



RESOLUTION NO 3 OF 2009

AGREEMENT ON THE IMPLEMENTATION OF AN OCCUPATION SPECIFIC DISPENSATION FOR QUANTITY SURVEYORS, PROFESSIONAL SURVEYORS, ARCHITECTS, TOWN AND REGIONAL PLANNERS, GIS PROFESSIONALS AND SCIENTISTS

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 Quantity Surveyors, Professional Surveyors, Architects, Town and Regional Planners, GIS Professionals and Scientists.

2. OBJECTIVES

2.1. To introduce an OSD for Quantity Surveyors, Professional Surveyors, Architects, Town and Regional Planners, GIS Professionals and Scientists, 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 Quantity Surveyors, Professional Surveyors, Architects, Town and Regional Planners, GIS Professionals and Scientists ; 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;

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 Quantity Surveyors
- 3.1.4.2 Professional Surveyors
- 3.1.4.3 Architects
- 3.1.4.4 Town and Regional Planners
- 3.1.4.5 GISc Professionals
- 3.1.4.6 Scientists.

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; and

4. PARTIES TO COUNCIL AGREE TO THE FOLLOWING:


4.1. The occupation specific dispensation of Quantity Surveyors, Professional Surveyors, Architects, Town and Regional Planners, GISc Professionals and Scientists 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 Quantity Surveyors, Professional Surveyors, Architects, Town and Regional Planners, GISc Professionals and Scientists 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
QUANTITY SURVEYOR			
1	Candidates: <ul style="list-style-type: none"> • Professional Surveyor; • Quantity Surveyor; • Architect; • Town and Regional Planner; • GISc Professional; and • Scientist 	As per the contract	Trainees in the following fields: <ul style="list-style-type: none"> • Professional Surveyor; • Quantity Surveyor; • Architect; • Town and Regional Planner; • GISc Professional; and • Scientist
2	Production grades in the following fields: <ul style="list-style-type: none"> • Professional Surveyor; • Quantity Surveyor; • Architect; • Town and Regional Planner; • GISc Professional; and • Scientist 	Production Grades A, B and C	Professional, Senior and Principal in the following fields: <ul style="list-style-type: none"> • Professional Surveyor; • Quantity Surveyor; • Architect; • Town and Regional Planner; • GISc Professional; and • Scientist
3	Chief: <ul style="list-style-type: none"> • Professional Surveyor; • Quantity Surveyor; • Architect; • Town and Regional Planner; • GISc Professional; and • Scientist 	Supervisory/management 1 Grades A and B	Deputy and Chief <ul style="list-style-type: none"> • Professional Surveyor; • Quantity Surveyor; • Architect; • Town and Regional Planner; • GISc Professional; and • Scientist
4	Chief: <ul style="list-style-type: none"> • Professional Surveyor; • Quantity Surveyor; • Architect; • Town and Regional Planner; 	Supervisory/management 1 Grades A and B	Deputy and Chief <ul style="list-style-type: none"> • Professional Surveyor; • Quantity Surveyor; • Architect; • Town and Regional Planner; • GISc Professional; and



No	WORK STREAM	DSO BAND	OCCUPATIONAL GROUPS INCLUDED
	<ul style="list-style-type: none"> • GISc Professional; and Scientific Manager 		<ul style="list-style-type: none"> • Scientist
5	<ul style="list-style-type: none"> • <u>Specialist Scientist</u> 	Advanced and specialist production	<ul style="list-style-type: none"> • Senior and Specialist Scientist

4.2 The specialist stream is created to assist departments to attract and retain specialists as scientists. No employee may translate, in terms of this agreement, to any post in these streams. Posts in these streams must be created and filled through the normal budgetary and prescribed recruitment and selection processes.

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 Quantity Surveyor and related 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.

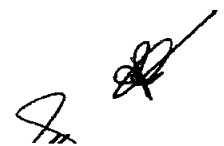
9. **GRADE PROGRESSION: IDENTIFIED SUPERVISORY AND MANAGEMENT LEVELS**

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 Quantity Surveyor and related 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

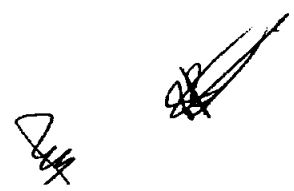
16.1. The pensionable income of the cost-to-employer salary package where applicable for all the categories covered by this agreement constitutes 70% of the basic salary.

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.

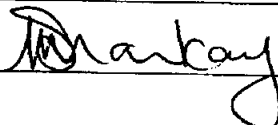


18. DISPUTE RESOLUTION


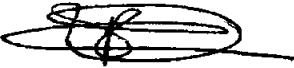
Should there be a dispute about the interpretation or application of this agreement any party may refer the matter to the Council for resolution in terms of the dispute resolution procedure of the Council.

