RESOLUTION NO 5 OF 2009

AGREEMENT ON THE IMPLEMENTATION OF AN OCCUPATION SPECIFIC DISPENSATION FOR ENGINEERING TECHNICIANS, SURVEY TECHNICIANS, ARCHITECTURAL TECHNICIANS, DRAUGHTSPERSONS, GIS TECHNICIANS AND SCIENTIFIC TECHNICIANS

1. **PURPOSE**

This agreement gives effect to clause 4.14.3.3 of the PSCBC Resolution 1 of 2007 in providing an Occupation Specific Dispensation (OSD) for Engineering Technicians, Survey Technicians, Architectural Technicians, Draughtspersons, GIS Technicians and Scientific Technicians.

2. **OBJECTIVES**

2.1. To introduce an OSD for Engineering Technicians, Survey Technicians, Architectural Technicians, Draughtspersons, GIS Technicians and Scientific Technicians, which provide for-

2.1.1 a unique salary structure;

2.1.2 career-pathing opportunities based on competencies, experience, performance and scope of work;

2.1.3 adequate pay progression and accelerated pay progression;

2.1.4 grade progression and accelerated grade progression based on performance;

2.1.5 recognition of appropriate experience;

2.1.6 increased competencies;

2.1.7 the introduction of differentiated salary scales for different categories of Engineering Technicians, Survey Technicians, Architectural Technicians, Draughtspersons, GIS Technicians and Scientific Technicians; and

2.1.8 a change in the pensionable composition of the total cost to employer which will now be a 70/30 split.

3. **SCOPE**

3.1 This agreement binds –

3.1.1 the Employer;

All correspondence must be addressed to the General Secretary

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PO Box 16663, Lyttelton, 0140

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3.1.2 the employees of the employer who are members of trade union parties to this agreement;

3.1.3 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.

3.1.4 Employees who fall within the following occupational categories, and are required to be registered with an appropriate professional council:

3.1.4.1 Engineering Technician

3.1.4.2 Survey Technician

3.1.4.3 Architectural Technician/Draughtsperson

3.1.4.4 GIS Technician

3.1.4.5 Scientific Technician

3.2 The agreement is not applicable to employees covered by other occupation specific dispensations and Clause 5 referred to in PSCBC Resolution 1 of 2007.

4. PARTIES TO COUNCIL AGREE TO THE FOLLOWING:

4.1. The occupation specific dispensation of Engineering Technicians, Survey Technicians, Architectural Technicians, Draughtspersons, GIS Technicians and Scientific Technicians shall provide for the following:

4.1.1. Unique Remuneration Structures

The introduction of unique remuneration structures per occupation with 1.5% increments between notches as indicated in Annexure A to this agreement.

4.1.2 Differentiated Dispensation

Differentiated salary structures for Engineering Technicians, Survey Technicians, Architectural Technicians, Draughtspersons, GIS Technicians and Scientific Technicians are attached as Annexure A1 (year 1), A2 (year 2) and A3 as summarized here under:

4.1.3 Different Career Streams

No	WORK STREAM	OSD BAND	OCCUPATIONAL GROUPS INCLUDED
TECHNICIAN			
1	**Candidate Technicians**	As per the contract	Trainees in the following fields: • Engineering; • Architectural (Draughtsperson); • Survey (Surveyor); • Scientific; and • GISc
2	**Technicians**	Production Grades A, B and C	Technicians in the following fields: • Engineering; • Architectural (Draughtsperson); • Survey (Surveyor); • Scientific; and • GISc
3	**Control Technicians**	Supervisory/ management Grades A and B	Control Technicians in the following fields: • Engineering; • Architectural (Draughtsperson); • Survey (Surveyor); • Scientific; and • GISc

5. APPOINTMENT REQUIREMENTS

5.1. Appointments will be subject to:

5.1.1. An employee meeting the appointment requirements, inclusive of but not limited to, possessing the relevant qualification (s), prescribed years of experience, registration with an appropriate professional council;

5.1.2. Availability of posts; and

5.1.3. After appointment the employee must perform the functions of the new post (job).

6. PAY PROGRESSION

6.1. The relevant qualifying periods and criteria for pay progression are prescribed for each stream and post.

6.2. Annual pay progression opportunities of 1.5% 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.

6.3. Accelerated pay progression will be introduced for the top performers on the grade B of the supervisory streams.

6.4. A maximum of 20% of employees on these grades may be awarded 2 notches for good performance and 10% may be awarded 3 notches for excellent performance per year.

