

RESOLUTION NO 2 OF 2009

**AGREEMENT ON THE IMPLEMENTATION OF AN OCCUPATION SPECIFIC DISPENSATION (OSD) FOR
CORRECTIONAL SERVICES OFFICIALS**

1. PURPOSE

This agreement gives effect to clause 4.1 of the PSCBC Resolution 1 of 2007 in providing an Occupation Specific Dispensation (OSD) for Correctional Officials.

2. DEFINITIONS

"Department" means the Department of Correctional Services referred to in Schedule 1 of the Public Service Act, 1994 (as amended).

"Employees" means persons employed by the Department in terms of the Correctional Services Act, 1998 and persons employed in terms of the Public Service Act, 1994 (as amended).

"Centre Based Correctional Official" means all categories of employees, based at Correctional Centres and Social Reintegration Offices and include all other employees who fall under the establishment of the Correctional Centre, working 45 hours per week.

"Non-Centre Based Correctional Official" means all categories of employees, not referred to as centre-based correctional officials, working 40 hours per week.

"Correctional Centres" means a correctional centre as defined in the Correctional Services Amendment Act, 2008

"Correctional Official" means persons employed in terms of the Correctional Services Act, 1998.

3. OBJECTIVES

3.1 To introduce an Occupational Specific Dispensation (OSD) for Centre Based and Non-Centre Based Correctional Officials that provides for-

- 3.1.1 a unique salary structure;
- 3.1.2 career-pathing opportunities based on competencies, experience, performance and scope of work;
- 3.1.3 pay progression;
- 3.1.4 grade progression based on performance;

- 3.1.5 recognition of appropriate experience;
- 3.1.6 increased competencies;
- 3.1.7 protection of current compensation;
- 3.1.8 the introduction of differentiated salary scales for different categories of Correctional Officials;
- 3.1.9 The introduction of 45-hour work week for the implementation of OSD and the implementation of a 7-day establishment/ shift system for Centre Based Correctional Officials.
- 3.10 The appointment of new recruits as learners.

4. SCOPE

- 4.1 Subject to clause 4.2 this agreement binds –
 - 4.1.1 the Employer;
 - 4.1.2 the employees of the employer who are members of trade union parties to this agreement; and
 - 4.1.3 the employees of the employer who are not members of trade union parties to this agreement, but who fall within the registered scope of the Council.
- 4.2 The agreement is not applicable to the following categories of officials employed by the department -
 - 4.2.1 Support staff employed in terms of the Public Service Act, 1994, as amended;
 - 4.2.2 Employees covered by other OSD referred to in PSCBC Resolution 1 of 2007; and
 - 4.2.3 Members of the Senior Management Service.

5. EDUCATORS WITHIN THE DEPARTMENT OF CORRECTIONAL SERVICES

- 5.1 Parties agree to extend the ELRC Collective Agreement 1/2008 to the occupational class of Educators within the Department of Correctional Services.
- 5.2 The Agreement will regulate the implementation of the Occupational Specific Dispensation for Educators within the Department.
- 5.3 The implementation of the above agreement will be backdated to 1 January 2008.

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6. IN RESPECT OF CENTRE BASED AND NON-CENTRE BASED CORRECTIONAL OFFICIALS, PARTIES AGREE TO THE FOLLOWING:

6.1 TRANSLATION MEASURES

6.1.1 Centre Based and Non Centre Based Correctional Officials, as defined in this agreement shall translate to the OSD, which shall provide for the following:

(1) **Unique Remuneration Structure**

The introduction of a unique remuneration structure, with 3% increments between the notches.

(2) **Differentiated Dispensation**

Differentiated salary structures for Centre Based and Non-Centre Based Correctional Officials attached as **Annexure A1** (Centre Based), and **Annexure A2** (Non-Centre Based) and as summarized hereunder:

No	WORK STREAM	OSD BAND	OCCUPATIONAL GROUPS INCLUDED
	A	B	C
1	Learners	As per learnership contract.	Student Correctional Officer
2	Security Stream (Centre Based)	CB 1	Security Officer Grade III, II and I,
		CB 2	Specialised Security Officer Grade II and I
3	Corrections Stream (Centre based)	CB 1	- Case Officers Grade III, II and I - Social Re-Integration Officers Grade III, II and I
		CB 2	- Specialised Case Officer, Grade II and I - Specialised Re integration Officer, Grade II and I
		CB 3	- Case Management Supervisor Grade II and I - Senior Re-integration Officer Grade II and I
4	Management of Correctional Centres (Centre based)	CB 4	- Security Manager - Reintegration Manager - Unit Manager - Head of Correctional Centre (Small Centre) - Head of Community Corrections (Small)

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No	WORK STREAM	OSD BAND	OCCUPATIONAL GROUPS INCLUDED
	A	B	C
		CB 5	- Centre Coordinator (Medium or Large Centre) - Head of Correctional Centre (Medium Centre) - Head of Community Corrections (Medium Centre)
		CB 6	- Centre Coordinator (Large Centre) - Head of Correctional Centre (Large Centre) - Head of Community Corrections (Large Centre)
5	Parole Board Clerks and Correctional Policy Administrators (Non-Centre based)	NCB 1	- Correctional Administration Officers Grade III, II and I - Parole Board Clerks Grade III, II and I
6	Senior Correctional Administration Officer and Parole Board Secretary (Non-Centre based)	NCB 2	- Senior Correctional Administration Officer - Parole Board Secretary
7	Assistant Director Correctional Policy Administrator (Non-Centre based)	NCB 3	Assistant Director Correctional Policy Administrator
8	Deputy Director Correctional Policy Administrator (Non-Centre based)	NCB 4	Deputy Director Correctional Policy Administrator

- (3) Centre Based Correctional Officials shall translate to the appropriate salary scales in accordance with **Annexure B1**.
- (4) Non-Centre Based Correctional Officials shall translate to the appropriate salary scales in accordance with **Annexure B2**.

