

RESOLUTION NO _1_ OF 2008

**AGREEMENT ON THE IMPLEMENTATION OF AN OCCUPATION SPECIFIC
DISPENSATION (OSD) FOR LEGALLY QUALIFIED CATEGORIES OF EMPLOYEES**

1. INTRODUCTION

This agreement gives effect to PSCBC Resolution 1 of 2007 in providing for the development and implementation of an Occupational Specific Dispensation (OSD) for qualified legal professionals with effect from 1 July 2007.

2. OBJECTIVES

To introduce an occupational specific remuneration and career progression system for legally qualified professionals as defined in this agreement, that provides for –

- 2.1 a unique salary structure;
- 2.2 career-pathing opportunities based on competencies, experience and performance;
- 2.3 adequate pay progression and accelerated pay progression;
- 2.4 Grade progression based on performance;
- 2.5 recognition of appropriate experience;
- 2.6 increased competencies;
- 2.7 the creation of specialist dispensation(s); and
- 2.8 the introduction of differentiated salary scales for identified categories based on a new remuneration structure;
- 2.9 a change in the pensionable composition of the total cost package which will now be a 70/30 split.