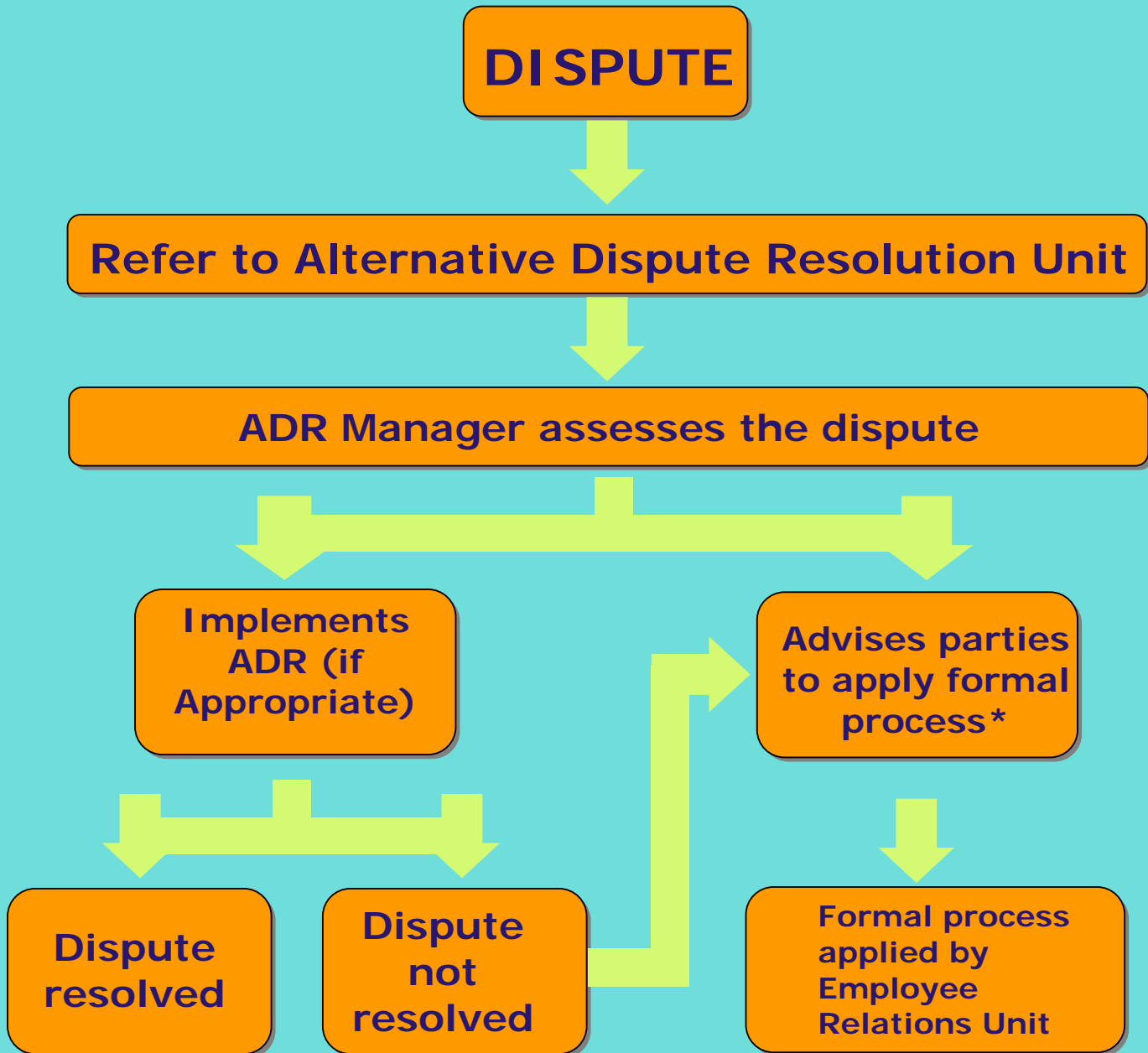


# Employee & Labour Relations (ELR) Process Flow



\* Formal processes include:  
Formal Counselling, Disciplinary Action, Incapacity Investigation  
or Grievances