



# REFERRING A DISPUTE TO THE CCMA FOR CONCILIATION (INCLUDING CON-ARB) LRA Form 7.11

**ONLINE REFERENCE NO: EGAJB0121022471**

<b>1. DETAILS OF PARTY REFERRING DISPUTE</b>
<b>PARTY REFERRING TYPE:</b>
<b>EMPLOYEE</b>
<b>PARTY REFERRING IDENTIFICATION DETAILS:</b>
NAME:
<b>PRECIOUS</b>
SURNAME:
<b>MAFULEKA</b>
LENGTH OF SERVICE:
<b>LESS THAN 1 YEAR</b>
SA ID NO:
<b>0001070332083</b>
GROSS SALARY:
<b>LESS THAN R18 000</b>
NET SALARY:
<b>LESS THAN R18 000</b>
GENDER:
<b>F</b>
AGE:
<b>21</b>
NATIONALITY:
<b>SOUTH AFRICA</b>
POSTAL ADDRESS:
<b>352 OAK STREET FERNDAL</b>
POSTAL CODE:
<b>2194</b>
CITY:
<b>RANDBURG</b>
PROVINCE:
<b>GAUTENG</b>
TEL:
CELL:
<b>0790939067</b>
FAX:
EMAIL:
<b>PMAFULEKA9@GMAIL.COM</b>
<b>ALTERNATIVE CONTACT DETAILS OF THE EMPLOYEE:</b>
NAME:
SURNAME:
POSTAL ADDRESS:
POSTAL CODE:

TEL:
CELL:
FAX:
EMAIL:
<b>2. DETAILS OF THE OTHER PARTY (PARTY WITH WHOM YOU ARE IN DISPUTE)</b>
<b>OTHER PARTY TYPE:</b>
<b>EMPLOYER</b>
<b>OTHER PARTY IDENTIFICATION DETAILS:</b>
ORGANISATION NAME:
CONTACT PERSON NAME:
<b>SIBONGILE THEODORAH</b>
CONTACT PERSON SURNAME:
<b>NZUZA</b>
POSTAL ADDRESS:
<b>SHOP 8C EAST ARCADE RANDBURG CITY RANDBURG</b>
POSTAL CODE:
<b>2194</b>
CITY:
<b>RANDBURG</b>
PROVINCE:
<b>GAUTENG</b>
TEL:
<b>0118860391</b>
CELL:
<b>0825842696</b>
FAX:
EMAIL:
<b>DRSNZUZA@GMAIL.COM</b>
COMPANY REG NO:
NUMBER OF EMPLOYEES:
<b>1 - 10</b>
<b>3. NATURE OF THE DISPUTE</b>
DISPUTE TYPE:
<b>DISMISSAL</b>
DISMISSAL REASON:
<b>UNKNOWN REASONS</b>
<b>4. SUMMARISE THE FACTS OF THE DISPUTE</b>
DISPUTE SUMMARY:

ON THE 30TH OF SEPTEMBER I WAS NOT FEELING WELL, THEN I CALLED DR NZUZA TO LET HER KNOW THAT I WILL NOT BE ABLE TO MAKE IT TO WORK DUE TO BEING SICK, NEVERTHELESS I'LL COME FOR CONSULTATION DURING THE DAY. AT AROUND 12:30 I GOT TO WORK TO CONSULT ,THEN DURING MY CONSULTATION SHE STATED THAT THERE ARE THINGS SHE REALISED SHE DOESN'T LIKE ABOUT ME AND SHE IS LOOKING FOR ANOTHER RECEPTIONIST. I WAS CONFUSED YET SICK I DIDN'T REALLY HAVE MUCH TO SAY AS MY ONLY CONCERN AT THAT TIME WAS MY HEALTH.I ASKED WHAT DOES THAT MEAN EXACTLY,SHE SAID I SHOULD LOOK FOR ANOTHER JOB. WHEN I WAS DONE WITH MY CONSULTATION I GOT MY MEDICATION, THEN WENT HOME HENCE I WAS NOT GIVEN ANY SICK NOTE I WAS SUPPOSED TO BE AT WORK THE FOLLOWING DAY(SATURDAY ON THE 1ST OF OCTOBER)WHICH I DID GO TO WORK. ON MONDAY I WENT TO WORK I FOUND THAT THE PRACTICE WAS VERY DIRTY HENCE THEY WERE DOING SOME RENOVATIONS ON SUNDAY, WHILE I WAS STILL WEAK I CLEANED THEN CONTINUED WITH MY WORK TILL I KNOCKED OFF AT 17:10. THEN ON TUESDAY I RECEIVED A MESSAGE FROM DR NZUZA THAT READS AS FOLLOWS “ GOOD MORNING PRECIOUS, WAS HOPING WILL HAVE A TALK YESTERDAY ABOUT MY NEW RECEPTIONIST BUT AS USUALLY YOU LEFT WITHOUT SAYING. ANYWAY SHE IS COMING TODAY AM HOPING YOU WILL WELCOME PROFESSIONALLY. WILL TRY TO BE EARLY.” I WENT TO WORK AND THEN THE NEW RECEPTIONIST CAME. WHEN DR NZUZA CAME TO THE PRACTICE SHE INTRODUCED US, MENTIONED THAT I WILL BE HELPING THE NEW RECEPTIONIST TO SETTLE IN. I LATER REQUESTED IF I COULD HAVE A WORD WITH HER THEN SHE SAID YES. I ASKED HOW LONG WILL I BE ASSISTING THE NEW RECEPTIONIST AND IF I WILL BE WORKING TILL OUR CONTRACT ENDS NEXT YEAR FEBRUARY OR WILL I RECEIVE A LETTER OF CONTRACT TERMINATION STATING WHAT EXACTLY I HAVE DONE HENCE I'M IN THE DARK. SHE TOLD ME THAT SHE WILL NOT BE ABLE TO PAY TWO PEOPLE, I WAS ASKED TO GIVE HER BACK THE KEYS OF THE PRACTICE AND GO HOME, HENCE THERE IS A NEW PERSON. “AS FOR THE LETTER OF THE CONTRACT TERMINATION SHE WILL HAVE TO ENQUIRE ABOUT IT FIRST “ SAID DR NZUZA. I HAVE BEEN WAITING FOR IT SINCE THE 5TH OF OCTOBER , TODAY IT IS THE 12TH OF OCTOBER I STILL HAVEN'T RECEIVED ANYTHING.

