


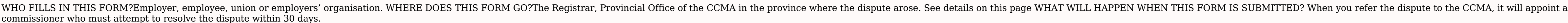
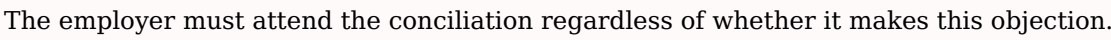
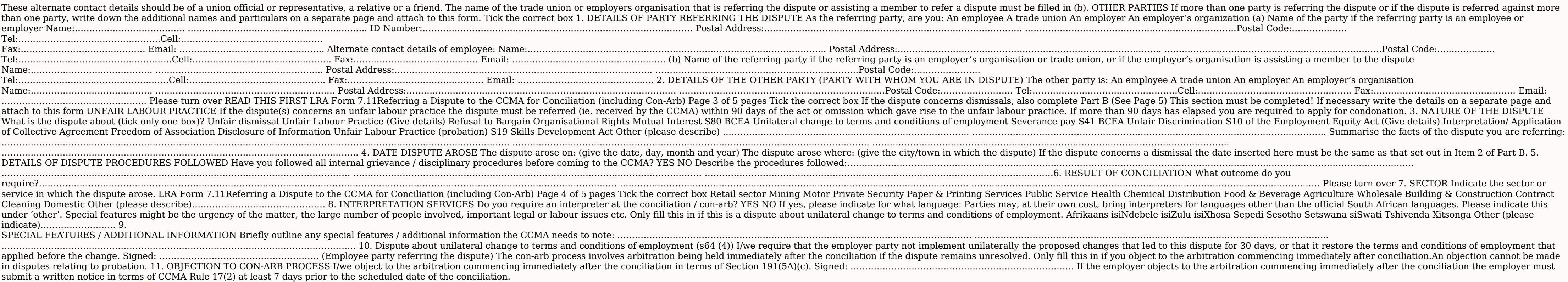
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LRA Form 7.11 Labour Relations Act 1995 Sections 133, 135, 191(1) and 191(5A) PART A REFERRING A DISPUTE TO THE CCMA FOR CONCILIATION (INCLUDING CON-ARB) READ THIS FIRST WHAT IS THE PURPOSE OF THIS FORM? This form enables a person or organisation to refer a dispute to the CCMA for conciliation and con-arb.

[illegible]



12. CONFIRMATION OF ABOVE DETAILS Signature of party referring the dispute: ..... Signed at.....on this ..... (place) (date) LRA Form 7.11Referring a Dispute to the CCMA for Conciliation (including Con-Arb) Page 5 of 5 pages LRA Form 7.11Section 135 Labour Relations Act 1995Section 191(5A) PART B ADDITIONAL FORM FOR DISMISSAL DISPUTES ONLY DATE OF REFERRAL Dismissal disputes must be referred (i.e. received by the CCMA) within 30 days of dismissal or, if it is a later date, within 30 days of the employer making a final decision to dismiss or to uphold the dismissal. If more than 30 days has elapsed since the date of your dismissal, you are required to apply for condonation. Tick the correct box Tick the correct box If necessary write the details on a separate page and attach to this form. 1. COMMENCEMENT OF EMPLOYMENT When did you start working at the company? ..... 2. NOTICE OF DISMISSAL When were you dismissed (date)? ..... How were you informed of your dismissal? In writing Orally Other (please describe) ..... 3. REASON FOR DISMISSAL Why were you dismissed? Misconduct Incapacity Operational Requirements (Retrenchment) Unknown Constructive Other (please describe) ..... 4. WAS THE DISMISSAL RELATED TO PROBATION Yes NO 5. FAIRNESS/UNFAIRNESS OF DISMISSAL a. Procedural Issues Was the dismissal procedurally unfair? YES NO If yes, why?..... b. Substantive Issues Was the reason for the dismissal unfair? YES NO If yes, why?.....