7. TRANSLATION MEASURES FOR CORRECTIONAL OFFICIALS – PHASE 1

- 7.1 Translation to the OSD for correctional officials shall be subject to the following principles:
 - 7.1.1 the employee must be an incumbent in the post and;
 - 7.1.2 must be performing the functions of the post (job).
- 7.2 Correctional officials shall translate to the appropriate salary scales in accordance with the posts that they currently occupy.
- 7.3 Translation measures to facilitate translation from the existing dispensation to the appropriate salary scales attached to the OSD are based on the following principles:
 - 7.3.1 No person shall receive a salary (notch or package) that is less than what he/she received prior to the implementation of the OSD; and
 - 7.3.2 A minimum translation will be implemented to the appropriate salary scale attached to the posts (and grades in respect of production levels). As contained in Annexure B1 and B2.
 - 7.3.3 Employees who are translated to total cost packages, shall have their benefits protected (employees shall not be worse off).

8. PAY PROGRESSION

- 8.1 Biennial pay progression of 3% shall apply on condition that the relevant employee has maintained a satisfactory level of performance as set out in the performance management system of the department that shall be applicable at the time when such employee becomes eligible for pay progression.
- 8.2 Biennial pay progression shall be awarded to Centre Based Correctional Officials and to Non-Centre Based Correctional Officials with effect from 1 July of the year in which the employee has complied with the prescribed requirements for such pay progression.
- 8.3 The 1st annual pay progression cycle for Centre Based Correctional Officials and Non-Centre Based Correctional Officials in terms of this OSD shall commence on 1 April 2009 and shall run until 31 March 2011; therefore the awarding of the first pay progression in terms of this OSD shall be 1 July 2011.

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9. IMPROVEMENT IN CAREER PATHS

- 9.1 Career path is improved through the introduction of a set of salary grades attached to the posts in identified categories.
- 9.2 The salary grades provide for longer career progression opportunities, as part of the defined career path.
- 9.3 The OSD also provides for career paths that facilitate progression to other work streams, subject to the requirements and conditions for such progression.

10. GRADE PROGRESSION

The creation of posts at production and identified supervisory levels allows for a single post to be linked to more than one salary grade (scale) to facilitate grade progression.

11. RECOGNITION OF EXPERIENCE – PHASE 2

- 11.1 With effect from 1 April 2010, the recalculation of salary notch position shall be based on DCS experience as at 30 June 2009 based on years of experience obtained in addition to the experience required for appointment on that level. The recalculation of salary notch will be limited to officials in the production levels (current salary levels 3-8)
- 11.2 Translation of experience shall be recognized as 1 notch for every 5 years worked, calculated from the date of employment in DCS based on the new notch of the OSD.
- 11.3 The employer shall introduce a basis for salary recognition for relevant experience on appointment for employees who are appointed from outside the public service in production posts.

12. ENROLMENT OF NEW CENTRE BASED RECRUITS AS LEARNERS

- 12.1 All Learners at entry level in production who are required to undergo basic training shall be appointed in terms of a Learnership employment contract as envisaged by Section 18(2) of the Skills Development Act for the duration of the Learnership. The conditions of service and remuneration will be determined in accordance with the Sectoral Determination for Learnership made by the Minister of Labour in terms of Section 55(1) read with section 18(4) of the Skills Development Act, with effect from 1 July 2009.
- 12.2 Current ring-fenced Student Correctional Officials shall retain their current conditions of employment and upon completion of the training programme, shall translate to the first notch of the OSD for full time employment. No recognition of experience shall apply to these employees
- 12.3 Organisational rights agreement of the Department of Correctional Services will be applicable to Learners.

13. INTRODUCTION OF 45 HOUR WORK WEEK AND 7-DAY ESTABLISHMENT

- 13.1 All Centre Based Correctional Officials shall be translated to the 45 hour work week, with effect from 1 July 2009.
- 13.2 The Department shall introduce a 7-day establishment for correctional facilities with effect from 1 July 2009.
- 13.3 The Department shall develop 7-day establishment models taking into consideration institution- specific needs.

14. COMPENSATION FOR EXTENSION OF IMPLEMENTATION DATE OF DISPENSATION

A once-off amount of R7500.00 shall be paid to all correctional officials covered in this agreement that were in the employ of the department as at 1 July 2008, with effect from the date of signing of this agreement in lieu of the non-implementation of the OSD as per the PSCBC Resolution 1 of 2007.

15. APPOINTMENT MEASURES FOR NEW APPOINTEES

- 15.1 New appointees in non custodial posts, who are non centre based and who provide general support services to the core business of the Department shall be appointed in terms of the Public Service Act and their conditions of service shall be regulated by the said Act.
- 15.2 the Employee must meet the appointment requirements of the job(i.e. possessing the relevant qualification(s) , prescribed years of experience, etc.

