



**IN THE HIGH COURT OF MALAWI
PRINCIPAL REGISTRY
Civil appeal No.16 of 2015**

(Being Lilongwe IRC Matter No 24 of 2011)

BETWEEN

GEORGE MAZHUNDE..... APPELLANT

AND

VANGUARD LIFE ASSURANCE CO.LTD..... RESPONDENT

CORAM: HON. JUSTICE R. MBVUNDULA

Sauti-Phiri, Counsel for the Appellant

Mpaka, Counsel for the Respondent

Mithi, Official interpreter

JUDGMENT

The appellant appeals against the decision of the Industrial Relations Court (IRC).

The issues which were before the IRC are the following:

1. Whether or not an employee can resign and defer the effective date of the notice of resignation;
2. Whether or not the respondent shortened the appellant's resignation notice period;
3. Whether or not the appellant was unfairly dismissed;
4. Whether or not the appellant is entitled to reliefs outlined in paragraph 8 of his statement of claim, which include an award for unfair termination of contract, severance allowance for 17 months, proportionate amount of gratuity and bonus, profit sharing scheme proceeds, fuel and cell phone allowance for October and November 2010, gym and club fees for October and November 2010, and accommodation benefit for the same period.

