

IN THE INDUSTRIAL COURT OF SWAZILAND

HELD AT MBABANE

CASE NO. 181/2000

In the matter between:

SIPHO MATSENJWA & 2 OTHERS

APPLICANT

and

SWD. SECURITY ACADEMY

t/a BUFFALO SOLDIERS

RESPONDENT

CORAM

KENNETH NKAMBULE:

JUDGE

DAN MANGO:

MEMBER

GILBERT NDZINISA:

MEMBER

FOR APPLICANT:

MR. M. MKHWANAZI

FOR RESPONDENT:

MR. S. DLAMINI

AWARD OF COURT

30/9/02

After delivering judgement in this matter the court ordered the applicants' representative to obtain affidavits from the applicants pertaining their personal circumstances.

Considering the personal circumstances of each applicant as reflected in the affidavits, the hardship and loss they experienced due to the unfair dismissal, the fact that they have not been employed ever since, save for one who has been just employed as a petrol attendant, we award them ten months' pay as compensation for unfair dismissal, payment of one month's notice, additional notice and severance allowance to be computed in terms of the Employment Act.

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The computation is as follows;

- 1) Stanley Sithole
  - a) one month notice pay E 750-
  - b) additional notice pay 116-
  - c) severance pay 290-
  - d) ten months' statutory compensation 7,500-
  - Sub Total 8,656-
- 2) Jetro Masango

a)	one month notice pay	750-
b)	additional notice pay	116-
c)	severance pay	290-
d)	ten months' statutory compensation	7,500-
	Sub Total	8,656-
3)	Mduduzi Zitha	
a)	one month notice pay	750-
b)	additional notice pay	348-
c)	severance pay	870-
d)	ten months' statutory compensation	7,500-
	Sub Total	9,468-
	TOTAL	26,780-

This amount must be paid on or before the 30th day of October, 2002.

K.P. NKAMBULE

JUDGE - INDUSTRIAL COURT