16. MEASURES APPLICABLE TO THE MIGRATION OF CORRECTIONAL OFFICIALS

- 16.1 Non- Centre Based Correctional Officials at current salary level 3-7 will be given a choice to migrate to correctional centres where operational needs exist and shall be placed and translated to the OSD for Centre Based Correctional Officials.
- 16.2 All other non-Centre based Correctional Officials will be given a choice to migrate to correctional centres subject to the availability - and complying with the appointment requirements of the vacant post.
- 16.3 Non- Centre Based employees who choose not to migrate to the centre based work streams will retain their benefits and appointment status under the Correctional Services Act as amended.
- 16.4 Centre Based Correctional Officials who choose to migrate to the non- centre based work streams will on transfer translate to a salary notch applicable to the non- centre based work stream and will not retain the salary earned in terms of the 45 hour work week.
- 16.5 Appointment to a higher post shall be in accordance with departmental appointment requirements.

17. OVERTIME

Overtime will be compensated in terms of PSCBC Resolution 1/2007 beyond 45 hours for those who are Centre Based and beyond 40 hours for those who are Non Centre Based.



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18. DATE OF IMPLEMENTATION

This Agreement shall take effect on the following dates:

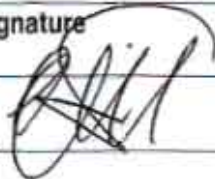
PAR	PROVISION	DATE
18.1	OSD for Centre- Based and Non- Centre Based Correctional Officials	1 st day of the month following the signing of this resolution
18.2	Recognition of experience for Centre- Based and Non- Centre Based Correctional Officials	1 April 2010
18.3	45 Hour Work Week and 7-day establishment	1 July 2009
18.4	Once-off payment of R7500 in lieu of the non-implementation of the OSD from 1 July 2008 to 30 June 2009.	On the signing of this resolution.

19. DISPUTE RESOLUTION

Should there be a dispute about the interpretation or application of this agreement any party may refer the matter to the Council for resolution in terms of the dispute resolution procedure of the Council.

