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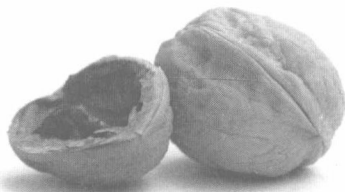
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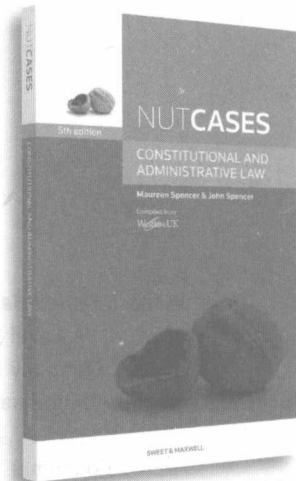
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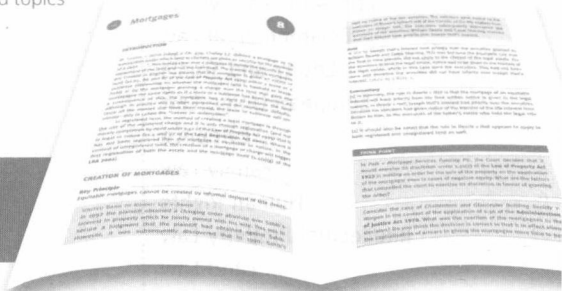


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Using this Book

Welcome to our new look NUTSHELLS revision series. We have revamped and improved the existing design and layout and added new features, according to student feedback.

NEW DETAILED TABLE OF CONTENTS
for easy navigation.

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NEW CHAPTER INTRODUCTIONS to outline the key concepts covered and condense complex and important information.

Other Statutory R.

NATIONAL MINIMUM WAGE ACT

The National Minimum Wage Act 1998 sets a minimum hourly rate of pay for all workers. The rate is set by the Secretary of State to determine and amend the minimum wage set for one year.

DEFINITION CHECKPOINTS AND EXPLANATION OF KEY CASES

to highlight important information.

The HL reversed the decision of the CA, finding that the custom was not customary and did need to be established.

DEFINITION CHECKPOINT

Procession

The Public Order Act 1986, s.16 defines a procession in a public place. This is not only a procession but also a procession. The definition can be found in the case of *Flowers v. Chief Constable of the Bedfordshire Constabulary* at 502, where Lord Goddard C.J. stated: *body of persons: it is a body, of persons*.

DEFINITION CHECKPOINT

Assembly

The Public Order Act 1986 defines an assembly of two or more persons.

KEY CASE

CARMICHAEL V NATIONAL POW.

Mrs Carmichael worked as a guard on a "required" basis, showing group discipline. She worked some hours more than others, wore a company uniform, was issued with a vehicle, and enjoyed many of the benefits of employment. The question for the court to determine was whether she was employed "under an umbrella" or "global" employment, which she worked and the nature of her duties.

Held: (HL) During the course of her duties...

DIAGRAMS, FLOWCHARTS AND OTHER DIAGRAMMATIC REPRESENTATION to clarify and condense complex and important information and break up the text.

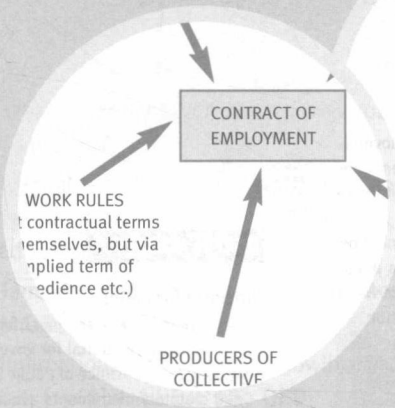
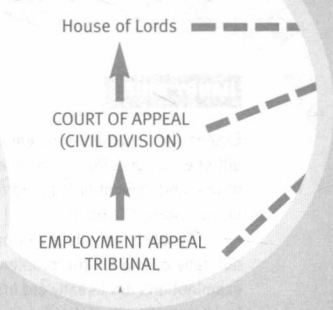


Figure 1 Court and Tribunal System



END OF CHAPTER REVISION CHECKLISTS outlining what you should now know and understand.

Chapter Checklist

You should now know and understand:

- the three heads of claim for a claimant
- issues regarding the choice of law
- the role of the independent arbitrator
- what is meant by “pay”.

QUESTION AND ANSWER

END OF CHAPTER QUESTION AND ANSWER SECTION with advice on relating knowledge to examination performance, how to approach the question, how to structure the answer, the pitfalls (and how to avoid them!) and how to get the best marks.

QUESTION AND ANSWER

The Question

David and Emily are employed as machinists and have worked for them for one and a half years.

Emily discovers that David earns £9.00 per hour and is paid £8.50 per hour. She also discovers that David is employed by a subsidiary of XCo in

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