

AN EMPLOYMENT CASE

Exercise 1

Julie Murphy is an employee. She is making a claim against her employer at an employment tribunal. Read the information in the box and answer the questions that follow using a full sentence.

'My name is Julie Murphy. Today I am at an employment tribunal. I am the claimant. I am making a claim against my former employer. I must use the word 'former' because he is no longer my employer. My former employer has an estate agency in the town of Chatsworth. An estate agent sells houses. His name is Keith Penhaligon. I worked for Mr Penhaligon as a receptionist in his office for four years. My job was to welcome people who came into the office and give them information about property that was for sale. I liked my job. I was a good employee. I was never late for work. I had a good relationship with my colleagues. During the four years that I worked there I only had two days' absence.

Six months ago Mr Penhaligon said that he needed an assistant manager. He advertised the vacant position in the local newspaper. The advertisement said that candidates for the job should be 'young and ambitious and with previous experience of working for an estate agent'. I am 27 years old, very ambitious and I have experience. I applied for the job. 15 other people also applied for the job. Mr Penhaligon refused to interview me for the job. He explained that it was a waste of his time to discuss my C.V. and talk about the job. He told me this was because I got married a year ago. He said that he was afraid I would have a baby very soon and would need lots of time away from work. He said he would prefer to employ an older woman or a man. I stopped working for Mr Penhaligon immediately. I am very angry. I am making a claim on the grounds of discrimination.'

- a** What type of business does Julie Murphy's former employer have?

Answer: _____

- b** What was Julie Murphy's job?

Answer: _____

- c** Did Julie Murphy have a good relationship with the other people in her office?

Answer: _____

- d** How many days did Julie Murphy have away from work?

Answer: _____

- e** Where did Mr Penhaligon advertise the job of assistant manager?

Answer: _____

- f** What was the total number of candidates for the job of assistant manager?

Answer: _____

- g** What did Mr Penhaligon refuse to do?

Answer: _____

- h** Who would Mr Penhaligon prefer to employ as assistant manager?

Answer: _____

- i** How does Julie Murphy feel about Mr Penhaligon's decision?

Answer: _____

- j** What are the grounds for Julie Murphy's claim?

Answer: _____