**CANDIDATE DETAILS**

**You MUST enter your details below before submitting.**

**These details can be found in your enrolment letter.**

|  |  |
| --- | --- |
| **Membership number** |  |
| **Candidate number** |  |
| **Centre Venue number** |  |

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| **CIPD Advanced Level Examinations****Examination Unit Name****January 2023** |
| **Date: 24/26 January 2023** | **Time: 09.50-14.00** |

* **This exam starts at 09.50 (UK time) and finishes at 14.00 (UK time)**
* **The first 10 minutes of this exam is intended for reading and question planning**
* **Once complete, you must save this file with your Candidate Number as the file name and send to** **exams@cipd.co.uk** **by no later than 14.15 (UK time)**
* **You should only type in the answer boxes provided, do not make any changes to the exam question or other parts of the paper.**

**A note from your Chief Examiner:**

1. Look carefully at each question and spend some time identifying exactly what is required.
2. Set out some brief notes that provide you with a structure for your answer.
3. Keep referring back to these notes and to the question(s) as you write your answer.
4. After writing each answer, check carefully that every part, both within and between the question(s) is answered.

**RULES OF EXAMINATION**

**By submitting your work for marking you are agreeing to the below conditions**

* Answer all of Section A.
* Answer five questions in Section B (one per subsection A to E).
* Read each question carefully before answering.

**Information**

* Equal marks are allocated to each section of the paper.
* Within Section B equal marks are allocated to each question.
* If a question includes reference to ‘your organisation’, this may be interpreted as covering any organisation with which you are familiar.
* The case study is not based on an actual organisation. Any similarities to known organisations are coincidental.

**You will fail the examination if:**

* You fail to answer five questions in Section B (one per subsection)

**and/or**

* You achieve less than 40% in either Section A or Section B

**and/or**

* You achieve less than 50% overall.

**In accordance with the** [**CIPD Plagiarism Policy for Online Remote Examinations**](https://www.cipd.co.uk/Images/cipd-plagiarism-policy-for-online-remote-examinations_tcm18-87044.pdf) **you must:**

* **not** have any assistance with the exam from friends, family, centre staff or any other person(s).
* **not** allow friends, family or any other person(s) to sit the exam in their place.
* **only** access course notes or text books (either physical books or downloaded e-books).
* **not** use the internet (other than for sitting the exam), email or additional equipment during the exam. This includes potential technological/web enabled sources of information such as an iPod, a mobile phone, a MP3/4 player or similar device, a smartwatch or a wrist watch which has a data storage device.
* **use** quotation marks for any quotes provided within an answer and clearly reference the source.
* **not** be involved in any unfair or dishonest practice during the exam.

If any of these conditions are not met during the exam or are later found to be breached, an investigation will take place and could result in possible **disqualification**.

You may only use your phone or email in order to contact CIPD if you experience any issues during the examination.

**SECTION A**

**This is the case study that was released to you 4 weeks ago. You can read below and also open in a web browser using the link below to refer to when answering your questions:**

[**LINK**](https://www.cipd.co.uk/learn/training/qualifications/advanced-exam-info/case-studies)

**Note: In your responses, you are allowed to improvise or add to the case study details provided below. However, the case study should not be changed or compromised in any way.**

A copy of your case study will be placed here

**Please note that the comments and mark section are for CIPD use only.**

**SECTION A**

***It is recommended you spend equal time on each question in this section.***

**Question 1**

Question 1 will appear here

|  |  |
| --- | --- |
| ***Question 1 Answer Box*** | **COMMENTS** |
| Please provide your answer to Question 1 here |  |
| **SECTION A MARK** |  |

**SECTION B**

**Answer FIVE questions in this section, ONE per subsection A to E.**

**For example, you need to answer either:**

**A1 OR A2**

**B3 OR B4**

**C5 OR C6**

**D7 OR D8**

 **E9 OR E10**

**DO NOT ANSWER BOTH QUESTIONS IN EACH SUBSECTION**

**SECTION B**

***Please only answer A1 OR A2 on the next page.***

**A1**

Question A1 will appear here

**A2**

Question A2 will appear here

 **A1 OR A2 ANSWER**

|  |  |
| --- | --- |
| ***Please select the box of the question you will be answering:*** | **CIPD MARKER COMMENTS** |
| **A1** [ ]  | **A2** [ ]  |
| Please provide your answer here |  |
| **QUESTION MARK** |  |

**SECTION B**

***Please only answer B3 OR B4 on the next page.***

**B3**

Question B3 will appear here

**B4**

Question B4 will appear here

 **B3 OR B4 ANSWER**

|  |  |
| --- | --- |
| ***Please select the box of the question you will be answering:*** | **CIPD MARKER COMMENTS** |
| **B3** [ ]  | **B4** [ ]  |
| Please provide your answer here |  |
| **QUESTION MARK** |  |

**SECTION B**

***Please only answer C5 OR C6 on the next page.***

**C5**

Question C5 will appear here

**C6**

Question C6 will appear here

 **C5 OR C6 ANSWER**

|  |  |
| --- | --- |
| ***Please select the box of the question you will be answering:*** | **CIPD MARKER COMMENTS** |
| **C5** [ ]  | **C6** [ ]  |
| Please provide your answer here |  |
| **QUESTION MARK** |  |

**SECTION B**

***Please only answer D7 OR D8 on the next page.***

**D7**

Question D7 will appear here

**D8**

Question D8 will appear here

 **D7 OR D8 ANSWER**

|  |  |
| --- | --- |
| ***Please select the box of the question you will be answering:*** | **CIPD MARKER COMMENTS** |
| **D7** [ ]  | **D8** [ ]  |
| Please provide your answer here |  |
| **QUESTION MARK** |  |

**SECTION B**

***Please only answer E9 OR E10 on the next page.***

**E9**

Question E9 will appear here

**E10**

Question E10 will appear here

 **E9 OR E10 ANSWER**

|  |  |
| --- | --- |
| ***Please select the box of the question you will be answering:*** | **CIPD MARKER COMMENTS** |
| **E9** [ ]  | **E10** [ ]  |
| Please provide your answer here |  |
| **QUESTION MARK** |  |

**----- END OF EXAMINATION ----**

**Please save this file** **with your Candidate Number as the file name and email to** **exams@cipd.co.uk** **by 14.15 (UK time)**

**GENERAL MARKER COMMENTS**

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