6.5. Annual pay progression shall be awarded to these employees with effect from 1 July of the year in which the employee has complied with the prescribed requirements for such pay progression.

6.6. The 1st annual pay progression cycle for these employees, in terms of this OSD, shall commence on 1 April 2010 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.

7. IMPROVEMENT IN CAREER PATHS

7.1. Career paths are improved through the introduction of a set of salary grades attached to the posts in identified categories.

7.2. The salary grades provide for longer career progression opportunities, as part of the defined career path, in order to recruit and attract these professionals.

7.3. OSD provides for career paths that facilitate progression through appointment to higher posts subject to the requirements and conditions for such progression being met.

8. **GRADE PROGRESSION: PRODUCTION LEVEL**

8.1. The production stream allows for a single post to be linked to more than one salary grade (scale) to facilitate grade progression.

8.2. Progression to the next salary grade attached to the production post is subject to the employee meeting the progression requirements for the higher grades.

8.3. The OSD provides for differentiated periods for grade progression, based on performance at production level, to enable employees, **who have distinguished themselves from their peers in terms of performance,** to progress faster to higher salary grades on the relevant production level.

8.4. For employees on the Technicians work streams, top performers may grade progress after 3 years and average performers may grade progress after 6 years. Only 20% of top performers may grade progress in any given year.

8.5. The 1st grade progression cycle for these employees in terms of this OSD shall commence on 1 April 2010 and shall run until 31 March 2013; therefore the awarding of the first grade progression in terms of this OSD shall be 1 July 2013.

9. **GRADE PROGRESSION: IDENTIFIED SUPERVISORY AND MANAGEMENT LEVELS**

9.1. Progression to the next salary grade attached to the supervisory and management posts is subject to the employee meeting the progression requirements for the relevant higher grades.

9.2. The OSD provides for differentiated periods for grade progression, based on performance at supervisory and management levels, to enable employees, **who have distinguished themselves from their peers in terms of performance,** to progress faster to higher salary grades on the relevant supervisory and management levels.

9.3. For all the supervisory and management streams, top performers may grade progress after 5 years and average performers may grade progress after 10 years. Only 20% of top performers may grade progress in any given year.

9.4. The 1st grade progression cycle for these employees in terms of this OSD shall commence on 1 April 2010 and shall run until 31 March 2015; therefore the awarding of the first grade progression in terms of this OSD shall be 1 July 2015.

10. **RECOGNITION OF RELEVANT EXPERIENCE ON APPOINTMENT FROM OUTSIDE THE PUBLIC SERVICE**

To enhance the recruitment of these professionals, the employer will introduce a basis for salary recognition for relevant experience on appointment from outside the Public Service in production posts and identified grades in supervisory posts.

11. **RECOGNITION OF RELEVANT EXPERIENCE OF SERVING EMPLOYEES ON TRANSLATION TO THE OSD**

11.1. The recognition of relevant experience of employees will be implemented with effect from 1 July 2010 for employees who are in service as at 30 June 2010.

11.2. The recognition of relevant experience shall be based on 1 notch for every 2 full years of continuous service achieved after full registration with a professional council (after successful completion of the candidate programme), calculated from the first notch of the relevant production salary notch. Experience not reflected on the existing personnel record will be based on verified proof of such experience.

11.3. Employees must submit to the employer proof of such relevant experience by no later than 31 March 2010. Any submission received after this date will not be considered.

11.4. The verification of experience will be undertaken by the Employer.

11.5. Notch movement based on the recognition of experience shall be limited to the maximum notch of the relevant production grade.

12. **SALARY ALLOCATION UPON APPOINTMENT TO A HIGHER POST**

Employees who are appointed to a higher post shall be placed at the minimum of the commencing notch of that higher post, or shall gain two (2) notches on such appointment if their current notch is equal to or higher than the minimum notch of the higher post.

