

Mr Martin Sambo

Physical Address: 260 Basden Avenue, Lyttelton, Centurion, Preforia

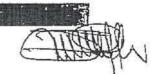
> Postal Address: PO Box 18663, Lyttellon, 1040

Tel: 012 664 8132 Web: http://www.gpssbc.org.za

## SETTLEMENT AGREEMENT

	Case No.:	GPBC1697/2018				
Date	e of Award:	15 June 2021				
In the ARBITRATION between:						
PSA obo M Smith						
	(Union / Ap	plicant)				
AND						
INDEPENDENT POLICE INVESTIGATIVE (	DIRECTORA	TE (IPID)				
	(Respond	dent)				
Union representative: Mr Flip Van	der Malt					
Applicants aduless.		27 (2-109) (1-109)				
	(					
Telephone:	X.					
Telefax:						
Documentation representatives	Mr Com Di	holadi				
Respondent's representative:		Mr Sam Phaladi				
Respondent's address:	`	ent Police Investigative Directorate				
Telephone:						
Telefax:						

Panellist/s:



## SETTLEMENT AGREEMENT

## The parties agree as follows:

- This agreement is in full and final settlement of this dispute in the above case number referred by the Applicant to Council (GPSSBC),
- 2. Whereas this matter relates to an unfair labour practice dispute regarding promotion,
- Whereas the Applicant has applied for the post of Deputy Director Investigations which was advertised by the Respondent on the 12 February 2018 nationally,
- 4. Whereas the Applicant was erroneously not included by the Respondent on the shortlists,
- The Respondent agrees to pay the Applicant compensation to the amount equal to the Applicant's onemonth salary of R 45 725-94
- 6. The amount in clause 5 above shall be made subject to the tax deductions in terms of the applicable tax provisions.
- 7. The Respondent agrees to effect payments in clause 5 above on or before 30 July 2021 into the Applicant's bank account.
- 8. No variation of this agreement shall be legally binding unless reduced to writing and signed by the parties.
- 9. The parties consent to this agreement being made an arbitration award in terms of section 142A (1) of the Labour Relations Act.

SIGNED AT	hivopolek		SHT NO	DAY OF JUNE 2021
FOR APPLICAN	· \ =		THIRTH !	M. A. SMOTH
AS WITNESS:	Flip van d	er Walt		
SIGNED AT	Prefora	IPID	ом тніs <u>3</u> С	DAY OF JUNE 2021
FOR RESPOND	ENT: Mam	wythax		ĸ
AS WITNESS:_	Mefalan.			-