OSCOLA Referencing

The right to request flexible working was introduced under sections 80 and 81 of the Employment Rights Act 1996 and regulations 2-5 of the Flexible Working (Procedural Requirements) Regulations 2002. Parents of children under six (or eighteen for disabled children) were given the right to request flexible working arrangements. Statutory Dispute Resolution procedures were formalised under the Employment Act 2002 (Dispute Resolution) Regulations 2004.

The new legislation could be criticised as unnecessary in the light of the Gibbons Review which spectacularly recommended the complete repeal of Statutory Dispute Resolution procedure stating 'complexity drives users to seek legal advice earlier with associated increased costs'. This advice was reinforced by government consultation. Reinforcing this criticism in terms of the impact of the new retirement regime, we can turn to a survey of 2000-plus establishments’ policies, practices and preferences relating to age between November 2004 and May 2005: of these establishments, 37% (employing over half of the total number of employees) had formal compulsory retirement ages for at least some of their staff. Those more likely to have compulsory retirement ages were larger private sector organisations and the public sector. Assuming that these formal compulsory retirement ages are found to be contractually agreed, as discussed above, it is likely that they will constitute the NRA for the employees they cover.

*Please also use referencing advice provided by your department

Footnote markers are needed when making reference to quotations or paraphrasing.

Place the footnote marker at the end of the sentence after the punctuation.

Multiple references should be separated by semi-colons. This can be done by highlighting the semi-colon and clicking superscript (x²) within the home tab in word.

Short quotations (less than 3 lines) should be incorporated into the text. Longer quotations should be organised in a separate indented paragraph.

Ibid is used when making reference to the previous text.

1 Employment Right sAct 1996 ss 80-81.
5 M Gibbons, Better Dispute Resolution: A review of Employment Dispute Resolution in Great Britain (Department of Trade and Industry 2007) 60.
6 Department of Trade and Industry, Success at Work: Resolving Disputes in the Workplace: A consultation (Department of Trade and Industry 2007).
7 H Metcalf and P Meadows, Survey of Employers’ Policies, Practices and Preferences relating to Age (Department of Trade and Industry 2006) Table 4.2.
8 Ibid 240.
9 Kilpatrick (n4) 120.
Bibliography

Legislation
Statutes
Employment Rights Act 1996

Statutory Instruments

Flexible Working (Procedural Requirements) Regulations, 2002 SI 2002/3207

Secondary Sources
Department of Trade and Industry, Success at Work: Resolving Disputes in the Workplace: A Consultation (Department of Trade and Industry 2007)

Gibbons M, Better Dispute Resolution: A Review of Employment Dispute Resolution in Great Britain (Department of Trade and Industry 2007)


Metcalf H and Meadows P, Survey of Employers’ Policies, Practices and Preferences relating to Age (Department of Trade and Industry 2006)

Stredwick J, Flexible Working (2nd edn Chartered Institute of Personnel and Development 2005)

The references in the bibliography may provide different information to those in the footnotes.

The bibliography will be first categorized into source type and then alphabetized within that category. This is due to the small number of cases you will be citing.

However, when listing a large number of cases the most authoritative report always appears first in the list of reports.

The table of cases and legislation can be subdivided into jurisdiction e.g. Scottish, English, EU.

The bibliography will be listed in the following order: table of cases, table of legislation and lastly any other tables.

Adapted from University of Portsmouth and University of Stirling

Find out more on our skills guide: https://libguides.derby.ac.uk/referencing