PERMANENT ARBITRATION TRIBUNAL

AWARD

R.N. 620

H. Balgobin - President
M. Serret - Member
H. Seebaluck - Member

Parties

MSIRI Manual Workers Union
And
MSIRI

Terms of Reference

The dispute was referred to the Tribunal by the Minister in charge of Industrial Relations under the provisions of Section 82(1)(f) of the Industrial Relations Act, 1973.

The Tribunal awards as follows on the basis of an agreement reached by the parties.

1. "An increase in salaries will be granted to all manual workers as follows:

   (a) 12% on salaries prevailing at 30 June 1996, for the period 1 July 1996 to 31 December 1997.

   (b) An additional 6% increase on salaries prevailing at 30 June 1996, for the period 1 January 1998 to 30 June 2001, i.e. an increase of 18% as from 1 January 1998.

2. The arrears will be worked out as follows:

   (a) The backpay brought about as a consequence of the above increase will be calculated in respect of salaries, overtime and end of year bonus for each employee from 1 July 1996 to 31 May 2001.

   (b) Two-thirds of the backpay will be paid to each employee.

3. Arrears will be paid as follows:

   (a) 50% of the amount arrived at in 2(b) above, on 30 June 2001.

   (b) 33% of the amount arrived at in 2(b) above, on the last working day of July 2001.

   (c) The remaining 17% on the pay day of December 2001.
4. The new salaries will be paid as from end June 2001.

5. In case an employee passes away or has to retire on grounds of permanent physical incapacity duly certified by a medical practitioner recognized by the MSIRI, before any of the dates spelt out at paragraphs 3(a), (b), (c) above, the total amount due at the date of the passing away or the retirement shall be paid to the heirs of the employee or to the employee as the case may be.

6. Employees who have retired during the period 1 July 1996 to date shall be paid the relevant backpay in full. In the case of employees having passed away, the backpay shall be paid in full to their heirs.

7. The Union agrees that the present leave scheme be maintained for the period ending 30 June 2001.

8. Any future agreement for salaries will be for a period of five years, i.e. from 1 July 2001 to 30 June 2006."

The Tribunal finds that the MSIRI does not have the financial capacity to pay arrears in excess of two-thirds mentioned in para.2

The Tribunal awards accordingly.

(H. Balgobin)
President

(M. Serret)

(H. Seebaluck)

24th July, 2001