



**PHSDSBC**

PUBLIC HEALTH AND SOCIAL DEVELOPMENT  
SECTORAL BARGAINING COUNCIL

# SETTLEMENT AGREEMENT

IN THE PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL

Case Number: PHS408-23/24

In the dispute between:

NG NGOATO  
PSA Obo NM MALFO (Applicant)

and

DEPT OF SOCIAL DEVELOPMENT (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

*Handwritten signatures and initials at the bottom of the page, including 'MA', 'M.M', and 'M.G.'*

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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: \_\_\_\_\_

4.  **EXCLUSION 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**

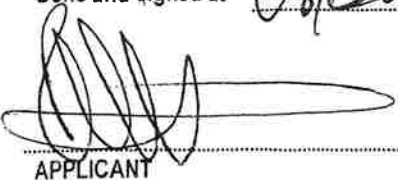
THE APPLICANTS WILL BE MIGRATED FROM SOLAR COUNCIL GRADE 3 TO SOLAR WORKER SUPERVISOR GRADE 1 AND 20 CLASSE  
THE APPLICANTS WILL THEN BE GRANTED TO GRADE 2 AND THAT WILL RESULT IN STIPEND ADJUSTMENT A DIFFERENCE TO BE PAID TO THE APPLICANTS

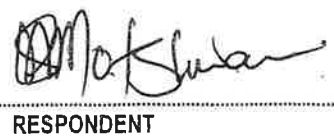
7. No variation of this agreement shall be legally binding unless reduced to writing and signed by the parties.

8. THIS PROCESS TO BE COMPLETED BY 31/02/2024  
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 Waldorf On this 21 Day of November 2023

  
APPLICANT

  
RESPONDENT

  
WITNESS

  
WITNESS

This agreement was interpreted by: \_\_\_\_\_ SIGNATURE

This agreement was conciliated by: Nyazé Jone SIGNATURE R. Phane