This was done at CENTIMANZON on this the 7th day of AUGUST 2009

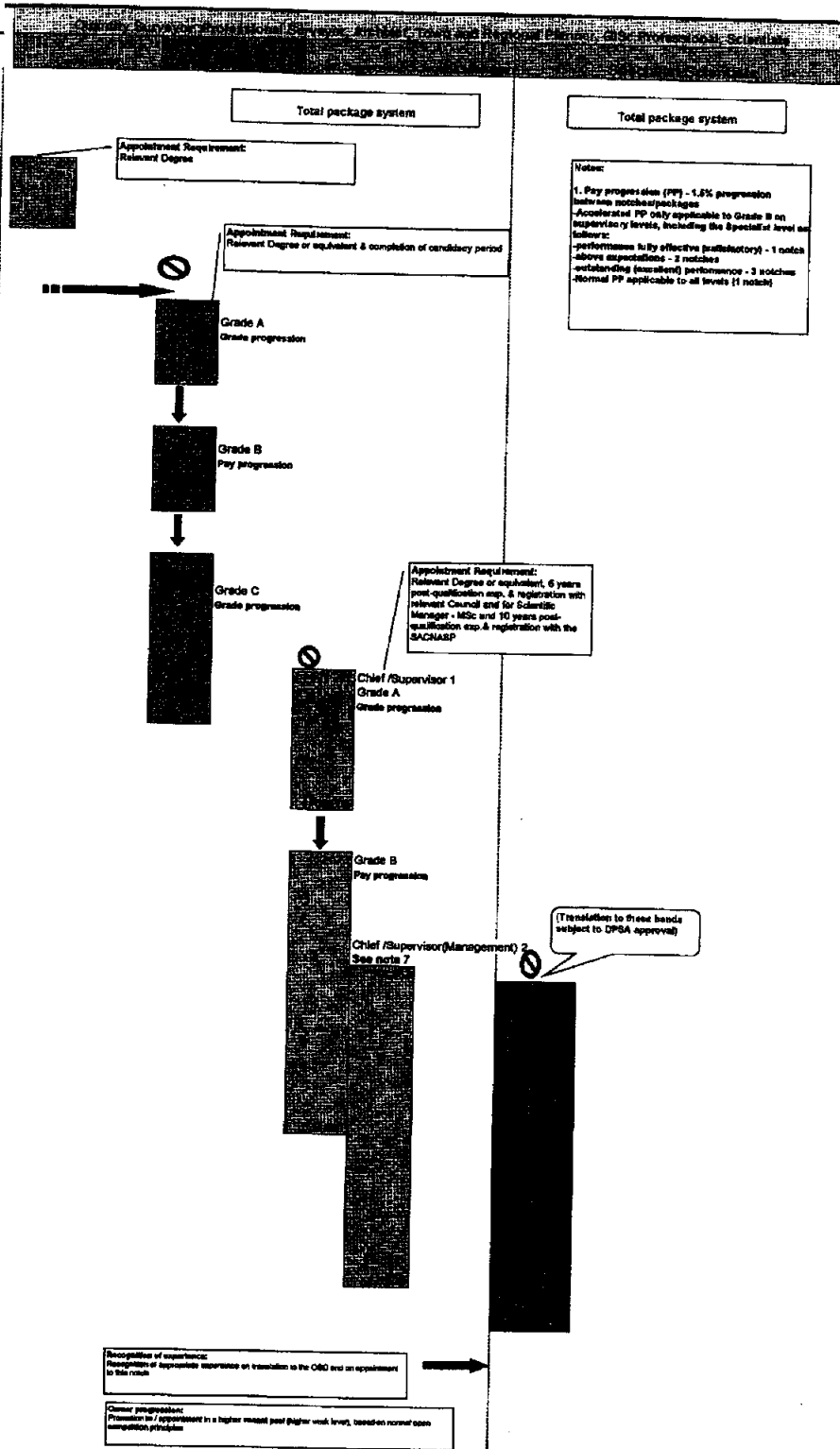
ON BEHALF OF THE EMPLOYER

	Name	Signature
State as employer	M. Mshikela	

ON BEHALF OF TRADE UNION PARTIES

TRADE UNION	NAME	SIGNATURE
NEHAWU		
POPCRU	u NFFHI KA THELENI	
PSA	MALEKA REUBEN	

(Year 1)



Notes:

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

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 experience: Transition to department - 1 notch for every full 2 years of service/appropriate production experience as on 30 June 2000, limited to following: in production postgrades to the salary notch/package R416, 385
3. Appointment from outside the Public Service limited to above levels, 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" PMOS needed to facilitate grade progression based on "higher levels of performance" (based on the EPMS 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.
7. Only S&S members will translate to Chief/Supervisor (Management) 2 of the Surveyor/Engineer streams

OSD: Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and Regional Planner.

Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and Regional Planner career path

Part A Translation of Candidates

		30 June 2009	1 July 2009: Revised dispensation (OSD)
1	Post/rank:	Professional Surveyor, Quantity Surveyor, Architect, GISc PROF, Scientist and Town and Regional Planner in training	Candidates
	Salary level:	6	
	Salary scale (Rpa):	94,326 X Prog - 109,515	232,422 X Prog - 246,687
	Translation:	Notch	Notch
		94,326	232,422
		95,277	232,422
		96,225	232,422
		97,197	232,422
		98,160	232,422
		99,144	232,422
		100,134	232,422
		101,130	232,422
		102,147	232,422
		103,170	232,422
		104,199	232,422
	105,237	232,422	
	106,296	232,422	
	107,355	232,422	
	108,429	232,422	
	109,515	232,422	
2	Post/rank:	Professional Surveyor, Quantity Surveyor, Architect, GISc PROF, Scientist, and Town and Regional Planner in training	Candidates
	Salary level:	7	
	Salary scale (Rpa):	117501 X Prog - 136,419	232422 X Prog - 246687
	Translation:	Notch	Notch
		117,501	232,422
		118,674	232,422
		119,865	232,422
		121,059	232,422
		122,271	232,422
		123,489	232,422
		124,728	232,422
		125,973	232,422
		127,233	232,422
		128,505	232,422
		129,789	232,422
	131,091	232,422	
	132,399	232,422	
	133,725	232,422	
	135,066	232,422	
	136,419	232,422	
P		137,976	232,422

OSD: Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and

Professional Surveyor, Quantity Surveyor, Architect, Scientist and Town and Regional Planner career path
Part B Translation of Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and
Regional Planner on production levels

		30 June 2009	1 July 2009: Revised dispensation (OSD)		
1	Post/rank:	Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and Regional Planner	Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and Regional Planner (Production) Grade A	Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and Regional Planner (Production) Grade B	Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and Regional Planner (Production) Grade C
	Salary level:	7			
	Salary scale (Rpa):	117501 X Prog - 136,419	269730 x Prog - 290577	308403 X Prog - 332241	352629 X Prog - 415383
	Translation:	Notch	Notch	Notch	Notch
		117,501	269,730		
		118,674	269,730		
		119,865	269,730		
		121,059	269,730		
		122,271	269,730		
		123,489	269,730		
		124,728	269,730		
		125,973	269,730		
		127,233	269,730		
		128,505	269,730		
		129,789	269,730		
	131,091	269,730			
	132,399	269,730			
	133,725	269,730			
	135,066	269,730			
	136,419	269,730			
	137,976	269,730			
2	Post/rank:	Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and Regional Planner	Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and Regional Planner (Production) Grade A	Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and Regional Planner (Production) Grade B	Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and Regional Planner (Production) Grade C
	Salary level:	8			
	Salary scale (Rpa):	145,920 X Prog - 169,410	269730 x Prog - 290577	308403 X Prog - 332241	352629 X Prog - 415383
	Translation:	Notch	Notch	Notch	Notch
		145,920	269,730		
		147,384	269,730		
		148,863	269,730		
		150,345	269,730		
		151,854	269,730		
		153,366	269,730		
		154,899	269,730		
		156,447	269,730		
		158,016	269,730		
		159,591	269,730		
		161,184	269,730		
	162,795	269,730			
	164,427	269,730			
	166,071	269,730			
	167,733	269,730			
	169,410	269,730			

3	Post/rank:	Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and Regional Planner	Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and Regional Planner (Production) Grade A	Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and Regional Planner (Production) Grade B	Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and Regional Planner (Production) Grade C
	Salary level:	9			
	Salary scale (Rpa):	174,243 X Prog - 202,287	269730 x Prog - 290577	308403 X Prog - 332241	352629 X Prog - 415383
	Translation:	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
		174,243	269,730	---	---
		175,977	269,730	---	---
		177,741	269,730	---	---
		179,520	269,730	---	---
		181,317	269,730	---	---
		183,132	269,730	---	---
		184,959	269,730	---	---
		186,810	269,730	---	---
		188,676	269,730	---	---
		190,557	273,777	---	---
	192,468	277,881	---	---	
	194,391	277,881	---	---	
	196,338	282,051	---	---	
	198,300	286,281	---	---	
	200,283	286,281	---	---	
	202,287	290,577	---	---	
(P)	204,090		308,403	---	
(P)	210,489		308,403	---	
4	Post/rank:	Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and Regional Planner	Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and Regional Planner (Production) Grade A	Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and Regional Planner (Production) Grade B	Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and Regional Planner (Production) Grade C
	Salary level:	10			
	Salary scale (Rpa):	217,482 X Prog - 252,483	269730 x Prog - 290577	308403 X Prog - 332241	352629 X Prog - 415383
	Translation:	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
		217,482	---	313,029	---
		219,651	---	317,727	---
		221,850	---	317,727	---
		224,073	---	322,491	---
		226,308	---	327,330	---
		228,576	---	327,330	---
		230,862	---	332,241	---
		233,163	---	---	---
		235,497	---	---	352,629
		237,855	---	---	352,629
		240,231	---	---	352,629
		242,637	---	---	352,629
		245,061	---	---	352,629
		247,512	---	---	352,629
		249,984	---	---	357,918
	252,483	---	---	357,918	
		---	---	363,288	

