

RESOLUTION NO 6 OF 2009

**AGREEMENT ON THE IMPLEMENTATION OF AN OCCUPATION SPECIFIC DISPENSATION FOR
ENGINEERING TECHNOLOGISTS, ARCHITECTURAL TECHNOLOGISTS, GIS TECHNOLOGISTS
AND QS TECHNOLOGISTS**

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 Technologists, Architectural Technologists, GIS Technologists and QS Technologists.

2. OBJECTIVES

- 2.1. To introduce an OSD for Engineering Technologists, Architectural Technologists, GIS Technologists and QS Technologists, 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 Engineering Technologists, Architectural Technologists, GIS Technologists and QS Technologists
 - 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;

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 Technologist

3.1.4.2 Architectural Technologist

3.1.4.3 GIS Technologist

3.1.4.4 QS Technologist

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 Technologists, Architectural Technologists, GIS Technologists and QS Technologists 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 Technologists, Architectural Technologists, GIS Technologists and QS Technologists are attached as Annexure A1 (year 1), A2 (year 2) and A3 as summarized here under:

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4.1.3 Different Career Streams

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

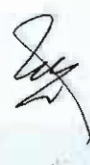
11.5. Notch movement based on the recognition of experience shall be limited to the maximum notch of the relevant production grade.

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 Technologists 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.

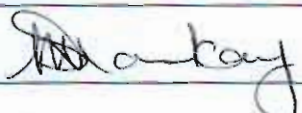
18. DISPUTE RESOLUTION

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.

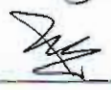


This was done at CENTURION on this the 12TH day of AUGUST 2009

ON BEHALF OF THE EMPLOYER

	Name	Signature
State as employer	M. Ntshukela	

ON BEHALF OF TRADE UNION PARTIES

TRADE UNION	NAME	SIGNATURE
NEHAWU	CLEMENT MARULE	
POPCRU	UNATHI ICA THELEZI	
PSA		

70/30
package

Engineering Technologist, Architectural Technologist, GIS Technologist, QS Technologist

Candidates

Production

Control/Supervisor

Notes:

- 1. Pay progression (PP) - 1.5% progression between notches/packages
- Accelerated PP only applicable to Grade B on supervisory levels, as follows
- performance fully effective (satisfactory) - 1 notch
- above expectations - 2 notches
- outstanding (excellent) performance - 3 notches
- Normal PP applicable to all levels (1 notch)

Notch system - production grades; and Total packages - supervisory grades

Appointment Requirement:
Relevant Btech qualification

136,080
138,120
140,193
142,296
144,429
146,595
148,794
151,026
153,291
155,589
157,923
160,293
162,696
165,135
167,613
170,127
172,680
175,269
177,897
180,564
183,273
186,021
188,811
191,643
194,517
197,436
200,397
203,403
206,454
209,550
212,694
215,883
219,120
222,408
225,744
229,131
232,569
236,058
239,598
243,192

Appointment Requirement:
Relevant Btech qualification & completion of
candidacy period

157,923 Grade A
Grade progression
170,127

180,564 Grade B
Grade progression
194,617

206,454 Grade C
Pay progression
243,192

Appointment Requirement:
Relevant Btech qualification or equivalent, 6 years
post-qualification exp. & registration with relevant
Council

332,241 Grade A
Grade progression
379,887

403,200 Grade B
Pay progression
602,709

Recognition of experience:
Recognition of appropriate experience on
translation to the OSD and on
appointment to the notch

Career progression:
Promotion to / appointment in a higher vacant
post (higher wage level), based on normal
open competition principles

- Periods for accel 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)
- Recognition of experience:
in production post Engineering Technologist and others within this group to the salary notch/package R 243,192
- Appointment from outside the Public Service limited to above limits, 1 notch for every full 2 years of appropriate production experience
- No recognition of experience for employees on supervisory/management/specialist levels, irrespective of whether it's translation or appointment
- "Standardised" PMDS needed to facilitate grade progression based on "higher levels of performance" (based on the EPMS approved April 2007)
- 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.

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Part A Translation of Candidate Engineering, Architectural, GISc and QS Technologists.

