



GENERAL PUBLIC SERVICE
SECTOR BARGAINING COUNCIL



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SETTLEMENT AGREEMENT

Panellist/s: Mr Martin Sambo _____
Case No.: GPBC1697/2018 _____
Date of Award: 15 June 2021 _____

In the ARBITRATION between:

PSA obo M Smith

(Union / Applicant)

AND

INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE (IPID)

(Respondent)

Union representative: Mr Flip Van der Walt

Applicant's address: PSA _____

Telephone: _____

Telefax: _____

Respondent's representative: Mr Sam Phaladi _____

Respondent's address: Independent Police Investigative Directorate _____

Telephone: _____

Telefax: _____

SETTLEMENT AGREEMENT

The parties agree as follows:

1. 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,
3. 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,
5. The Respondent agrees to pay the Applicant compensation to the amount equal to the Applicant's one-month 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 Nelspruit ON THIS 30 DAY OF JUNE 2021

FOR APPLICANT:

AS WITNESS: Flip van der Walt

SIGNED AT Pretoria IPID ON THIS 30 DAY OF JUNE 2021

FOR RESPONDENT: Thammaphax

AS WITNESS: M. A. Smith