

RESOLUTION NO 2 OF 2009

**AGREEMENT ON THE IMPLEMENTATION OF AN OCCUPATION SPECIFIC DISPENSATION
FOR ENGINEERS**

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 Engineers.

2. OBJECTIVES

2.1. To introduce an OSD for Engineers, 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 Engineers; 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;
- 3.1.2 the employees of the employer who are members of trade union parties to this agreement;

W.C.
[Signature] *[Signature]*