13. **TRANSLATION MEASURES**

13.1. Employees will translate to appropriate posts and salary grades in accordance with the posts that they occupy at the time of translation.

13.2. Measures to facilitate translation from the existing dispensation to appropriate salary scales attached to the OSD based on the following principles:

13.2.1. No person will receive a salary (notch or package) that is less than what he/she received on 30 June 2009, i.e. prior to the implementation of the OSD.

13.2.2. Translation will be done in three phases, namely:

(i) **1st Phase**

Minimum translation from the current post as at 30 June 2009, to the appropriate post and salary grade, as contained in Annexure A1.

(ii) **2nd Phase**

Minimum translation from the current post as at 30 June 2010, to the appropriate post and salary grade, as contained in Annexure A2

(iii) **3rd Phase**

Re-calculation of relevant experience obtained by an employee who occupies a post on production level after obtaining the relevant qualification and complying with the relevant registration requirement, as at 30 June 2011. The experience will be calculated and implemented with effect from 1 July 2011.

13.2.3. For employees on the Technicians work streams who are permanently appointed and have been performing the duties of the post satisfactorily as at 30 June 2009, but are not registered with the relevant Council upon the implementation of the OSD will as a once-off provision translate to the OSD in terms of phases 1 and 2 translation measures.

13.2.4. These employees shall be allowed to progress by means of grade progression to the higher grades attached to the specific post without first having obtained the relevant qualification. However, upon applying for a higher post, or upon horizontal movement within the OSD, the employee does not retain this once-off special translation measure and must first obtain the required qualification, as determined by this OSD and prescribed by the relevant Council/trade.

13.2.5. Employees who are translated to total cost packages, shall have their benefits protected (employees shall not be worse off).

14. PERFORMANCE MANAGEMENT SYSTEM

The performance management system for this OSD shall be based on the existing departmental performance management and development system.

15. IMPLEMENTATION

15.1. The provisions of this agreement shall take effect as follows:

15.1.1. First year minimum translation with effect from 1 July 2009 (Phase 1).

15.1.2. Second year minimum translation with effect from 1 July 2010 (Phase 2).

15.1.3. Recognition of experience with effect from 1 July 2011 (Phase 3).

16. STRUCTURING OF SALARY PACKAGES

16.1. The pensionable income of the cost-to-employer salary package where applicable for all the categories covered by this agreement constitutes 70% of the basic salary.

16.2. The measures for the structuring of salary packages will be similar to those of the Middle and Senior Management Services.

17. **INTERPRETATION AND APPLICATION**

17.1. In the event of any conflict between the provisions of this agreement and any other agreement of the Council pertaining to the substance of this agreement, the provisions of this agreement shall take precedence.

17.2. No amendments to this Agreement shall be of force or effect unless reduced to writing and agreed upon by the parties to the Council as a Resolution of the Council.

18. **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.

