



of this case were all taken into account before deciding to dismiss her. The Respondent has also not proved that the reason for the termination of the Applicant's employment is one permitted by Section 36 of the Employment Act of 1980. The Applicant has shown that she was an employee of the Respondent at the time that her employment was terminated.

It is our decision that the Respondent has failed to prove that the termination of the Applicant's employment was just, lawful or reasonable or that it was one permissible by Section 36 of the Employment Act of 1980. It is our decision that the dismissal of the Applicant by the Respondent was unlawful and without justification and was unreasonable. We order that the Respondent do pay the Applicant the followings terminal benefits:

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1. 1 Month's Notice Pay - E150.00
2. Additional Notice - E 16.80
3. Severance Allowance - E 45.60
4. 30 Days Leave Pay - E150.00

We are satisfied that the Applicant has discharged the provisions of Section 13 (3) of the Industrial Relations Act of 1980. We order that the Respondent do pay the Applicant 6 months wages by way of compensation in the sum of E900.00.

The Members have concurred.

MARTIN SAMSON BANDA

PRESIDENT - INDUSTRIAL COURT