PERMANENT ARBITRATION TRIBUNAL

Mr. H Balgobin  -  President

Mr. K. Gujadhur  -  Member

Mr. Y.G.M. Atchia  -  Member

PART AWARD

R.N. 552

The Cigarette Manufacturing Employees Union

and

The British American Tobacco (Mtius) PLC

The parties have moved for a Part-Award in terms of paragraph 1 of the agreement which has been filed on record (vide Annex 1).

The Tribunal awards accordingly.

(H.Balgobin)
President

(K. Gujadhur)
Member

(YG.M. Atchia)
Member

16th January, 1997
Annex I

Agreement between
British American Tobacco (Mauritius) PLC of Port Louis and
Cigarette Manufacturing Employees Union of Port Louis

Both parties agree that:

(1) With effect from 1 July 1997, a 10% increase on basic salaries as at 1 January 1998 shall be paid across the board to all categories of employees represented by the Cigarette Manufacturing Employees Union. Necessary adjustments will be made at end of January 1998 and payment of arrears will be effected at end of February 1998 subject to the timely issue of the Tribunal's Award as referred to in section (3) below.

(2) The present agreement is deemed to form part of the existing Collective Agreement.

(3) The industrial dispute Ref B (i), "whether the new salary structure for the employees should be as per Appendix 1 or otherwise," referred to the Permanent Arbitration Tribunal by the Ministry of Labour and Industrial Relations on 20 March 1997 is accordingly settled and both parties shall move the Tribunal to award accordingly.

(4) As regards the second part in dispute Ref B (ii), "Whether redundant workers who are not yet 52 years old but have reckoned 10 years' service should be entitled to an Early Retirement Pension or otherwise", both parties shall move for a postponement of one month to allow the parties to have further discussions with a view to reaching a settlement, if possible.

Made in good faith in two originals.

Cigarette Manufacturing Employees Union

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President       Finance Manager & DGM

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Vice President       Production Manager

Date:...........................................     Date:...............................................