



PHSDSBC

PUBLIC HEALTH AND SOCIAL DEVELOPMENT
SECTORAL BARGAINING COUNCIL

SETTLEMENT AGREEMENT

IN THE PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL

Case Number: ES45311-21/22

In the dispute between:

Radio Pressy Sento Nkuna (Applicant)

and

Department of Health - Mpumalanga (Respondent)

The undersigned parties record the settlement of their dispute in the following terms. By signing this agreement, the parties acknowledge that the agreement was read to them and interpreted (where necessary) and that they understand the content hereof. This agreement is in full and final settlement of the dispute referred to the PHSDSBC as well as in full settlement of all statutory payments due to the applicant unless specifically excluded in paragraph 4 of this agreement.

1. ☐ **REINSTATEMENT**

- 1.1 The respondent agrees to reinstate the applicant on the same terms and conditions of employment which governed the employment relationship prior to the dismissal dated (date)
- 1.2 The said reinstatement is to operate retrospectively with effect from (date)
- 1.3 As a result of the retrospective effect of the reinstatement, the respondent agrees to pay remuneration due to the applicant in the amount of R by no later than (date)
- 1.4 The applicant must report for duty on (date) at (time) at (place)

2. ☐ **RE-EMPLOYMENT**

- 2.1 The respondent agrees to re-employ the applicant with effect from (date)
- 2.2 The applicant must report for duty on (date) at (time) at (place)
- 2.3 The re-employment will be on the same terms and conditions of employment which governed the employment relationship prior to the dismissal unless specifically set out hereunder

3. ☐ **MONETARY SETTLEMENT**

- 3.1 The respondent agrees to pay the applicant the total amount of R by no later than (date)
- 3.2 The amount in paragraph 3.1 is inclusive of statutory payments due to the applicant unless specifically excluded in terms of paragraph 4 below.
- 3.3 In the event that the parties agree to settle the amount in instalments, the following plan is agreed with the specific understanding that the entire amount will become due and payable to the applicant on the first payment date if the respondent fails to meet its obligations to pay the applicant the specified amount on any date set out hereunder:

R	on	R	on
R	on	R	on

S.P.

S. R.M.

Case Number: PHC 311-21/22

3.4 Method of payment

☐ Cash / cheque(s) will be collected by the applicant at the respondent's premises.

☒ Payment(s) will be deposited by the respondent into the applicant's bank account:

Branch code:

Bank:

Account number:

known to the parties

☐ EVOLUTION OF STATUTORY PAYMENTS

The parties have failed to reach agreement in respect of the following statutory payments and the applicant may pursue his / her claim in this regard with the Department of labour.

☐ Wages

☐ Notice Pay

☐ Leave Pay

☐ Severance Pay

☐ All statutory payments

☐ Other (specify):

5. ☐ WITHDRAWAL OF DISPUTE

The applicant voluntarily withdraws the referral and abandons the dispute against the respondent in settlement of his / her case at the PHSDSBC with the full knowledge that he / she will not be able to proceed with this dispute at a later stage.

6. ☒ OTHER

① The respondent agrees to pay the applicant the amount of R3063-08 in respect of unpaid statutory monies relating to Sunday time, overtime and night shift allowance for the period December 2019.
② The amount of R3063-08 will be paid to the applicant not later than 15 September 2021, less applicable statutory deductions.

7. No variation of this agreement shall be legally binding unless reduced to writing and signed by the parties.

8. The parties consent to this agreement being made an arbitration award in terms of s142A(1) of the Labour Relations Act.

9. 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.

Done and signed at

Nelspruit

On this

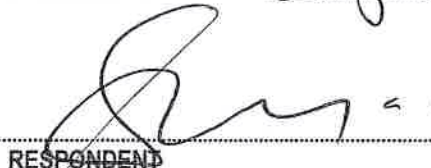
10th

Day of

August 2021



APPLICANT



RESPONDENT



WITNESS



WITNESS

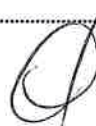
This agreement was interpreted by:

SIGNATURE

This agreement was conciliated by:

AGSjdurd.

SIGNATURE





ATTENDANCE REGISTER

Panelist: AG SJOLUND

Parties: PSA OBO NKUNA & DEPARTMENT OF HEALTH MPUMULANGA

Date: 10 AUGUST 2021

Case no: PSHS311-21/22

NAME	INSTITUTION	TEL/CELL NUMBER	FAX NUMBER	SIGNATURE
AG SJOLUND	PHSDSBC			
SS Nkomo	PSA REP	0137417500 0711546408	0137417505	
S.P. Nkomo	APPLICANT	072397987		
J. + Khumalo	DOH-Observer RESPONDENT	0762620196		
S. Mankwa	DOH: MPU	0137555193/4	-	
R. Chikwa	ROB FERRERA	0711672206	-	