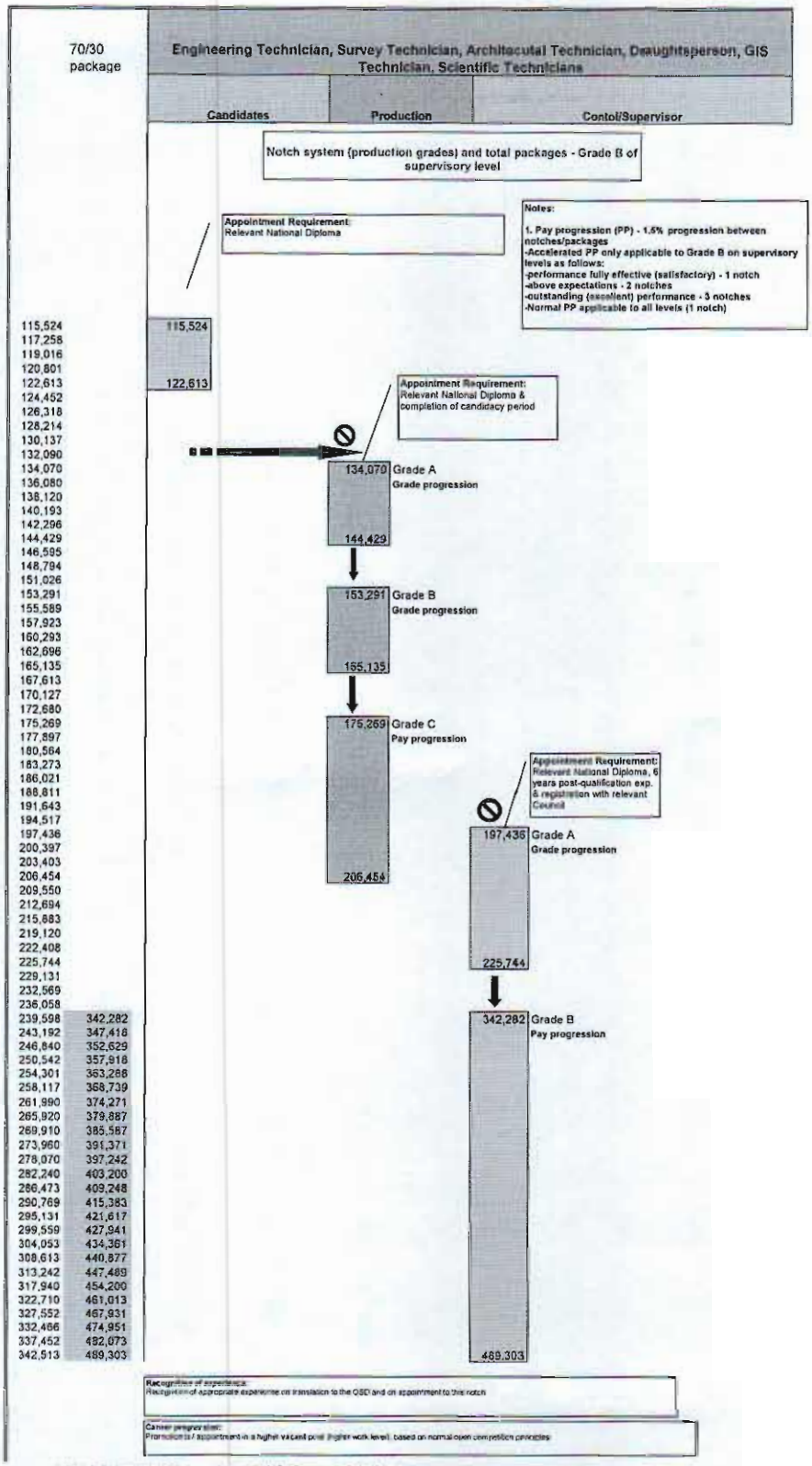
This was done at CENTURION **on this the** 12TH **day of** AUGUST **2009**

ON BEHALF OF THE EMPLOYER

	Name	Signature
State as employer	M. Ntshikila	

ON BEHALF OF TRADE UNION PARTIES

TRADE UNION	NAME	SIGNATURE
NEHAWU	CLEMENT MAREELE	
POPCRU	UNATHI KA THELETU	
PSA		



1 Periods for accelerated GP: At the earliest after 3 years with 3 significantly above expectations performance (production)
At the earliest after 5 years with 5 significantly above expectations performance (supervisory)

Periods for GP: At the earliest after 6 years with 6 satisfactory annual assessments (performance fully effective) (production)
At the earliest after 10 years with 10 satisfactory annual assessments (performance fully effective) (Supervisory)

2 Recognition of exp: Translation to dispensation - 1 notch for every full 2 years of service/appropriate production experience as on 30 June 2009, limited to following: in production posts/grades to the salary notch of R206,454

3 Appointment from outside the Public Service limited to above limits, 1 notch for every full 2 years of appropriate production experience

4 No recognition of experience for employees on supervisory/management/specialist levels, irrespective of whether it's translation or appointment

5 "Standardised" PMDS needed to facilitate grade progression based on "higher levels of performance" (based on the EPMDS approved April 2007)

6 Appointments can be done in production levels up to the third grade on compliance with the prescribed experience.
In other post levels appointments can only be done on the first grade of the post on the basis of the prescribed experience.