30 June 2009		1 July 2009: Revised dispensation (OSD)
1	Post/rank: Salary level: Salary scale (Rpa): Translation:	Engineering, Architectural, GISc and QS Technologists in training Candidates 6 94,326 X Prog - 109,515 Notch
		136,080 X Prog - 144,429 Notch
	94,326	136,080
	95,277	136,080
	96,225	136,080
	97,197	136,080
	98,160	136,080
	99,144	136,080
	100,134	136,080
	101,130	136,080
	102,147	136,080
	103,170	136,080
	104,199	136,080
	105,237	136,080
	106,296	136,080
	107,355	136,080
	108,429	136,080
	109,515	136,080
2	Post/rank: Salary level: Salary scale (Rpa): Translation:	Engineering, Architectural, GISc and QS Technologists in training Candidates 7 117501 X Prog - 136,419 Notch
		136,080 X Prog - 144,429 Notch
	117,501	136,080
	118,674	136,080
	119,865	136,080
	121,059	136,080
	122,271	136,080
	123,489	136,080
	124,728	136,080
	125,973	136,080
	127,233	136,080
	128,505	136,080
	129,789	136,080
	131,091	136,080
	132,399	136,080
	133,725	136,080
	135,066	136,080
	136,419	138,120
(p)	137,976	138,120

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Part B Translation of Engineering, Architectural, GISc and QS Technologists on production levels

30 June 2009		1 July 2009: Revised dispensation (OSD)		
Engineering, Architectural, GISc and QS Technologists	Engineering, Architectural, GISc and QS Technologists (Production) Grade A	Engineering, Architectural, GISc and QS Technologists (Production) Grade B	Engineering, Architectural, GISc and QS Technologists (Production) Grade C	
8				
145,920 X Prog - 169,410	157923 X Prog - 170127	180564 X Prog - R194517	206454 X Prog - 243192	
Notch	Notch	Notch	Notch	
145,920	157,923			
147,384	157,923			
148,863	157,923			
150,345	157,923			
151,854	157,923			
153,366	157,923			
154,899	157,923			
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	167,613			
167,733	170,127			
169,410	170,127			
Engineering, Architectural, GISc and QS Technologists	Engineering, Architectural, GISc and QS Technologists (Production) Grade A	Engineering, Architectural, GISc and QS Technologists (Production) Grade B	Engineering, Architectural, GISc and QS Technologists (Production) Grade C	
9				
174,243 X Prog - 210,489	157923 X Prog - 170127	180564 X Prog - R194517	206454 X Prog - 243192	
Notch	Notch	Notch	Notch	
174,243		180564		
175,977		180564		
177,741		180564		
179,520		180,564		
181,317		183,273		
183,132		183,273		
184,959		186,021		
186,810		188,811		
188,676		188,811		
190,557		191,643		
192,468		194,517		
194,391		194,517		
196,338			206,454	
198,300			206,454	
200,283			206,454	
202,287			206,454	
204,090			206,454	
210,489			212,694	

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Post/rank:	Engineering, Technology, GiSc and QS Technologists	QS Technologists (Production) Grade A	and QS Technologists (Production) Grade B	QS Technologists (Production) Grade C
Salary level:	10			
Salary scale (Rpa):	217,482 X Prog - 252,483	157923 X Prog - 170127	180564 X Prog - R194517	206454 X Prog - 243192
Translation:	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	217,482			219,120
	219,651			222,408
	221,850			222,408
	224,073			225,744
	226,308			229,131
	228,576			229,131
	230,862			232,569
	233,163			236,058
	235,497			236,058
	237,855			239,598
	240,231			243,192
	242,637			243,192
	245,061			(p) 246,840
	247,512			(p) 250,542
	249,984			(p) 250,542
	252,483			(p) 254,301

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OSD: Control Engineering, Architectural, GISc and QS Technologists

Control Engineering, Architectural, GISc and QS Technologists career path

Part C

		30 June 2009	1 July 2009: Revised dispensation (OSD)	
1	Post/rank:	Control Engineering, Architectural, GISc and QS Technologists in training	Control Engineering, Architectural, GISc and QS Technologists (Production) Grade A	Control Engineering, Architectural, GISc and QS Technologists (Production) Grade B
	Salary level:	11		
	Salary scale (Dnet):	344,052 X Prog - 398,805	332241 X Prog - 379,887	403,200 X Prog - 602,709
	Translation:	344,052	368,739	----
		347,454	374,271	----
		350,886	-----	403,200
		354,357	-----	403,200
		357,864	-----	403,200
		361,404	-----	403,200
		364,977	-----	403,200
		368,589	-----	403,200
		372,237	-----	403,200
		375,921	-----	403,200
		379,638	-----	403,200
		383,394	-----	403,200
		387,192	-----	403,200
		391,026	-----	403,200
		394,896	-----	403,200
		398,805	-----	403,200
2	Post/rank:	Control Engineering, Architectural, GISc and QS Technologists in training	Control Engineering, Architectural, GISc and QS Technologists (Production) Grade A	Control Engineering, Architectural, GISc and QS Technologists (Production) Grade B
	Salary level:	12		
	Salary scale (Dnet):	407,745 X Prog - 472,758	332241 X Prog - 379,887	403,200 X Prog - 602,709
	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	-----	496,647
		458,964	-----	504,093
		463,512	-----	504,093
		468,111	-----	511,653
		472,758	-----	519,330

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