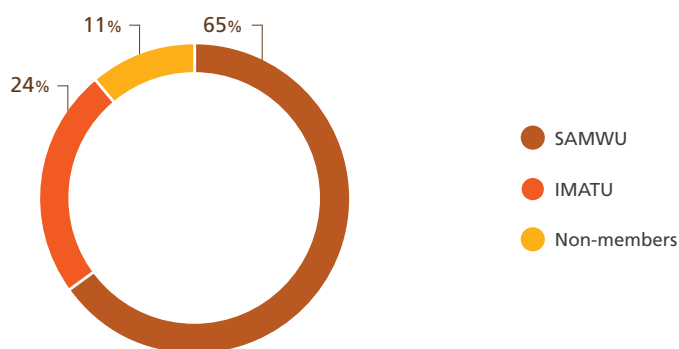


## Employee Relations

### Union Representation at JPC

As illustrated in the graph below 89% of the workforce is unionised and 11% are non-union members.

#### Union Representation – June 2015



### Disciplinary Cases

For the 2014/2015 financial year, eight misconduct cases were reported of which four cases have been finalised, two pending sanctions and two still in progress.

Case Description	Progress	Outcome
The Employee has been charged with negligence and misappropriation of Company vehicle.	The investigation has been concluded and the incumbent was formally charged and served.	The first hearing was held and the case was postponed. A new date will be scheduled soon.
The Employee absconded from work for more than two months.	Disciplinary hearing conducted and concluded.	Awaiting outcome from the Chairperson.
The Employee was alleged to have committed an irregular expenditure in the payment of goods and services.	Disciplinary hearing conducted and concluded.	The Employee was found guilty of misconduct. The outcome was a final written warning and 10 days' unpaid salary suspension.
The Employee absented himself from work without authorisation.	Hearing scheduled for 24 March 2015.	The Employee was found guilty of the misconduct. A sanction of a written warning and salary suspension (10 days) was meted out.