

Consistency



The PA to the Executive Mayor of the Westonaria District Municipality was dismissed for lying on her CV.

However, another employee, who had also lied on her CV, remained employed.

The Judge held that dishonesty goes to the heart of any trust relationship, but when applied inconsistently by the employer, it is not necessarily fair to dismiss one and not the other.

So, when the employer is inconsistent in its application of the sanction of dismissal, do not expect an award in its favour.