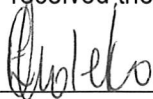


40. I accordingly make the following finding.

Award

I find that

41. The dismissal of the Applicant, Ambrose Mchunu, by the Respondent, Correctional Services, was procedurally and substantively unfair.
42. The Respondent, Department of Correctional Services, is ordered to retrospectively reinstate the Applicant, Ambrose Mchunu, back to his original position of a Correctional Officer with effect from 07 August 2020.
43. The Respondent, Department of Correctional Services, is ordered to pay the Applicant, Ambrose Mchunu, back pay, ***in the sum of R239 295, 00 (Two hundred and thirty nine thousand, two hundred and ninety five rand)***.
44. The Respondent, Department of Correctional services, is order to reinstate the Applicant with no loss of benefits retrospectively.
45. The Respondent is ordered to pay the abovementioned back pay within fourteen days after they received the award.



Commissioner
Elaine Moleko