DATE DISPUTE AROSE:

30/09/2021

## 5. DATE AND PLACE WHERE DISPUTE AROSE

PLACE DISPUTE AROSE:

RANDBURG FERNDAL

## 6. DATE OF DISMISSAL

DISMISSAL DATE:

05/10/2021

## 7. FAIRNESS/UNFAIRNESS OF DISMISSAL

WAS DISMISSAL PROCEDURE UNFAIR?:

YES

REASONS WHY DISMISSAL PROCEDURE WAS UNFAIR:

THERE WE'RE NO PROCEDURES FOLLOWED, HENCE ONE SHOULD BE GIVEN WRITTEN WARNINGS BEFORE DISMISSAL BUT I NEVER RECEIVED ANY. SECONDLY ONE SHOULD BE GIVEN A 30 DAYS NOTICE THAT THE CONTRACT WILL BE TERMINATED ON A PARTICULAR DATE.

WAS DISMISSAL REASON UNFAIR?:

YES

REASONS WHY DISMISSAL WAS UNFAIR:

I WAS NOT GIVEN ANY NOTICE BEFOREHAND,OR A LETTER OF CONTRACT TERMINATION STATING WHY IS THE CONTRACT BEING TERMINATED OR WHY IM I BEING DISMISSED.

## 8. RESULTS REQUIRED

RESULTS REQUIRED SUMMARY:

I WOULD LIKE MY EMPLOYER TO COMPENSATE ME FOR UNFAIR DISMISSAL. ALL THE REMAINING MONTHS ON OUR SIGNED CONTRACT OF EMPLOYMENT.

## 9. SECTOR

SECTOR NAME:

OTHER

OTHER SECTOR:

HEALTH

## 10. INTERPRETER SERVICES

INTEPRETER REQUIRED:

NO

<b>11. DISCRIMINATION MATTER</b>
IS IT A DISCRIMINATION MATTER:
NO
<b>12. CONFIRMATION OF ABOVE DETAILS</b>
SUBMITTER NAME:
MAFULEKA PRECIOUS
SUBMITTER POSITION:
RECEPTIONIST
DATE SUBMITTED:
12/10/2021
SUBMISSION PLACE:
FERNDALE RANDBURG

### REFERRER ACKNOWLEDGEMENT:

I **MAFULEKA PRECIOUS** acknowledge that the information and documents submitted on this **12ND** day of **OCTOBER 2021** at **FERNDALE RANDBURG** are an accurate account of the events and parties involved in this case referral.

### THIS DOCUMENT HAS BEEN EMAILED TO THE FOLLOWING PARTIES:

PARTY TYPE	SUBMITTED	DATE SUBMITTED	PARTY EMAIL
CCMA	✓	12/10/2021	gajbonline@ccma.org.za
PARTY REFERRING	✓	12/10/2021	pmafuleka9@gmail.com
OTHER PARTY	✓	12/10/2021	drsnzuza@gmail.com