

Nature and cause of CCMA Matter	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	Grand Total
Unfair Dismissal							43
- Abscondment / Desertion					1		
- Alcohol / Drugs					1		
- Bribery / Corruption				1			
- Constructive Dismissal					4	2	
- Disclosure of Information			2	2	2		
- Fraud			1	1	7	6	
- Inappropriate Behaviour		1	2		2	2	
- Incapacity – Ill Health					1		
- Negligence				1	1		
- Theft			1	1		1	
Unfair Labour Practice							93
- Unfair Discrimination			1	1		2	
- Collective Agreement - Interpretation or Application			2		2		
- Unfair Conduct - promotion / demotion / probation / training / benefits			3	2	6	1	
- Unilateral change to terms and conditions of employment				3		2	
- Equal pay for work of equal value					2	1	
- Unfair Labour Practice Other	3	6	13	16	21	6	
GRAND TOTAL	3	7	25	28	50	23	136