

UNIVERSITY OF BOLTON

OFF CAMPUS DIVISION

IDM BOTSWANA

BA HONS ACCOUNTANCY

SEMESTER 1 EXAMINATION 2019/2020

INTRODUCTION TO LAW

MODULE NO: ACC4014

Date: Friday 17 January 2020 Time: 2 hrs

INSTRUCTIONS TO CANDIDATES:

Please note that this is an unseen examination. You are not allowed to bring any information or notes into the examination room.

There are TWO questions on this paper.

Answer BOTH questions.

Exam duration: two hours

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Case study - IOM Accountancy Ltd

IOM Accountancy Ltd has recently enjoyed a very successful 2018. This growth has led it to employ 25 new staff members (two of the new employees have been employed at senior manager level). This is the biggest recruitment drive in the history of IOM Accountancy Ltd and now means that IOM Accountancy Ltd has a workforce of 100 employees (five of whom who are on fixed-term contracts and 10 of whom who on part-time contracts). This growing and varied workforce (in addition to two unfair dismissal claims and one direct discrimination claim against the company in 2017) has led to the board of directors becoming concerned that their awareness of employee status is not up to date and accurate. In addition to the aforementioned legal disputes, IOM Accountancy Ltd has been in a recent on-going legal dispute over the last several years regarding negligent misstatement.

QUESTIONS

1. Advise Accountancy Ltd as to its potential responsibilities and liabilities in the area of Tort. (50 marks)
2. Advise Accountancy Ltd as to its employment law responsibilities towards the workforce. (50 marks)

END OF QUESTIONS