



ZIMBABWE EZEKIEL GUTI UNIVERSITY

COLLEGE FOR LIFELONG LEARNING.

Faculty of Law, Business Intelligence and Economics.

EXAMINATION PAPER

COURSE CODE : DLL 125
COURSE TITLE : EMPLOYMENT TERMINATIONS
SPECIAL REQUIREMENTS : NONE
DURATION : 2 Hours
LEVEL : 1.2
DATE : 29 NOV 2024

INSTRUCTIONS TO CANDIDATES:

1. No cell phones are allowed in the examination venue.
2. Question 1 (Section A) is compulsory. In Section B, choose and answer any Three (3) questions.
3. The number of marks for each question or part question is shown in brackets []
4. Begin each answer on a new page.
5. **DO NOT OPEN THIS PAPER UNTIL THE INVIGILATOR INSTRUCTS YOU.**

Section A: Multiple Choice Questions - COMPULSORY

Question 1

What is the primary reason for employment termination? **(5 Marks)**

- a) Poor performance
- b) Redundancy
- c) Misconduct
- d) All of the above

2. Which of the following is a type of employment termination? **(5 Marks)**

- a) Resignation
- b) Dismissal
- c) Retirement
- d) All of the above

3. What is the difference between a summary dismissal and a fair dismissal?
(15 Marks)

- a) A summary dismissal is fair, while a fair dismissal is unfair
- b) A summary dismissal is unfair, while a fair dismissal is fair
- c) A summary dismissal is immediate, while a fair dismissal follows a process
- d) A summary dismissal follows a process, while a fair dismissal is immediate

Section B: Short Answer Questions

Question 1

1(a) What are the key elements of a valid termination notice? **(5 Marks)**

(b) How does the concept of "last in, first out" apply to employment termination?

(10 Marks).

(c) What is the difference between Mutual Separation and Retrenchment? **(10 Marks)**

Question 2.

Discuss the legal and ethical considerations involved in employment termination. **(25 Marks).**

Question 3

Analyze the impact of employment termination laws in Zimbabwe in light of the current SI 11/2023 versus the continued availability of Section 12(4). **(25 Marks)**

Question 4

Examine and outline the procedures and best practices for conducting a disciplinary hearing. **(25 Marks)**

Question 5

Terminations in Zimbabwe are in terms of the National Code (SI 15/2006), what is the implication of the offences outlined in section 4(a) to (f).

8/1 (am)