

APA 6th ed referencing example

Below is an example of a piece of work using the APA 6th ed referencing style:

This essay is an assessment of the new retirement unfair dismissal regime, introduced by the Employment Equality (Age) Regulations SI 2006 No. 1031 in October 2006, to implement the UK's obligations under the age strand of Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation [2000] OJ L303/16 [EU Framework Equal Treatment Directive]. Already, variations of the contractual retiring age following a transfer of undertakings have been challenged in *Power v Regent Security Services Ltd* [2007] EWCA Civ 1188 at p987. In the old regime the Normal Retirement Age (NRA) and the State Retirement Age (SRA), which was 65, ruled out a finding of unfair dismissal, by making access to a tribunal dependent on being dismissed before the NRA or, in its absence, the SRA (Kilpatrick, 2007, p. 121).

Looked at in employment law terms, the new procedural duties which mark out the new retirement regime have got two possible competing 'New Labour' comparators: the right to request flexible working and the Statutory Dispute Resolution procedures. 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 No. 3207. According to Stredwick (2005, p. 20) 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 No. 752.

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 procedures stating, "complexity drives users to seek legal advice earlier with associated increased costs" (Gibbons, 2007, p. 60). This advice was reinforced by a government consultation (Great Britain. Department of Trade and Industry, 2007). 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, Metcalf and Meadows state that 37% employing over half of the total number of employees had formal compulsory retirement ages for at least some of their staff (2006, Table 4.2). 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 (Kilpatrick, 2007; Metcalf and Meadows, 2006).

Essay adapted from Kilpatrick, C. (2008). The new UK retirement regime, employment law and pensions. *Industrial Law Journal*, 37(1), 1-24.

Reference List

- Bagehot, W.T. (2001). *The English Constitution*. Oxford: Oxford University Press. (Original work published 1867).
- Bloxham, D. (2001). *Genocide on trial: War crimes and the formation of Holocaust history and memory*. Oxford: Oxford University Press.
- Great Britain. Department of Trade and Industry. (2007). *Success at work: resolving disputes in the workplace: a consultation*. [London]: Author.
- Gibbons, M. (2007). *Better dispute resolution: a review of employment dispute resolution in Great Britain*. London: Department of Trade and Industry.
- Kilpatrick, C. (2007). Age, retirement and the employment contract. *Industrial Law Journal*, 36(1), 119-35.
- Lettmaier, S. (2010). *Broken engagements: The action for breach of promise of marriage and the feminine ideal, 1800-1940*. Oxford: Oxford University Press.
- Lussier, R. N., & Pfeifer, S. (2001). A crossnational prediction model for business success. *Journal of Small Business Management*, 39(3), 228-239.
- Metcalf, H., & Meadows, P. (2006) *Survey of employers' policies, practices and preferences relating to age*. London: Department of Trade and Industry.
- Stredwick, J. (2005). *Flexible working* (2nd ed.). London: Chartered Institute of Personnel and Development.

Note: Sources above are print references. See examples of references from electronic sources below:

E-book with DOI (Oxford Scholarship Online)

- Lettmaier, S. (2010). *Broken engagements: The action for breach of promise of marriage and the feminine ideal, 1800-1940*.
<http://dx.doi.org/10.1093/acprof:oso/9780199569977.001.0001>

E-book without DOI (Ebrary and MyiLibrary)

- Bagehot, W.T. (2001). *The English Constitution*. Retrieved from <http://site.ebrary.com> (Original work published 1867).

- Bloxham, D. (2001). *Genocide on trial: War crimes and the formation of Holocaust history and memory*. Retrieved from <https://ebookcentral.proquest.com>

Journal article with DOI (Digital Object Identifier)

- Lussier, R. N., & Pfeifer, S. (2001). A crossnational prediction model for business success. *Journal of Small Business Management*, 39(3), 228-239. <http://dx.doi.org/10.1111/0447-2778.00021>

Journal article with no DOI

- Lussier, R. N., & Pfeifer, S. (2001). A crossnational prediction model for business success. *Journal of Small Business Management*, 39(3), 228-239. Retrieved from <http://search.ebscohost.com/login.aspx?direct=true&db=buh &AN=5386312&site=ehost-live>