



ARBITRATION AWARD

Panelist/s: Silas Ramushwana
Case No.: PSHS403-11/12
Date of Award: 16-Feb-2012

In the ARBITRATION between:

NEHAWU obo Nyirenda, N.A
(Union / Applicant)

and

Department of Health & Social Development - Mpumalanga
(Respondent)

Union/Applicant's representative: _____
Union/Applicant's address: _____

Telephone: _____
Telefax: _____

Respondent's representative: _____
Respondent's address: _____

Telephone: _____
Telefax: _____

DETAILS OF HEARING AND REPRESENTATION

ISSUE TO BE DECIDED

I need to decide whether the respondent has conducted unfair labour practice by not promoting the applicant.

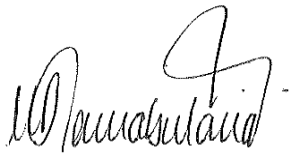
BACKGROUND TO THE ISSUE

SURVEY OF EVIDENCE AND ARGUMENT

ANALYSIS OF EVIDENCE AND ARGUMENT

AWARD

The respondent's actions in appointing the two employees and failing to promote the applicant to a higher level does not constitute an unfair labour practice.

A handwritten signature in black ink, appearing to read 'Silas Ramushwana', with a stylized flourish at the end.

Panellist/s: **Silas Ramushwana**
Sector: **Public Health & Social Development**