



# Accounting Qualification

## Introduction to Business and Company Law

### Reference materials for tasks 4 and 5

The Association of Accounting Technicians

## **Reference material for AAT assessment of Introduction to Business and Company Law**

### **Introduction**

This document comprises data that you may need to consult during your Introduction to Business and Company Law computer-based assessment. The material can be consulted during the sample and live assessments through pop-up windows. It is made available here so you can familiarise yourself with the content before the test.

Do not take a print of this document into the exam room with you. Unless you need a printed version as part of reasonable adjustments for particular needs, in which case you must discuss this with your tutor at least six weeks before the assessment date.

This document may be changed to reflect periodical updates in the computer-based assessment, so please check you have the most recent version while studying.

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## Notice periods

Under the Employment Rights Act 1996 (ERA 1996), reasonable notice is determined according to the length of an employee's continuous employment with the same employer as follows:

Length of continuous employment	Statutory minimum notice period
Between 1 month and 2 years	1 week
Between 2 and 12 years	1 week for each year of continuous employment
12 years or more	12 weeks minimum

## Redundancy pay

Individuals may be eligible for redundancy pay if certain conditions are met. If these conditions are met, they will receive:

- 1 ½ week's pay for each year of employment after their 41<sup>st</sup> birthday.
- 1 week's pay for each year of employment after their 22<sup>nd</sup> birthday.
- ½ week's pay for each year of employment up to their 22<sup>nd</sup> birthday from the age of 18.