OSD: Engineering, Survey (Surveyor), Architectural, QS, Scientic and GISc Technicians.

Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians career path

Part A Translation of Candidate Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians.

	30 June 2009	1 July 2009: Revised dispensation (OSD)
1	**Post/rank:**	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians in training	Candidates
	Salary	5	
	Salary scale	76,194 X Prog - 89,346	115524 X Prog - 122613
	Translation	**Notch**	**Notch**
		76,194	115,524
		76,959	115,524
		77,727	115,524
		78,504	115,524
		79,287	115,524
		80,076	115,524
		80,880	115,524
		81,687	115,524
		82,506	115,524
		83,331	115,524
		84,165	115,524
		85,008	115,524
		85,860	115,524
		86,718	115,524
		87,582	115,524
		88,464	115,524
		89,346	115,524
2	**Post/rank:**	Technicians in training	Candidates
	Salary level:	6	
	Salary scale	94,326 X Prog - 109,515	115524 X Prog - 122613
	Translation	**Notch**	**Notch**
		94,326	115,524
		95,277	115,524
		96,225	115,524
		97,197	115,524
		98,160	115,524
		99,144	115,524
		100,134	115,524
		101,130	115,524
		102,147	115,524
		103,170	115,524
		104,199	115,524
		105,237	115,524
		106,296	115,524
		107,355	115,524
		108,429	115,524
		109,515	115,524

Part B Translation of Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians on production

30-Jun-09	1 July 2009: Revised dispensation (OSD)

1

Post/rank:	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians (Production) Grade A	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians (Production) Grade B	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians (Production) Grade C
Salary level:	6			
Salary scale (Rpa):	94,326 X Prog - 109,515	134070 X Prog - 144429	153291 X Prog - 165135	175269 X Prog - 206454
Translation:	Notch	Notch	Notch	Notch
	94,326	134,070	-----	-----
	95,277	134,070	-----	-----
	96,225	134,070	-----	-----
	97,197	134,070	-----	-----
	98,160	134,070	-----	-----
	99,144	134,070	-----	-----
	100,134	134,070	-----	-----
	101,130	134,070	-----	-----
	102,147	134,070	-----	-----
	103,170	134,070	-----	-----
	104,199	134,070	-----	-----
	105,237	134,070	-----	-----
	106,296	134,070	-----	-----
	107,355	134,070	-----	-----
	108,429	134,070	-----	-----
	109,515	134,070	-----	-----

2

Post/rank:	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians (Production) Grade A	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians (Production) Grade B	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians (Production) Grade C
Salary level:	7			
Salary scale (Rpa):	117501 X Prog - 136,419	134070 X Prog - 144429	153291 X Prog - 165135	175269 X Prog - 206454
Translation:	Notch	Notch	Notch	Notch
	117,501	134,070	-----	-----
	118,674	134,070	-----	-----
	119,865	134,070	-----	-----
	121,059	134,070	-----	-----
	122,271	134,070	-----	-----
	123,489	134,070	-----	-----
	124,728	134,070	-----	-----
	125,973	134,070	-----	-----
	127,233	134,070	-----	-----
	128,505	134,070	-----	-----
	129,789	134,070	-----	-----
	131,091	134,070	-----	-----
	132,399	134,070	-----	-----
	133,725	134,070	-----	-----
	135,066	136,080	-----	-----
	136,419	138,120	-----	-----
(P)	137,976	138,120	-----	-----

Post/rank:	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians (Production) Grade A	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians (Production) Grade B	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians (Production) Grade C
Salary level:	8			
Salary scale (Rpa):	145,920 X Prog - 169,410	134070 X Prog - 144429	153291 X Prog - 165135	175269 X Prog - 206454
Translation:	Notch	Notch	Notch	Notch
	145,920	-----	153,291	-----
	147,384	-----	153,291	-----
	148,863	-----	153,291	-----
	150,345	-----	153,291	-----
	151,854	-----	153,291	-----
	153,366	-----	155,589	-----
	154,899	-----	155,589	-----
	156,447	-----	157,923	-----
	158,016	-----	160,293	-----
	159,591	-----	160,293	-----
	161,184	-----	162,696	-----
	162,795	-----	165,135	-----
	164,427	-----	165,135	-----
	166,071	-----		175,269
	167,733	-----		175,269
	169,410	-----		175,269

