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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All correspondence must be addressed to the Secretary of Council
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.
THIS DONE AND SIGNED AT **Centurion** ON THIS THE 1st DAY OF April 2008

ON BEHALF OF THE GOVERNMENT AS EMPLOYER

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ON BEHALF OF EMPLOYEE PARTIES

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