This was done at Centurion on this 24th day of JUNE 2009

ON BEHALF OF THE EMPLOYER PARTY

	Name	Signature
State as employer	T.M. SIKO	

ON BEHALF OF TRADE UNION PARTIES

TRADE UNION	NAME	SIGNATURE
NEHAWU	CLEMENT MAKULE	
POPCRU	UNAJI KA THELE	
PSA		

CENTRE BASED CORRECTIONAL OFFICIAL

SALARY SCALES		Learnership	PRODUCTION STILL TO MEET APPOINTMENT CRITERIA	ENTRY LEVEL PRODUCTION	ADVANCED PRODUCTION	SUPERVISION	MANAGEMENT	MANAGEMENT	MANAGEMENT
BASIC NOTCH	75% package			CASE OFFICER / RE-INTEGRATION / SECURITY OFFICER	SPECIALISED CASE OFFICER / SPECIALISED RE-INTEGRATION OFFICER / SPECIALISED SECURITY OFFICER / SENIOR SECURITY OFFICER (TEAM LEADER)	SENIOR RE-INTEGRATION OFFICER / CASE MANAGEMENT SUPERVISOR	(Security Manager, Reintegration Manager, Unit Manager (Small), Head of Correctional Centre (Small))	(Centre Coordinator (medium), Head of Correctional Centre (Med))	(Centre Coordinator (large), Head of Correctional Centre (large))
		40 hour	45 hour	45 hour	45 hour	45 hour	45 hour	45 hour	45 hour
			CBA	CB 1	CB 2	CB 3	CB 4	CB 5	CB 6
64,452			64,452 CBA	72,543 CB 1					
66,357				77,440 CB 1					
68,375				82,337 CB 1					
70,431				87,234 CB 1					
72,543				92,131 CB 1					
74,718				97,028 CB 1					
76,959				101,925 CB 1					
79,269				106,822 CB 1					
81,648				111,719 CB 1					
84,099				116,616 CB 1					
86,622				121,513 CB 1					
89,223				126,410 CB 1					
91,899				131,307 CB 1					
94,655				136,204 CB 1					
97,494				141,101 CB 1					
100,419				146,000 CB 1					
103,434				150,897 CB 1					
106,536				155,794 CB 1					
109,721				160,691 CB 1					
113,022				165,588 CB 1					
116,445				170,485 CB 1					
119,987				175,382 CB 1					
123,654				180,279 CB 1					
127,452				185,176 CB 1					
131,386				190,073 CB 1					
135,461				194,970 CB 1					
139,681				199,867 CB 1					
143,181				204,764 CB 1					
147,877				209,661 CB 1					
151,902				214,558 CB 1					
156,459				219,455 CB 1					
161,154				224,352 CB 1					
165,987				229,249 CB 1					
170,964				234,146 CB 1					
176,094				239,043 CB 1					
181,377				243,940 CB 1					
186,816				248,837 CB 1					
192,423				253,734 CB 1					
198,195				258,631 CB 1					
204,141				263,528 CB 1					
210,267				268,425 CB 1					
216,573				273,322 CB 1					
223,071				278,219 CB 1					
229,764				283,116 CB 1					
236,655				288,013 CB 1					
243,756				292,910 CB 1					
251,070				297,807 CB 1					
258,603				302,704 CB 1					
266,361				307,601 CB 1					
274,353				312,498 CB 1					
282,585				317,395 CB 1					
291,065				322,292 CB 1					
299,796				327,189 CB 1					
308,780				332,086 CB 1					
318,024				336,983 CB 1					
327,524	336,728			341,880 CB 1					
337,432	411,229			346,777 CB 1					
347,544	425,071			351,674 CB 1					
	439,794			356,571 CB 1					
	449,898			361,468 CB 1					
	460,350			366,365 CB 1					
	471,204			371,262 CB 1					
	482,613			376,159 CB 1					
	508,358			381,056 CB 1					
	521,256			385,953 CB 1					
	537,198			390,850 CB 1					
	553,311			395,747 CB 1					
				400,644 CB 1					
				405,541 CB 1					
				410,438 CB 1					
				415,335 CB 1					
				420,232 CB 1					
				425,129 CB 1					
				430,026 CB 1					
				434,923 CB 1					
				439,820 CB 1					
				444,717 CB 1					
				449,614 CB 1					
				454,511 CB 1					
				459,408 CB 1					
				464,305 CB 1					
				469,202 CB 1					
				474,099 CB 1					
				478,996 CB 1					
				483,893 CB 1					
				488,790 CB 1					
				493,687 CB 1					
				498,584 CB 1					
				503,481 CB 1					
				508,378 CB 1					
				513,275 CB 1					
				518,172 CB 1					
				523,069 CB 1					
				527,966 CB 1					
				532,863 CB 1					
				537,760 CB 1					
				542,657 CB 1					
				547,554 CB 1					
				552,451 CB 1					
				557,348 CB 1					
				562,245 CB 1					
				567,142 CB 1					
				572,039 CB 1					
				576,936 CB 1					
				581,833 CB 1					
				586,730 CB 1					
				591,627 CB 1					
				596,524 CB 1					
				601,421 CB 1					
				606,318 CB 1					
				611,215 CB 1					
				616,112 CB 1					
				621,009 CB 1					
				625,906 CB 1					
				630,803 CB 1					
				635,700 CB 1					
				640,597 CB 1					
				645,494 CB 1					
				650,391 CB 1					
				655,288 CB 1					
				660,185 CB 1					
				665,082 CB 1					
				669,979 CB 1					
				674,876 CB 1					
				679,773 CB 1					
				684,670 CB 1					
				689,567 CB 1					
				694,464 CB 1					
				699,361 CB 1					
				704,258 CB 1					
				709,155 CB 1					
				714,052 CB 1					
				718,949 CB 1					
				723,846 CB 1					
				728,743 CB 1					
				733,640 CB 1					
				738,537 CB 1					
				743,434 CB 1					
				748,331 CB 1					
				753,228 CB 1					
				758,125 CB 1					
				763,022 CB 1					
				767,919 CB 1					
				772,816 CB 1					
				777,713 CB 1					
				782,610 CB 1					
				787,507 CB 1					
				792,404 CB 1					
				797,301 CB 1					
				802,198 CB 1					
				807,095 CB 1					
				811,992 CB 1					
				816,889 CB 1					
				821,786 CB 1					
				826,683 CB 1					
				831,580 CB 1					
				836,477 CB 1					
				841,374 CB 1					
				846,271 CB 1					
				851,168 CB 1					
				856,065 CB 1					
				860,962 CB 1					
				865,859 CB 1					
				870,756 CB 1					
				875,653 CB 1					
				880,550 CB 1					
				885,447 CB 1					
				890,344 CB 1					
				895,241 CB 1					
				900,138 CB 1					
				905,035 CB 1					
				909,932 CB 1					
				914,829 CB 1					
				919,726 CB 1					
				924,623 CB 1					
				929,520 CB 1					
				934,417 CB 1					
				939,314 CB 1					
				944,211 CB 1					
				949,108 CB 1					
				954,005 CB 1					
				958,902 CB 1					
				963,799 CB 1					
				968,696 CB 1					
				973,593 CB 1					
				978,490 CB 1					
				983,387 CB 1					
				988,284 CB 1					
				993,181 CB 1					
				998,078 CB 1					
				1002,975 CB 1					
				1007,872 CB 1					
				1012,769 CB 1					
				1017,666 CB 1					
				1022,563 CB 1					
				1027,460 CB 1					
				1032,357 CB 1					

