

# SETTLEMENT AGREEMENT

Panelist/s: Chance Khazamula  
Case No.: GPBC1358/2019  
Date of Agreement: 17 October 2019  
Process: Arbitration

In the Settlement agreement between:

PSA OBO OB MABUZA AND 4 OTHERS

(Union / Applicant)

and

DEPARTMENT OF MINERAL RESOURCE

(Respondent)

The Parties agree as follows:

1. The undersigned Parties record the settlement of their dispute in the following terms. By signing this agreement, the Parties acknowledge that they understand the content hereof. This agreement is in full and final settlement of the dispute referred to the GPSSBC.
2. Parties agree that the Respondent shall pay the Applicants the performance bonus of 2017/2018 performance cycle due to the Applicants on or before 18 November 2019, based on the Applicants original performance scores and the Respondent's internal memo dated 03 December 2018, which was addressed to Non-SMS Officials by Directorate: HRA & P and signed by T Mamuma, the Acting Director: HR Administration & Practices.

H.O

MA

MT

A.M

OB

SD.

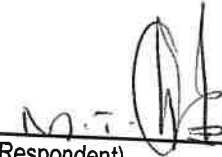


3. The Parties consent to this agreement being made an arbitration award in terms of section 142A of the Labour Relations Act.
4. The Applicants voluntary withdraws their referral and abandons the dispute against the Respondent in settlement of their case at the GPSSBC with the full knowledge that they will not able to proceed with this dispute at a later stage.
5. No variation of this agreement shall be legally binding unless reduced to writing and signed by the Parties.
6. The Parties agree that in the event of non-compliance of this agreement, the party defaulting will pay the full costs incurred by the other Party in enforcing this agreement.

SIGNED at Witbank on this 17/10/2019


  
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 (Union / Applicant)

As witnesses  
 1.   
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 \_\_\_\_\_  
 (Respondent)

As witnesses  
 1.   
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 17/10/2019

  
 OB  
 MT  
 2  