OSD: Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians

Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians career path

Part C

	30-Jun-09	1 July 2009: Revised dispensation (OSD)	
1 Post/rank:	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians Grade A	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians Grade B
Salary level:	8		
Salary scale (Rpa):	145,920 X Prog - 169,410	197436 X Prog - 225,744	342,282 X Prog - 489,303
Translation:	145,920	197,436	-----
	147,384	197,436	-----
	148,863	197,436	-----
	150,345	197,436	-----
	151,854	197,436	-----
	153,366	197,436	-----
	154,899	197,436	-----
	156,447	197,436	-----
	158,016	197,436	-----
	159,591	197,436	-----
	161,184	197,436	-----
	162,795	197,436	-----
	164,427	197,436	-----
	166,071	197,436	-----
	167,733	197,436	-----
	169,410	197,436	-----
2 Post/rank:	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians Grade A	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians Grade B
Salary level:	9		
Salary scale (Rpa):	174,243 X Prog - 202,287	197436 X Prog - 225,744	342,282 X Prog - 489,303
Translation:	174,243	197,436	-----
	175,977	197,436	-----
	177,741	197,436	-----
	179,520	197,436	-----
	181,317	197,436	-----
	183,132	197,436	-----
	184,959	197,436	-----
	186,810	197,436	-----
	188,676	197,436	-----
	190,557	197,436	-----
	192,468	197,436	-----
	194,391	197,436	-----
	196,338	197,436	-----
	198,300	200,397	-----
	200,283	200,397	-----
	202,287	203,403	-----
(P)	204,090	206,454	-----
(P)	210,489	212,694	-----

3 Post/rank:	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians Grade A	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians Grade B
Salary level:	10		
Salary scale (Rpa):	217,482 X Prog - 252,483	197436 X Prog - 225,744	342,282 X Prog - 489,303
Translation:	217,482	219,120	-----
	219,651	222,408	-----
	221,850	222,408	-----
	224,073	225,744	
	226,308	-----	342,282
	228,576	-----	342,282
	230,862	-----	342,282
	233,163	-----	342,282
	235,497	-----	342,282
	237,855	-----	342,282
	240,231	-----	347,418
	242,637	-----	347,418
	245,061	-----	352,629
	247,512	-----	357,918
	249,984	-----	357,918
	252,483	-----	363,288

OSD: Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians

Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians career path

Part C

	30-Jun-09	1 July 2009: Revised dispensation (OSD)	
Post/rank:	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians Grade A	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians Grade B
4 Salary level:	11		
Salary scale (Rpa):	344,052 X Prog - 398,805	197436 X Prog - 225744	342282 X Prog - 489303
Translation:	344,052	----	368,739
	347,454	----	374,271
	350,886	----	379,887
	354,357	----	379,887
	357,864	----	385,587
	361,404	----	391,371
	364,977	----	391,371
	368,589	----	397,242
	372,237	----	403,200
	375,921	----	403,200
	379,638	----	409,248
	383,394	----	415,383
	387,192	----	415,383
	391,026	----	421,617
	394,896	----	427,941
	398,805	----	427,941
Post/rank:	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians Grade A	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians Grade B
5 Salary level:	12		
Salary scale (Rpa):	407,745 X Prog - 472,758	197436 X Prog - 225744	342282 X Prog - 489303
Translation:	407,745	----	447,489
	411,783	----	447,489
	415,863	----	454,200
	419,985	----	461,013
	424,149	----	461,013
	428,349	----	467,931
	432,591	----	474,951
	436,881	----	474,951
	441,210	----	482,073
	445,581	----	489,303
	449,997	----	489,303
	454,461	----	(P) 496,647
	458,964	----	(P) 504,093
	463,512	----	(P) 504,093
	468,111	----	(P) 511,653
	472,758	----	(P) 519,330