NON-CENTRE BASED CORRECTIONAL OFFICIAL						
SALARY SCALES		AUXILIARY SUPPORT	ENTRY LEVEL PRODUCTION	SUPERVISION	JUNIOR MANAGEMENT	MIDDLE MANAGEMENT
BASIC	75% TCE	40 hour	40 hour	40 hour	40 hour	40 hour
		NCB-AUX	NCB 1	NCB 2	NCB 3	NCB 4
42,612		42,612				
43,093						
43,574						
44,055						
44,536						
45,017						
45,498						
45,979						
46,460						
46,941						
47,422						
47,903						
48,384						
48,865						
49,346						
49,827						
50,308						
50,789						
51,270						
51,751						
52,232						
52,713						
53,194						
53,675						
54,156						
54,637						
55,118						
55,599						
56,080						
56,561						
57,042						
57,523						
58,004						
58,485						
58,966						
59,447						
59,928						
60,409						
60,890						
61,371						
61,852						
62,333						
62,814						
63,295						
63,776						
64,257						
64,738						
65,219						
65,700						
66,181						
66,662						
67,143						
67,624						
68,105						
68,586						
69,067						
69,548						
70,029						
70,510						
70,991						
71,472						
71,953						
72,434						
72,915						
73,396						
73,877						
74,358						
74,839						
75,320						
75,801						
76,282						
76,763						
77,244						
77,725						
78,206						
78,687						
79,168						
79,649						
80,130						
80,611						
81,092						
81,573						
82,054						
82,535						
83,016						
83,497						
83,978						
84,459						
84,940						
85,421						
85,902						
86,383						
86,864						
87,345						
87,826						
88,307						
88,788						
89,269						
89,750						
90,231						
90,712						
91,193						
91,674						
92,155						
92,636						
93,117						
93,598						
94,079						
94,560						
95,041						
95,522						
96,003						
96,484						
96,965						
97,446						
97,927						
98,408						
98,889						
99,370						
99,851						
100,332						
100,813						
101,294						
101,775						
102,256						
102,737						
103,218						
103,699						
104,180						
104,661						
105,142						
105,623						
106,104						
106,585						
107,066						
107,547						
108,028						
108,509						
108,990						
109,471						
109,952						
110,433						
110,914						
111,395						
111,876						
112,357						
112,838						
113,319						
113,800						
114,281						
114,762						
115,243						
115,724						
116,205						
116,686						
117,167						
117,648						
118,129						
118,610						
119,091						
119,572						
120,053						
120,534						
121,015						
121,496						
121,977						
122,458						
122,939						
123,420						
123,901						
124,382						
124,863						
125,344						
125,825						
126,306						
126,787						
127,268						
127,749						
128,230						
128,711						
129,192						
129,673						
130,154						
130,635						
131,116						
131,597						
132,078						
132,559						
133,040						
133,521						
134,002						
134,483						
134,964						
135,445						
135,926						
136,407						
136,888						
137,369						
137,850						
138,331						
138,812						
139,293						
139,774						
140,255						
140,736						
141,217						
141,698						
142,179						
142,660						
143,141						
143,622						
144,103						
144,584						
145,065						
145,546						
146,027						
146,508						
146,989						
147,470						
147,951						
148,432						
148,913						
149,394						
149,875						
150,356						
150,837						
151,318						
151,799						
152,280						
152,761						
153,242						
153,723						
154,204						
154,685						
155,166						
155,647						
156,128						
156,609						
157,090						
157,571						
158,052						
158,533						
159,014						
159,495						
159,976						
160,457						
160,938						
161,419						
161,900						
162,381						
162,862						
163,343						
163,824						
164,305						
164,786						
165,267						
165,748						
166,229						
166,710						
167,191						
167,672						
168,153						
168,634						
169,115						
169,596						
170,077						
170,558						
171,039						
171,520						
172,001						
172,482						
172,963						
173,444						
173,925						
174,406						
174,887						
175,368						
175,849						
176,330						
176,811						
177,292						
177,773						
178,254						
178,735						
179,216						
179,697						
180,178						
180,659						
181,140					</	

**TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION FOR CORRECTIONAL SERVICE ACT APPOINTEES
(CENTRE BASED CORRECTIONAL OFFICIALS) - JULY 2009**

1 July 2008 salaries		Translation measures for Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees	
Post/Rank:	CORRECTIONAL OFFICER		
Salary Level:	3	CBA	
Salary Scale:	54,879 x Prog -63,171	64,452 x Prog -91,899	
Translation:	Notch	Notch	
	54,879	64,452	
	55,434	66,387	
	55,986	66,387	
	56,550	66,387	
	57,111	68,379	
	57,684	68,379	
	58,263	68,379	
	58,845	70,431	
	59,438	70,431	
	60,024	70,431	
	60,627	72,543	
	61,239	72,543	
	61,845	72,543	
	62,466	74,718	
	63,087	74,718	
	63,717	74,718	
Post/Rank:	CORRECTIONAL OFFICER		
Salary Level:	4	CBA	
Salary Scale:	64,410x Prog -74,772	64,452 x Prog -91,899	
Translation:	Notch	Notch	
	64,410	76,959	
	65,055	76,959	
	65,703	79,269	
	66,360	79,269	
	67,026	79,269	
	67,692	81,648	
	68,373	81,648	
	69,051	81,648	
	69,744	84,099	
	70,446	84,099	
	71,148	84,099	
	71,856	86,622	
	72,576	86,622	
	73,302	86,622	
	74,034	89,223	
	74,772	89,223	

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**TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION FOR CORRECTIONAL SERVICE ACT APPOINTEES
(CENTRE BASED CORRECTIONAL OFFICIALS) - JULY 2009**

1 July 2008 salaries		Translation measures for Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees			
Post/Rank:	CASE OFFICER / RE-INTEGRATION / SECURITY OFFICER				
Salary Level:	5	CB1-1	CB1-2	CB1-3	
Salary Scale:	54,879 x Prog -63,171	72,543 x Prog -81,648	89,223 x Prog -100,419	109,731 x Prog -170,964	
Translation:	Notch	Notch	Notch	Notch	
	76,194		91,899		
	76,959		91,899		
	77,727		91,899		
	78,504		94,656		
	79,287		94,656		
	80,076		94,656		
	80,880		97,494		
	81,687		97,494		
	82,506		97,494		
	83,331		100,419		
	84,165		100,419		
	85,008		100,419		
	85,860				109,731
	86,718				109,731
	87,582				109,731
	88,464		109,731		
	89,346		109,731		
Post/Rank:	CASE OFFICER / RE-INTEGRATION / SECURITY OFFICER				
Salary Level:	6	CB1-1	CB1-2	CB1-3	
Salary Scale:	94,326 x Prog -109,515	72,543 x Prog -81,648	89,223 x Prog -100,419	109,731 x Prog -170,964	
Translation:	Notch	Notch	Notch	Notch	
	94,326			113,022	
	95,277			113,022	
	96,225			113,022	
	97,197			116,415	
	98,160			116,415	
	99,144			116,415	
	100,134			119,907	
	101,130			119,907	
	102,147			119,907	
	103,170			123,504	
	104,199			123,504	
	105,237			123,504	
	106,296			127,212	
	107,355			127,212	
	108,429			127,212	
	109,515		131,028		

**TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION FOR CORRECTIONAL SERVICE ACT APPOINTEES
(CENTRE BASED CORRECTIONAL OFFICIALS) - JULY 2009**

1 July 2008 salaries		Translation measures for Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees		
Post/Rank:	CASE OFFICER / RE-INTEGRATION / SECURITY OFFICER			
Salary Level:	7	CB1-1	CB1-2	CB1-3
Salary Scale:	117,501 x Prog -137,976	72,543 x Prog -81,648	89,223 x Prog -100,419	109,731 x Prog -170,984
Translation:	Notch	Notch	Notch	Notch
	117,501			139,011
	118,674			143,181
	119,865			143,181
	121,059			143,181
	122,271			147,477
	123,489			147,477
	124,728			147,477
	125,973			151,902
	127,233			151,902
	128,505			151,902
	129,789			156,459
	131,091			156,459
	132,399			156,459
	133,725			161,154
	135,066			161,154
	136,419			161,154
	137,976			165,987
	SECURITY MANAGER, RE-INTEGRATION MANAGER, UNIT MANAGER, HEAD OF CORRECTIONAL CENTRE IN A SMALL INSTITUTION			
Post/Rank:				
Salary Level:	8	CB4		
Salary Scale:	145,920 x Prog - 169,410	176,094 x Prog -308,790		
Translation:	Notch	Notch		
	145,920	176,094		
	147,384	176,094		
	148,863	176,094		
	150,345	176,094		
	151,854	181,377		
	153,366	181,377		
	154,899	181,377		
	156,447	186,816		
	158,016	186,816		
	159,591	186,816		
	161,184	186,816		
	162,795	192,423		
	164,427	192,423		
	166,071	192,423		
	167,733	198,195		
	169,410	198,195		

**TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION FOR CORRECTIONAL SERVICE ACT APPOINTEES
(CENTRE BASED CORRECTIONAL OFFICIALS) - JULY 2009**

1 July 2008 salaries		Translation measures for Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees	
Post/Rank:	CENTRE COORDINATOR AND HEAD OF CORRECTIONAL CENTRE IN A MEDIUM INSTITUTION		
Salary Level:	9	CB 5	
Salary Scale:	174,243 x Prog - 210,489	210,267 x Prog -347,544	
Translation:	Notch	Notch	
	174,243	210,267	
	175,977	210,267	
	177,741	210,267	
	179,520	210,267	
	181,317	210,267	
	183,132	210,267	
	184,959	210,267	
	186,810	216,573	
	188,676	216,573	
	190,557	216,573	
	192,468	223,071	
	194,391	223,071	
	196,338	223,071	
	198,300	229,764	
	200,283	229,764	
	202,287	229,764	
	204,090	229,764	
	210,489	236,655	
Post/Rank:	CENTRE COORDINATOR AND HEAD OF CORRECTIONAL CENTRE IN A MEDIUM INSTITUTION		
Salary Level:	10	CB5	
Salary Scale:	174,243 x Prog - 210,489	210,267 x Prog -347,544	
Translation:	Notch	Notch	
	217,482	243,756	
	219,651	251,070	
	221,850	251,070	
	224,073	251,070	
	226,308	258,603	
	228,576	258,603	
	230,862	258,603	
	233,163	258,603	
	235,497	266,361	
	237,855	266,361	
	240,231	266,361	
	242,637	274,353	
	245,061	274,353	
	247,512	274,353	
	249,984	282,585	
	252,483	282,585	

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**TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION FOR CORRECTIONAL SERVICE ACT APPOINTEES
(CENTRE BASED CORRECTIONAL OFFICIALS) - JULY 2009**

1 July 2008 salaries		Translation measures for Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees	
Post/Rank:	CENTRE COORDINATOR AND HEAD OF CORRECTIONAL CENTRE IN A LARGE INSTITUTION		
Salary Level:	11	CB6	
Salary Scale:	346,590 x Prog - 400,584	399,726 x Prog - 553,311	
Translation:	Package	Notch	
	346,590	399,726	
	350,013	399,726	
	353,478	399,726	
	356,976	399,726	
	360,507	399,726	
	364,077	399,726	
	367,677	399,726	
	371,319	399,726	
	374,994	411,720	
	378,699	411,720	
	382,449	411,720	
	386,238	411,720	
	390,057	424,071	
	393,918	424,071	
	397,818	424,071	
	400,584	436,794	
Post/Rank:	CENTRE COORDINATOR AND HEAD OF CORRECTIONAL CENTRE IN A LARGE INSTITUTION		
Salary Level:	12	CB6	
Salary Scale:	410,805 x Prog - 476,307	399,726 x Prog - 553,311	
Translation:	Package	Notch	
	410,805	449,898	
	414,870	449,898	
	418,980	449,898	
	423,132	463,392	
	427,323	463,392	
	431,562	463,392	
	435,840	477,294	
	440,160	477,294	
	444,519	477,294	
	448,923	491,613	
	453,378	491,613	
	457,869	491,613	
	462,408	506,358	
	466,995	506,358	
	471,627	506,358	
	476,307	521,550	

**TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION FOR CORRECTIONAL SERVICE ACT APPOINTEES
(CENTRE BASED CORRECTIONAL OFFICIALS) - JULY 2009**

1 July 2008 salaries		Translation measures for Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees	
Post/Rank:	SPECIALISED CASE OFFICER / SPECIALISED RE-INTEGRATION OFFICER / SPECIALISED SECURITY OFFICER / SENIOR SECURITY OFFICER (TEAM LEADER)		
Salary Level:	6	CB2-1	CB2-2
Salary Scale:	94,326 x Prog -109,515	109,731 x Prog -123,504	134,961 x Prog -192,423
Translation:	Notch	Notch	Notch
	94,326	113,022	
	95,277	113,022	
	96,225	113,022	
	97,197	116,415	
	98,160	116,415	
	99,144	116,415	
	100,134	119,907	
	101,130	119,907	
	102,147	119,907	
	103,170	123,504	
	104,199	123,504	
	105,237	123,504	
	106,296		134,961
	107,355		134,961
	108,429		134,961
	109,515		134,961
Post/Rank:	SPECIALISED CASE OFFICER / SPECIALISED RE-INTEGRATION OFFICER / SPECIALISED SECURITY OFFICER / SENIOR SECURITY OFFICER (TEAM LEADER)		
Salary Level:	7	CB2-1	CB2-2
Salary Scale:	117,501 x Prog -137,976	109,731 x Prog -123,504	134,961 x Prog -192,423
Translation:	Notch	Notch	Notch
	117,501		139,011
	118,674		143,181
	119,865		143,181
	121,059		143,181
	122,271		147,477
	123,489		147,477
	124,728		147,477
	125,973		151,902
	127,233		151,902
	128,505		151,902
	129,769		156,459
	131,091		156,459
	132,399		156,459
	133,725		161,154
	135,066		161,154
	136,419		161,154
	137,976		165,987

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TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION FOR CORRECTIONAL SERVICE ACT APPOINTEES
(CENTRE BASED CORRECTIONAL OFFICIALS) - JULY 2009

1 July 2008 salaries		Translation measures for Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees	
Post/Rank:	SENIOR RE-INTEGRATION OFFICER/ CASE MANAGEMENT SUPERVISOR		
	8	CB3 1	CB3 2
Salary Scale:	145,920 x Prog - 169,410	143,181 x Prog -161,154	176094 x Prog -236655
Translation:	Notch	Notch	Notch
	145,920		176,094
	147,384		176,094
	148,863		176,094
	150,345		176,094
	151,854		181,377
	153,366		181,377
	154,899		181,377
	156,447		186,816
	158,016		186,816
	159,591		186,816
	161,184		186,816
	162,795		192,423
	164,427		192,423
	166,071		192,423
	167,733		198,195
	169,410		198,195

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TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION CORRECTIONAL SERVICE ACT APPOINTEES (NON CENTRE BASED CORRECTIONAL OFFICIALS) - 1 JULY 2009

1 July 2008 salaries		Translation measures for Non -Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees	
Post/Rank:	AUXILLIARY SUPPORT		
Salary Level:	3	NCB-AUX	
Salary Scale:	54,879 x Prog -63,171	42612 x Prog - 79269	
Translation:	Notch	Notch	
	54,879	57,267	
	55,434	58,986	
	55,986	58,986	
	56,550	58,986	
	57,111	60,753	
	57,684	60,753	
	58,263	60,753	
	58,845	62,577	
	59,436	62,577	
	60,024	62,577	
	60,627	64,452	
	61,239	64,452	
	61,845	64,452	
	62,466	66,387	
	63,087	66,387	
	63,717	66,387	
Post/Rank:	AUXILLIARY SUPPORT		
Salary Level:	4	NCB-AUX	
Salary Scale:	54,879 x Prog -63,171	42612 x Prog - 79269	
Translation:	Notch	Notch	
	64,410	68,379	
	65,055	68,379	
	65,703	68,379	
	66,360	70,431	
	67,026	70,431	
	67,692	70,431	
	68,373	72,543	
	69,051	72,543	
	69,744	72,543	
	70,446	74,718	
	71,148	74,718	
	71,856	74,718	
	72,576	76,959	
	73,302	76,959	
	74,034	76,959	
	74,772	79,269	


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TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION CORRECTIONAL SERVICE ACT APPOINTEES (NON CENTRE BASED CORRECTIONAL OFFICIALS) - 1 JULY 2009

