

SETTLEMENT AGREEMENT

Panellist: Karen Deborah Kleinot

Case No.: PSCBC390-20/21

Date of Agreement: 11 August 2021

Process: Arbitration

In the Settlement agreement between:

PSA obo TL TSHABALALA & 4 OTHERS

(Union / Applicant)

and

DEPARTMENT OF WATER AND SANITATION

(Respondent)

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 (PSCBC).
2. Whereas this matter relates to an unfair labour practice dispute regarding benefits (Overtime) and the Applicants has worked over the period of level 5 lockdown.
3. Whereas the parties accept that this agreement is not an acceptance of any fault by any party.
4. The Respondent agrees to pay the Applicants an amount of which is stipulated on the table below.

QwaQwa Overtime - April, May and June 2020

| Employee Information | | Amount to be paid for difference | | | | | | |
|----------------------|---------------|----------------------------------|----------|-------|-------|------------|------------|------------|
| 18455905 | Rapatsa J | R 278,98 | R 371,97 | 15 | 14,5 | R 4 184,70 | R 5 393,57 | R 9 578,27 |
| 18644368 | Malinga BJ | R 159,19 | R 212,26 | 10 | 9 | R 1 591,90 | R 1 910,34 | R 3 502,24 |
| 26687801 | Mtiyane PW | R 185,17 | R 246,89 | 28,5 | 11,25 | R 5 277,35 | R 2 777,51 | R 8 054,86 |
| 26688433 | Mbatha MI | R 149,99 | R 199,98 | 24,75 | 8 | R 3 712,25 | R 1 599,84 | R 5 312,09 |
| 28675533 | Tshabalala TL | R 152,24 | R 202,99 | 18,75 | 8,5 | R 2 854,50 | R 1 725,42 | R 4 579,92 |

5. The amount in clause 4 above shall be made subject to the tax deductions in terms of the applicable tax provisions.
6. The Respondent agrees to effect payments in clause 4 above on or before 30 September 2021 into the Applicant's bank account.
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 section 142A(1) of the Labour Relations Act.

SIGNED AT STANDERTON ON THIS 11 DAY OF AUGUST 2021

FOR APPLICANT:

AS WITNESS:

SIGNED AT

FOR RESPONDENT:

AS WITNESS: