

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;

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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, including SMS members, and are required to be registered with an appropriate professional council:

3.1.4.1 Engineer (Industrial, Mechanical, Chemical, Agricultural, Electrical, Structural, etc.)

3.1.4.2 Construction Project Manager

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 Engineers 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 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
<b>ENGINEER</b>			
1	<b>Candidates:</b> <ul style="list-style-type: none"> <li>• Professional Engineer;</li> <li>and</li> <li>• Construction Project Manager</li> </ul>	As per the contract	Trainees in the following fields: <ul style="list-style-type: none"> <li>• Professional Engineer; and</li> <li>• Construction Project Manager</li> </ul>

No	WORK STREAM	OSD BAND	OCCUPATIONAL GROUPS INCLUDED
2	<b>Production grades in the following fields:</b> <ul style="list-style-type: none"> <li>• Professional Engineer; and</li> <li>• Construction Project Manager</li> </ul>	Production Grades A, B and C	Professional, Senior and Principal in the following fields: <ul style="list-style-type: none"> <li>• Professional Engineer; and</li> <li>• Construction Project Manager</li> </ul>
3	<b>Chief:</b> <ul style="list-style-type: none"> <li>• Professional Engineer; and</li> <li>• Construction Project Manager</li> </ul>	Supervisory/management 1 Grades A and B	Deputy and Chief <ul style="list-style-type: none"> <li>• Professional Engineer; and</li> <li>• Construction Project Manager</li> </ul>
4	<b>Chief:</b> <ul style="list-style-type: none"> <li>• Professional Engineer; and</li> <li>• Construction Project Manager</li> </ul>	Supervisory/management 2 Grades A and B	Deputy and Chief <ul style="list-style-type: none"> <li>• Professional Engineer; and</li> <li>• Construction Project Manager</li> </ul>
5	<ul style="list-style-type: none"> <li>• <b>Specialist Engineer</b></li> </ul>	Advanced and specialist production	<ul style="list-style-type: none"> <li>• Chief and Specialist Engineer</li> </ul>

4.2 The specialist stream is created to assist departments to attract and retain specialists in engineering and as scientists. No employee may translate, in terms of this agreement, to any post in the specialist 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 and specialist 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 1<sup>st</sup> 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.

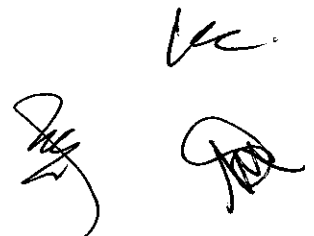
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8. **GRADE PROGRESSION: PRODUCTION LEVEL**

- 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 Engineers 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 1<sup>st</sup> 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.

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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 1<sup>st</sup> 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.

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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 Engineers 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.

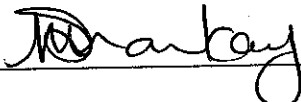
17.2. No amendments to this Agreement shall be of force or effect unless reduced to writing and agreed upon by the parties to the Council as a Resolution of the Council.

