Answer:

(A whether the conviction was spent at the time of the dismissal.)

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Ms Frost's analysis of the law is that:

- (A) Mr McFarlane was unfairly dismissed.
- (B) the dismissal is automatically unfair if the conviction can be classified as spent at the time of the dismissal of Mr McFarlane.
- (C) the question of whether the dismissal was unfair or not depends on issues that can be left to one side for

Answer:

(B the dismissal is automatically unfair if the conviction can be classified as spent at the time of the dismissal of Mr McFarlane.)

the moment.

- (D) the position is unclear and will require further research.

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The further action to be taken in order to progress with the case involves:

(A) ascertaining how long ago the offence was committed.

(B) ascertaining how long Mr McFarlane spent in prison.

(C) ascertaining whether Mr McFarlane reoffended during the rehabilitation period.

(D) all of the above.

Answer:

(D) all of the above.