1 July 2008 salaries		Translation measures for Non -Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees			
Post/Rank:	ENTRY LEVEL PRODUCTION				
Salary Level:	5	NCB - EP 1	NCB - EP 2	NCB - EP 3	
Salary Scale:	54,879 x Prog -63,171	64452 x Prog - 72543	79269 x Prog - 89223	97494 x Prog - 147477	
Translation:	Notch	Notch	Notch	Notch	
	76,194		79,269		
	76,959		81,648		
	77,727		81,648		
	78,504		81,648		
	79,287		84,099		
	80,076		84,099		
	80,880		84,099		
	81,687		86,622		
	82,506		86,622		
	83,331		86,622		
	84,165		89,223		
	85,008		89,223		
	85,860		89,223		
	86,718				97,494
	87,582				97,494
	88,464				97,494
	89,346		97,494		
Post/Rank:	ENTRY LEVEL PRODUCTION				
Salary Level:	6	NCB - EP 1	NCB - EP 2	NCB - EP 3	
Salary Scale:	94,326 x Prog -109,515	64452 x Prog - 72543	79269 x Prog - 89223	97494 x Prog - 147477	
Translation:	Notch	Notch	Notch	Notch	
	94,326			100,419	
	95,277			100,419	
	96,225			100,419	
	97,197			103,434	
	98,160			103,434	
	99,144			103,434	
	100,134			106,536	
	101,130			106,536	
	102,147			106,536	
	103,170			109,731	
	104,199			109,731	
	105,237			109,731	
	106,296			113,022	
	107,355			113,022	
	108,429			113,022	
	109,515			116,415	

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TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION CORRECTIONAL SERVICE ACT APPOINTEES (NON CENTRE BASED CORRECTIONAL OFFICIALS) - 1 JULY 2009

1 July 2008 salaries		Translation measures for Non -Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees		
Post/Rank:	ENTRY LEVEL PRODUCTION			
Salary Level:	7	NCB - EP 1	NCB - EP 2	NCB - EP 3
Salary Scale:	117,501 x Prog - 137,976	64452 x Prog - 72543	79269 x Prog - 89223	97494 x Prog - 147477
Translation:	Notch	Notch	Notch	Notch
	117,501			123,504
	118,674			123,504
	119,865			127,212
	121,059			127,212
	122,271			127,212
	123,489			131,028
	124,728			131,028
	125,973			131,028
	127,233			134,961
	128,505			134,961
	129,789			134,961
	131,091			139,011
	132,399			139,011
	133,725			139,011
	135,066			143,181
	136,419			143,181
	137,976			143,181
Post/Rank:	SUPERVISION			
	8	NCB-SUP1		
Salary Scale:	145,920 x Prog - 169,410	151902 x Prog - 210267		
Translation:	Notch	Notch		
	145,920	151,902		
	147,384	156,459		
	148,863	156,459		
	150,345	156,459		
	151,854	161,154		
	153,366	161,154		
	154,899	161,154		
	156,447	165,987		
	158,016	165,987		
	159,591	165,987		
	161,184	170,964		
	162,795	170,964		
	164,427	170,964		
	166,071	176,094		
	167,733	176,094		
	169,410	176,094		

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TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION CORRECTIONAL SERVICE ACT APPOINTEES (NON CENTRE BASED CORRECTIONAL OFFICIALS) - 1 JULY 2009

1 July 2008 salaries		Translation measures for Non -Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees
Post/Rank:	JUNIOR MANAGEMENT	
	9	NCB - JM
Salary Scale:	174,243 x Prog - 210,489	181,377 x Prog - 274,353
Translation:	Notch	Notch
	174,243	181,377
	175,977	186,816
	177,741	186,816
	179,520	186,816
	181,317	192,423
	183,132	192,423
	184,959	192,423
	186,810	198,195
	188,676	198,195
	190,557	198,195
	192,468	204,141
	194,391	204,141
	196,338	204,141
	198,300	210,267
	200,283	210,267
	202,287	210,267
	204,090	216,573
	210,489	223,071
Post/Rank:	JUNIOR MANAGEMENT	
Salary Level:	10	NCB - JM
Salary Scale:	217,482 x Prog - 252,483	181,377 x Prog - 274,353
Translation:	Notch	Notch
	217,482	229,764
	219,651	229,764
	221,850	229,764
	224,073	236,655
	226,308	236,655
	228,576	236,655
	230,862	243,756
	233,163	243,756
	235,497	243,756
	237,855	251,070
	240,231	251,070
	242,637	258,603
	245,061	258,603
	247,512	258,603
	249,984	266,361
	252,483	266,361

TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION CORRECTIONAL SERVICE ACT APPOINTEES (NON CENTRE BASED CORRECTIONAL OFFICIALS) - 1 JULY 2009

1 July 2008 salaries		Translation measures for Non -Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees	
Post/Rank:	MIDDLE MANAGEMENT		
Salary Level:	11	NCB-MM	
Salary Scale:	346,590 x Prog - 400,584	355149 x Prog - 506358	
Translation:	Package	Package	
	346,590	365,805	
	350,013	365,805	
	353,478	376,782	
	356,976	376,782	
	360,507	376,782	
	364,077	388,086	
	367,677	388,086	
	371,319	388,086	
	374,994	399,726	
	378,699	399,726	
	382,449	399,726	
	386,238	411,720	
	390,057	411,720	
	393,918	411,720	
	397,818	424,071	
	400,584	424,071	
Post/Rank:	MIDDLE MANAGEMENT		
Salary Scale:	12	NCB-MM	
Translation:	410,805 x Prog - 476,307	355149 x Prog - 506358	
	Package	Package	
	410,805	436,794	
	414,870	436,794	
	418,980	449,898	
	423,132	449,898	
	427,323	449,898	
	431,562	463,392	
	435,840	463,392	
	440,160	463,392	
	444,519	477,294	
	448,923	477,294	
	453,378	477,294	
	457,869	491,613	
	462,408	491,613	
	466,995	491,613	
	471,627	506,358	
	476,307	506,358	

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