**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 18<sup>TH</sup> day of AUGUST 2009

ON BEHALF OF THE EMPLOYER

	Name	Signature
State as employer	M. Mtshikila	

ON BEHALF OF TRADE UNION PARTIES

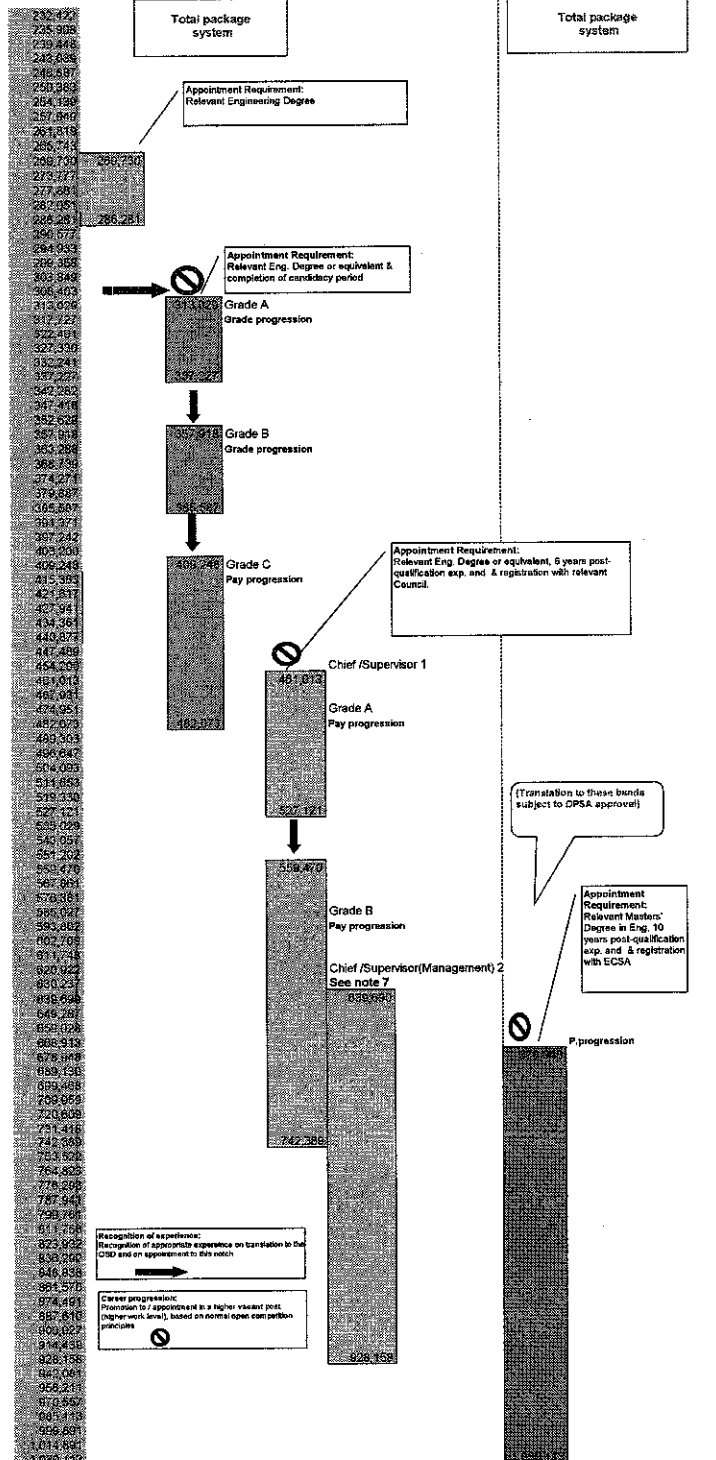
TRADE UNION	NAME	SIGNATURE
NEHAWU	CLEMENT MARULE	
POPCRU	UNAIH KA THELEA	
PSA		

70/30 package

Engineers, Construction Project Managers		Specialist	
Candidates	Production	Chief/Supervisor	Engineer/Specialist

Notes:

- 1. Pay progression (PP) - 1.6% progression between notches/packages
- Accelerated PP only applicable to Grade B on supervisory levels, including the Specialist level 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)



- 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 8 satisfactory annual assessments (performance fully effective) (production)
  - At the earliest after 10 years with 10 satisfactory annual assessments (performance fully effective) (Supervisory)
- 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:
  - Production posts/grades at the salary package of R482,073
- 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 transition or appointment
- "Standardised" PMDS needed to facilitate grade progression based on "higher levels of performance" (based on the EPMDS 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.
- Only SMS members will translate to Chief/Supervisor (Management) 2 of the Surveyor/Engineer streams.

Part A Translation of Candidate Engineers/Construction Project Manager

		3) June 2009	1 July 2009: Revised dispensation (OSD)
1	Post/rank:	Engineer in training	Candidate Engineer
	Salary level:	6	
	Salary scale (Rpa):	94,326 X Prog - 109,515	269730 X Prog - 286281
	Translation:	Notch	Notch
		94,326	269,730
		95,277	269,730
		96,225	269,730
		97,197	269,730
		98,160	269,730
		99,144	269,730
		100,134	269,730
		101,130	269,730
		102,147	269,730
		103,170	269,730
		104,199	269,730
		105,237	269,730
	2	Post/rank:	Engineer in training
Salary level:		7	
Salary scale (Rpa):		117501 X Prog - 136,419	269730 X Prog - 286281
Translation:		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
3		Post/rank:	Engineer in training
	Salary level:	8	
	Salary scale (Rpa):	145,920 X Prog - 169,410	269730 X Prog - 286281
	Translation:	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

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Engineer and Construction Project Manager career path

Part B Translation of Engineers/Construction Project Manager on production levels

		30 June 2009	1 July 2009: Revised dispensation (OSD)		
1	<b>Post/rank:</b>	Engineer	Engineer Grade A	Engineer Grade B	Engineer Grade C
	<b>Salary level:</b>	8			
	<b>Salary scale (Rpa):</b>	145,920 X Prog - 169,410	313029 X Prog - 337227	357918 X Prog - 385587	409248 X Prog - 482073
	<b>Translation:</b>	Notch	Notch	Notch	Notch
		145,920	313,029		
		147,384	313,029		
		148,863	313,029		
		150,345	313,029		
		151,854	313,029		
		153,366	313,029		
		154,899	313,029		
		156,447	313,029		
		158,016	313,029		
		159,591	313,029		
		161,184	313,029		
		162,795	313,029		
		164,427	313,029		
	166,071	313,029			
	167,733	313,029			
	169,410	313,029			
2	<b>Post/rank:</b>	Engineer/Senior Engineer	Engineer Grade A	Engineer Grade B	Engineer Grade C
	<b>Salary level:</b>	9			
	<b>Salary scale (Rpa):</b>	174,243 X Prog - 202,287	313029 X Prog - 337227	357918 X Prog - 385587	409248 X Prog - 482073
	<b>Translation:</b>	Notch	Notch	Notch	Notch
		174,243	313,029		
		175,977	313,029		
		177,741	313,029		
		179,520	313,029		
		181,317	313,029		
		183,132	313,029		
		184,959	313,029		
		186,810	313,029		
		188,676	313,029		
		190,557	313,029		
		192,468	313,029		
		194,391	313,029		
		196,338	313,029		
	198,300	313,029			
	200,283	313,029			
	202,287	313,029			
(P)	204,090	313,029			
(P)	210,489	313,029			

