



# SETTLEMENT AGREEMENT

Case No.: PSES 714-19/20MP  
Date of Agreement: 17 FEBRUARY 2020  
Panelist: Thomas Mahasha

**In the matter between:**

**PSA obo NKOSI & 1 OTHER**

(Union / Applicant)

**and**

**DEPARTMENT OF HIGHER EDUCATION AND TRAINING**

(Respondent)

## **Issue in dispute.**

Whether the applicants should be retrospectively upgraded from first level notch of salary level seven to 6<sup>th</sup> level notch on the same salary level as provided by PAM.

EM. SS  
WT  
KC  
GS

**The parties agree to resolve the dispute on the following terms and conditions:**

This agreement is made in terms of PAM documents and Collective Agreement 2 of 2008.

The respondent will recognise the previous experience of the applicants and adjust their salaries retrospectively.

The salary adjustment for Khensani Chistopher Nkosi, persal number 13331434, will be adjusted by Ehlanzeni TVET College from 3 March 2014 to 31 March 2015. It will further be adjusted by the Department of Higher Education and Training from 01 April 2015 until the date of adjustment. The adjustment will be done not later than 30 March 2020.

The salary adjustment for Gift Sibongile Nkosi, persal number 147 30065, will be adjusted by Department of Higher Education and Training from 01 June 2015.

With regard to recognition of previous experience, (22 years for Khensani Chrisopher Nkosi and 18 years for Gift Sibongile Nkosi), both the Ehlanzeni TVET College and the Department of Higher Education and Training will be liable. Calculations as to the total amounts due and payable will be done by the persal system.

Parties agreed that the adjustments that goes with recognition of previous work experience will be done by the respondent not later than 30 Mach 2020.

This agreement is in full and final settlement of the dispute referred to the ELRC.

**SIGNED at Mbonibela (Ehlanzeni TVET College) on this 17 February 2020.**

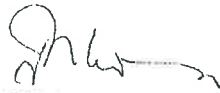
**RESPONDENT:**



**WITNESSES :**

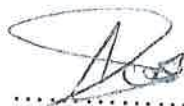
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**APPLICANTS:**

 .....

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**WITNESS :**

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eLRC

REPUBLIC OF LESOTHO  
REGISTRATION BOARD

ATTENDANCE REGISTER

FORM A

Case No: PSes 714 - 19/20LP Date: 17 FEBRUARY 2020

Applicant: PSA obo NKOsi & 1 Child Respondent: Dept of High Education and Training - Mmabanye

Panelist/s: MATHASHA T.M. Panelist/s: .....

| No. | Name       | Institution                  | Contact Details                      | Signature |
|-----|------------|------------------------------|--------------------------------------|-----------|
| 1.  | SS NKOSI   | PSA REP<br>PROVINCIAL OFFICE | Tel: 013 747500<br>Fax: 013 741 7527 |           |
| 2.  | KC NKOSI   | FINANCIAL NET BANK           | Tel: 0725933314<br>Fax:              |           |
| 3.  | GS NKOSI   | BARBERTON CAMPUS             | Tel: 0790137998<br>Fax:              |           |
| 4.  | EM MBUYANE | EHLANZENI TUETU              | Tel: 013 752 7105<br>Fax:            |           |
| 5.  | MW Dlamini | O HET                        | Tel: 012-3128873<br>Fax:             |           |
| 6.  |            |                              | Tel:<br>Fax:                         |           |
| 7.  |            |                              | Tel:<br>Fax:                         |           |
| 8.  |            |                              | Tel:<br>Fax:                         |           |