OSD: Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and Regional Planner
 OSD: Chief Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, and Town and Regional Planner

Part C

	30 June 2009	1 July 2009: Revised dispensation (OSD)	
1 Post/rank:	Deputy and Chief Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and Regional Planner	Chief Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Town and Regional Planner and Scientific Manager Grade A	Chief Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Town and Regional Planner and Scientific Manager Grade B
Salary level:	11		
Salary scale (Rozk):	344,052 X Prog - 398,805	387242 X Prog - 454,200	482,073 X Prog - 638,690
Transition:	344,052 347,454 350,856 354,257 357,654 361,054 364,457 367,859 371,261 374,661 378,064 381,464 384,867 388,269 391,671 395,071 398,471 401,871 405,271	387,242 387,242 387,242 387,242 387,242 387,242 387,242 387,242 387,242 387,242 387,242 387,242 387,242 387,242 387,242 387,242 387,242 387,242 387,242 403,200	--- --- --- --- --- --- --- --- --- --- --- --- --- --- --- --- --- --- --- ---
2 Post/rank:	Deputy and Chief Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and Regional Planner	Chief Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Town and Regional Planner and Scientific Manager Grade A	Chief Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Town and Regional Planner and Scientific Manager Grade B
Salary level:	12		
Salary scale (Rozk):	407,745 X Prog - 472,758	387242 X Prog - 454,200	482,073 X Prog - 638,690
Transition:	407,745 411,783 415,823 419,865 424,149 428,349 432,591 436,881 441,210 445,581 449,997 454,451 458,984 463,512 468,111 472,758	447,489 447,489 --- --- --- --- --- --- --- --- --- --- --- --- --- --- --- --- --- ---	--- --- 482,073 482,073 482,073 482,073 482,073 482,073 482,073 482,073 489,903 489,903 496,847 504,093 504,093 511,653 511,653
3 Post/rank:	Deputy and Chief Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Scientist and Town and Regional Planner		Chief Professional Surveyor, Quantity Surveyor, Architect, GISc Prof, Town and Regional Planner and Scientific Manager Grade B
Salary level:	13		
Salary scale (Rozk):	615,633 X Prog - 736,065		543,067 X Prog - 753,522
Transition:	615,633 624,867 634,242 643,765 653,412 663,216 673,184 683,262 693,510 703,914 714,471 725,190 736,065		630,237 639,690 649,287 659,028 668,913 678,948 689,130 699,468 709,959 720,609 731,418 742,389 753,522

[Handwritten signatures]

OSD: Specialist Scientist

Specialist Scientists (Translation subject to DPSA approval)

	30 June 2009	1 July 2009: Revised dispensation (OSD)
1 Post/rank:	Specialist Scientists	Specialist Scientists
Salary level:	11	
Salary scale (Rpa):	397242 X Prog - 447489	551202 X Prog - 787941
Translation:	344,052	551,202
	347,454	551,202
	350,886	551,202
	354,357	551,202
	357,864	551,202
	361,404	551,202
	364,977	551,202
	368,589	551,202
	372,237	551,202
	375,921	551,202
	379,638	551,202
	383,394	551,202
	387,182	551,202
	391,026	551,202
	394,896	551,202
	398,805	551,202
2 Post/rank:	Specialist Scientists	Specialist Scientists
Salary level:	12	
Salary scale (Rpa):	407,745 X Prog - 472,758	551202 X Prog - 787941
Translation:	407,745	551,202
	411,783	551,202
	415,883	551,202
	419,985	551,202
	424,149	551,202
	428,349	551,202
	432,591	551,202
	436,881	551,202
	441,210	551,202
	445,581	551,202
	449,997	551,202
	454,461	551,202
	458,964	551,202
	463,512	551,202
	468,111	551,202
	472,758	551,202
3 Post/rank:	Specialist Scientists	Specialist Scientists
Salary level:	13	
Salary scale (Rpa):	615,633 X Prog - 736,065	551202 X Prog - 787941
Translation:	615,633	630,237
	624,867	639,690
	634,242	649,287
	643,755	659,028
	653,412	668,913
	663,216	678,948
	673,164	689,130
	683,262	699,468
	693,510	709,959
	703,914	720,609
	714,471	731,418
	725,190	742,389
	736,065	753,522