

EMPLOYMENT RELATIONS TRIBUNAL

Overview

The Employment Relations Tribunal is responsible for arbitrating and settling employment disputes in the public service, private sector, parastatal bodies and local Government services. It also hears appeals against certain decisions of the Commission for Conciliation and Mediation, and promotes harmonious industrial relations.

Key Challenges	Strategies
Rising number of industrial and employment disputes including cases from trade unions	Enhance case management and optimise on the use of available resources, including the e-Tribunal platform and digital hearing system

Programme Outcomes

Programmes	Outcomes	Indicators	2025/26 Target	2025/26 Provisional	2026/27 Target	2028/29 Target	2029/30 Target
0113: Industrial and Employment Dispute Resolution	Effective dispute resolution	Number of cases disposed of within prescribed time limit	50	73	58	64	68

Financial Resources

Summary by Programmes

Rs 000

Programmes	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
0113: Industrial and Employment Dispute Resolution	26,000	33,000	29,400	29,500
TOTAL	26,000	33,000	29,400	29,500

Summary by Economic Categories

Rs 000

Code	Economic Categories	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
Recurrent Expenditure		26,000	27,600	28,800	29,500
21	Compensation of Employees	17,000	17,700	19,500	20,200
22	Goods and Services	9,000	9,900	9,300	9,300
Capital Expenditure		-	5,400	600	-
31	Acquisition of Non-Financial Assets	-	5,400	600	-
TOTAL EXPENDITURE		26,000	33,000	29,400	29,500

Employment Relations Tribunal - continued

Programme 0113: Industrial and Employment Dispute Resolution

Rs 000

Details	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
TOTAL EXPENDITURE [Appropriation]	26,000	33,000	29,400	29,500
Recurrent Expenditure	26,000	27,600	28,800	29,500
Capital Expenditure	-	5,400	600	-

Accounting Officer: President, Employment Relations Tribunal

Outcome: Effective dispute resolution

Main Service/ Delivery Unit	Key Performance Indicator	2025/26 Target	2025/26 Provisional	2026/27 Target	2027/28 Target	2028/29 Target
Arbitrating and hearing industrial and employment disputes <i>Employment Relations Tribunal</i>	Number of cases disposed of	115	170	120	126	132

Rs 000

Item No.	Details	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
Recurrent Expenditure		26,000	27,600	28,800	29,500
21	Compensation of Employees	17,000	17,700	19,500	20,200
21110	Personal Emoluments <i>of which</i>	15,030	15,705	17,505	18,205
.001	Basic Salary	11,290	12,630	14,210	14,810
.004	Allowances	900	1,375	1,375	1,375
.006	Cash in lieu of Leave	500	600	600	600
.009	End-of-year Bonus	940	1,100	1,320	1,420
21111	Other Staff Costs	1,770	1,795	1,795	1,795
.002	Travelling and Transport	1,500	1,500	1,500	1,500
.100	Overtime	250	275	275	275
.200	Staff Welfare	20	20	20	20
21210	Social Contributions	200	200	200	200
.001	Contribution to the National Savings Fund	200	200	200	200
22	Goods and Services	9,000	9,900	9,300	9,300
22010	Cost of Utilities	790	900	900	900
22030	Rent	5,085	5,085	5,085	5,085
22040	Office Equipment and Furniture	400	970	400	400
22050	Office Expenses	195	195	195	195
22060	Maintenance	735	755	725	725
22070	Cleaning Services	175	175	175	175
22100	Publications and Stationery	430	430	430	430

Employment Relations Tribunal - continued

Rs 000

Item No.	Details	2025/26 Estimates	2026/27 Estimates	2027/28 Planned	2028/29 Planned
22120	Fees	950	1,150	1,150	1,150
22170	Travelling within the Republic	190	190	190	190
22900	Other Goods and Services	50	50	50	50
Capital Expenditure		-	5,400	600	-
31	Acquisition of Non-Financial Assets	-	5,400	600	-
31122	Other Machinery and Equipment				
.802	Acquisition of IT Equipment - <i>Digital Recording System</i>	-	5,400	600	-
TOTAL		26,000	33,000	29,400	29,500

Human Resources

SN	Position Titles	Funded	
		2025/26	2026/27
1	President, Employment Relations Tribunal	1	1
2	Vice-President, Employment Relations Tribunal	2	2
3	Registrar, Employment Relations Tribunal	1	1
4	Deputy Registrar, Employment Relations Tribunal	1	1
5	Senior Transcriber	1	1
6	Transcriber	3	3
7	Principal Financial Operations Officer	1	1
8	Assistant Procurement and Supply Officer	1	1
9	Office Management Assistant	1	1
10	Management Support Officer	5	5
11	Confidential Secretary	2	2
12	Head Office Auxiliary	1	1
13	Office Auxiliary/Senior Office Auxiliary	2	2
14	Driver	-	-
TOTAL		22	22