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Post/rank:	Engineer/Senior Engineer	Engineer Grade A	Engineer Grade B	Engineer Grade C
Salary level:	10			
Salary scale (Real):	217,482 X Prog - 252,483	313029 X Prog - 337227	357918 X Prog - 385587	409248 X Prog - 482073
Translation:	Notch	Notch	Notch	Notch
	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	337,227		
	235,497	337,227		
	237,855		357,918	
	240,231		357,918	
	242,637		357,918	
	245,061		357,918	
	247,512		357,918	
	249,984		357,918	
	252,483		363,288	

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**OSD: Engineer**

**Engineer and Construction Project Manager career path**


**Part C Translation of Engineers/Construction Project Manager on supervision/ management levels**

		30 June 2009	1 July 2009: Revised dispensation (OSD)
1	<b>Post/rank:</b>	<b>Deputy/Chief Engineer/Construction Project Manager</b>	<b>Chief Engineer/Supervisor 1 Grade A</b>
	<b>Salary level:</b>	11	
	<b>Salary scale (Rpa):</b>	344,052 X Prog - 398,805	461013 X Prog - 527121
	<b>Translation:</b>	344,052	461,013
		347,454	461,013
		350,886	461,013
		354,357	461,013
		357,864	461,013
		361,404	461,013
		364,977	461,013
		368,589	461,013
		372,237	461,013
		375,921	461,013
		379,638	461,013
		383,394	461,013
	387,192	461,013	
	391,026	461,013	
	394,896	461,013	
	398,805	461,013	
2	<b>Post/rank:</b>	<b>Chief Engineer</b>	<b>Chief Engineer/Supervisor 1 Grade A</b>
	<b>Salary level:</b>	12	
	<b>Salary scale (Rpa):</b>	407,745 X Prog - 472,758	461013 X Prog - 527121
	<b>Translation:</b>	407,745	461,013
		411,783	461,013
		415,863	461,013
		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	

First Phase: Chief Engineer 1

3	<b>Post/rank:</b>	<b>Chief Engineer</b>		<b>Chief Engineer/Supervisor Management 2</b>
	<b>Salary level:</b>	<b>13</b>		
	<b>Salary scale (Rpa):</b>	<b>615,633 X Prog - 736,065</b>		<b>639690 X Prog - 928158</b>
	<b>Translation:</b>	615,633		639,690
		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
4	<b>Post/rank:</b>	<b>Chief Engineer</b>		<b>Chief Engineer Grade B</b>
	<b>Salary level:</b>	<b>14</b>		
	<b>Salary scale (Rpa):</b>	<b>675,276 X Prog - 819,492</b>		<b>639690 X Prog - 928158</b>
	<b>Translation:</b>	746,181		764,823
		757,374		776,298
		768,735		787,941
		780,267		799,761
		791,973		811,758
		803,853		823,932
		815,913		836,292
		828,153		848,838
		840,576		861,570
		853,185		874,491
		865,983		887,610
		878,973		900,927
		892,155		914,439
		905,538		928,158

First Phase: Chief Engineer 2

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OSD: Engineering Specialist  
 Engineering Specialist (Translation subject to DPISA's approval)

	30 June 2009	1 July 2009: Revised dispensation (OSD)
1 <b>Post/rank:</b>	13	Specialist Engineer Grade A
<b>Salary level:</b>	615,633 X Prog - 736,065	678948 X Prog - 1,030,113
<b>Salary scale (Rpa):</b>	615,633	678,948
	624,867	678,948
<b>Translation:</b>	634,242	678,948
	643,755	678,948
	653,412	678,948
	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
2 <b>Post/rank:</b>		Specialist Engineer Grade A
<b>Salary level:</b>	14	
<b>Salary scale (Rpa):</b>	675,276 X Prog - 819,492	678948 X Prog - 1,030,113
<b>Translation:</b>	746,181	764,823
	757,374	776,298
	768,735	787,941
	780,267	799,761
	791,973	811,758
	803,853	823,932
	815,913	836,292
	828,153	848,838
	840,576	861,570
	853,185	874,491
	865,983	887,610
	878,973	900,927
	892,155	914,439
	905,538	928,158

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