

**PSCBC**

PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL

RESOLUTION NO 3 OF 2008

**AGREEMENT ON THE IMPLEMENTATION OF AN OCCUPATION SPECIFIC DISPENSATION (OSD) FOR LEGALLY QUALIFIED CATEGORIES OF EMPLOYEES, APPOINTED IN TERMS OF THE PUBLIC SERVICE ACT, FALLING OUTSIDE THE SCOPE OF GPSSBC**

**1. NOTING THAT:**

- 1.1 Clause 4.14.3.2 of PSCBC Resolution 1 of 2007 delegated the determination by agreement of OSD for legal professionals to General Public Service Sector Bargaining Council (GPSSBC).
- 1.2 The GPSSBC entered into an agreement on OSD i.e. GPSSBC Resolution 1 of 2008, which applies to legal professionals in the General Public Sector only.

**2. PURPOSE**

This agreement aims to regulate the implementation of an occupation specific dispensation (OSD) for legally qualified categories of employees appointed in terms of the Public Service Act, 1994, as amended, who are not covered by GPSSBC Resolution 1 of 2008.

**3. OBJECTIVES**

To introduce an occupational specific remuneration and career progression system for legally qualified professionals, who are not covered by GPSSBC Resolution 1 of 2008, but are appointed in terms of the Public Service Act, 1994, as amended, that provides for –

- 3.1 a unique salary structure;
- 3.2 career-pathing opportunities based on competencies, experience and performance;

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- 3.3 adequate pay progression and accelerated pay progression;
- 3.4 Grade progression based on performance;
- 3.5 recognition of appropriate experience;
- 3.6 increased competencies;
- 3.7 the creation of specialist dispensation(s); and
- 3.8 the introduction of differentiated salary scales for identified categories based on a new remuneration structure;
- 3.9 a change in the pensionable composition of the total cost package which will now be a 70/30 split.

**4. SCOPE**

This agreement binds the Employer and the Employees of the Employer -

- 4.1 who are members of trade unions parties to this agreement or who are not members of any trade union party to this agreement, but who fall within the registered scope of Council.; and
- 4.2 who fall within the following occupational categories State Law Advisor and Legal Administration Officer and are appointed in terms of the Public Service Act, 1994, as amended; and

**5. PARTIES THEREFORE AGREE**

To adopt GPSSBC Resolution 1 of 2008 (attached as Schedule 1) as a resolution of Council to regulate the implementation of the occupation specific dispensation (OSD) for legally qualified categories of employees appointed in terms of the Public Service Act, 1994, as amended, who are not covered by GPSSBC Resolution 1 of 2008.

**6. DATE OF IMPLEMENTATION**

The provisions of this Agreement shall take effect on the date of signing, with backdated implementation to 1 July 2007.

**7. DISPUTE RESOLUTION**

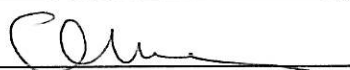
Should there be a dispute about the interpretation or application of this agreement any party may refer the matter to the Council for resolution in terms of the dispute resolution procedure of the Council.

The block contains several handwritten signatures and initials. On the left is a large, stylized signature. In the center, there are three smaller signatures, with the top one appearing to be 'S. CH'. To the right of these is another signature that looks like 'J. F. M.'.

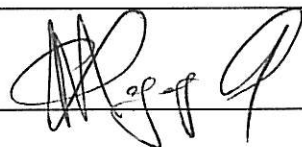



THIS DONE AND SIGNED AT Centurion ON THIS THE

1<sup>st</sup> DAY OF April 2008

**ON BEHALF OF THE GOVERNMENT AS EMPLOYER**

	NAME	SIGNATURE
	CLIVE MTSHISA	

**ON BEHALF OF EMPLOYEE PARTIES**

EMPLOYEE PARTY	NAME	SIGNATURE
DENOSA	JABU C. MAGAGULA	
HOSPERSA/NUPSAW/ NATU	J.P. MURRAY	
NAPTOSA		
NEHAWU	STUART MARSHALL	
POPCRU	natui mahkida	
PSA	- - -	-
SADTU		
SAPU	Travis Ntshane	