

GPSSBC SETTLEMENT AGREEMENT

Panellist/s: MARTIN SAMBO _____
Case No.: GPBC2292/2018 _____
Date of Agreement: 22 January 2020 _____

In the Arbitration between:

PSA obo R. MASHEGO & 20 OTHERS
(Union / Applicant)

and

DEPARTMENT OF EMPLOYMENT AND LABOUR
(Respondent)

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 relating to benefit (overtime) referred by the Applicant,
3. Whereas the matter was set down on the 22 January 2020
4. The Respondent agrees to pay the Applicants their outstanding overtime payments as calculated for each Applicant in the attached annexure "A" and a further two employees not included in the annexure namely: C

ms ek MM  PZ

Mdhluli of persal number 21893985 and M Radebe of persal number 22096787 whose outstanding amounts are still to be calculated by the Respondent.


5. The Respondent agrees to effect payments in clauses 4 above on or before 28 February 2020.
6. No variation of this agreement shall be legally binding unless reduced to writing and signed by the parties.
7. The parties consent to this agreement being made an arbitration award in terms of section 142A(1) of the Labour Relations Act.

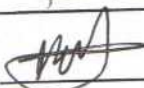
SIGNED at EMALAHLENI on this



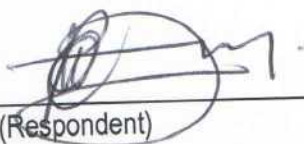
(Union Applicant)

As witnesses

1. 


2. 

SIGNED at EMALAHLENI on this



(Respondent)

As witnesses

1. 

2. _____

ANNEXURE 'A'

PERSONAL NUMBERS	SURNAME AND INITIALS	OUTSTANDING OVERTIME HOURS MPUMALANGA FOR FEBRUARY 2018			TOTAL OURS LEFT	TOTAL AMOUNT PAYABLE	tax based on remuneration factor
		NORMAL	SUNDAYS				
1 23799898	MASHEGO	P	31.15	0	31.15	R 4 249.94	26%
2 22114932	BANDA	LM	12.15	0	12.15	R 1 665.98	26%
3 26647231	MKABELA	NP	1.15	0	1.15	R 170.00	26%
4 23718544	SITHOLE	L	31.15	0	31.15	R 4 249.94	26%
5 22096710	MTHIMKULU	GM	28.15	0	28.15	R 3 841.94	26%
6 26855526	NDINSA	SI	19.25	0	19.25	R 2 640.63	26%
7 27099377	MAPHOSA	ST	9.25	0	9.25	R 1 243.10	26%
8 23267356	KUBHEKA	VP	25.15	0	25.15	R 3 433.95	26%
9 23052309	THOKOANE	SG	19.15	0	19.15	R 2 617.96	26%
10 27062333	CELE	MS	26.25	0	26.25	R 3 592.61	26%
11 81758740	MAMPANE	DM	25.25	0	25.25	R 3 456.62	26%
12 27586961	JOYI	N	26.25	0	26.25	R 3 599.67	26%
13 10545573	BOSHOFF	MEC	14.15	0	14.15	R 2 616.14	31%
14 26671191	MDALA	PO	23.15	0	23.15	R 3 161.95	26%
15 13710699	THLAPI	M	19.40	0	19.4	R 2 674.63	26%
16 23889067	KOLOBE	N	26.25	0	26.25	R 3 592.61	26%
17 23491272	MAMUSHI	NB	26.15	0	26.15	R 3 569.95	26%
18 22002596	MAVIMBELA	P	26.25	0	26.25	R 3 646.53	26%
19 21915873	MAKHUBELA	ML	4.15	0	4.15	R 577.99	26%
20 20431180	MABENA	RM	15.25	0	15.25	R 2 096.64	31%
BALANCE TO BE PAID						R 56 638.78	

COMPILED BY : L.M Mabopo
 SIGNATURE : *[Signature]*
 DATE : 2019/09/09
 VERIFIED BY : *[Signature]*
 SIGNATURE : *[Signature]*
 DATE : 09/10/2019