

# Metcalfes Christmas Quiz

Please answer the questions below and return to us by the 14th December 2007. The lucky winner will receive a £25 Marks & Spencer voucher.

1. Santa has 10 elves (8 male and 2 females). Santa promoted one of the male Elves to Senior Elf over one of his female Elves even though she had more experience. Can he do this? Could she bring a claim? If so, what for?

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2. Santa has three Elves. Does he have to provide a Pension Scheme?

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3. What is the current rate of pay under the National Minimum Wage Act 1998 for a junior Elf under the age of 21?

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4. Santa provides a smoking room for his Elves that smoke. Is this ok? If not, what sanctions could Santa expect to receive?

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5. An Elf has a Company Sledge and she is due to go on Ordinary Maternity Leave. Can you ask for this back?

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6. In January Santa plans to make all his reindeer redundant but is not going to pay them statutory redundancy. How long will the reindeer have to bring a claim in the Employment Tribunal for their statutory redundancy pay?

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**7. One of Santa's reindeers is currently 64 but says he wants to stay with Santa for another few years. However, Santa is thinking of dismissing him in March when the reindeer has his 65th birthday. Can Santa do this?**

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**8. There is a job vacancy in Santa's workshop and a male Elf has applied for a job which is normally done by a woman. Can Santa exclude him?**

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**9. Santa has eight reindeer. Dancer and Prancer have injured their hooves. Does Santa have to make reasonable adjustments under the Disability Discrimination Act 1995?**

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**10. Mrs Christmas has a three year old grandchild and wants to work part-time so that she can look after him. Does she have the right to reduce her hours?**

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**The Employment Team at Metcalfes would like to wish you a very Merry Christmas and a Prosperous New Year**

**Please visit [www.metcalfes.co.uk/employment](http://www.metcalfes.co.uk/employment) for assistance with these questions.**

**If you would like a copy of the answers or for further information please contact Bethan Southcombe on 0117 945 3084 or e-mail [employment@metcalfes.co.uk](mailto:employment@metcalfes.co.uk)**

**Name:** ..... **Position:** .....

**Company:** .....

**Address:** .....

.....**Post Code:** .....

**Tel:** ..... **E-Mail:** .....

**Please return to Bethan Southcombe by 14th December 2007**

**Fax: 0117 929 9551**

**Post: 46-48 Queen Square, Bristol, BS1 4LY**