



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

Private Bag X916, PRETORIA, 0001 Tel: (012) 336 1000, Fax: (012) 326 7802
Private Bag X9148, Cape Town, 8000. Tel: (021) 467 5120, Fax: (021) 465 5484

Inquiry : GL Reutener
Telephone: (012) 336 1182
File : 18/2/2

**TO HEADS OF HUMAN RESOURCE COMPONENTS OF
NATIONAL/PROVINCIAL DEPARTMENTS AND PROVINCIAL
ADMINISTRATIONS**

**WORKSHOPS ON THE IMPLEMENTATION OF THE OCCUPATION SPECIFIC
DISPENSATION (OSD) FOR LEGALLY QUALIFIED PERSONNEL**

The Minister for the Public Service and Administration (MPSA) on 29 April 2008 determined the implementation of the Occupation Specific Dispensation (OSD) for legally qualified employees with effect from 1 July 2007.

As a result of serious challenges with the interpretation and application of the OSD for legally qualified employees, the dpsa requested National Treasury (PERSAL) to block all transactions related to this OSD. The decision was also taken that the dpsa will play a central role in the implementation of the OSD and that this process be completed before the end of this financial year.

To facilitate this process, the dpsa is planning a number of workshops during February 2009. The list of the proposed dates is attached to this letter. During these sessions the translations of employees to the OSD will be agreed upon and signed off. Once all these workshops have been conducted and the translation schedules have been officially signed-off, will the PERSAL system be opened to allow departments to capture the translations.

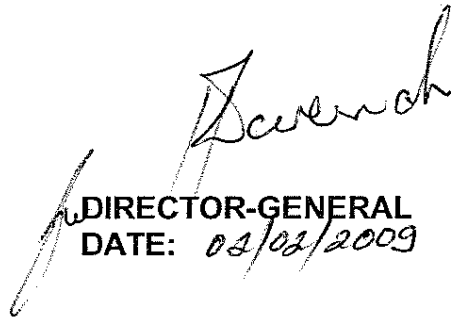
Departments are requested to complete and submit the attached schedule, together with the job descriptions of the affected posts, to the dpsa (for attention Ms L. Reutener fax no 086 544 1791 or e-mail to louisar@dpsa.gov.za) not later than Friday, 6 February 2009. You are also urged to adhere to the timeframes and workshop dates to ensure that the implementation of the OSD can be completed within this financial year. It should be noted that capturing of translations on PERSAL will only be allowed if the schedules have been officially signed-off by the dpsa.

The dpsa will liaise with National Departments in setting up the meetings as per the attached schedule. The Office of the Premiers are requested to assist the dpsa in coordinating the submitting of the translation schedules by the departments within

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the province as well as to arrange a suitable venue for the workshop. It would be appreciated if the venue could be confirmed at least a week before the planned workshop. Please liaise with Louisa Reutener in this regard.

Thank you for your cooperation.

A handwritten signature in black ink, appearing to read 'D. French', is written over the typed text. The signature is fluid and cursive.

DIRECTOR-GENERAL
DATE: 08/02/2009

**TECHNICAL WORKSHOPS: IMPLEMENTATION OF OCCUPATION SPECIFIC
DISPENSATION FOR LEGAL PERSONNEL**

DATE	NATIONAL WORKSHOPS	VENUE
NATIONAL DEPARTMENTS		
11 February 2009	Department in the Presidency Department of Agriculture Department of Arts and Culture Department of Communications Department of Correctional Services Department of Education Department of Environmental Affairs and Tourism Department Foreign Affairs Department of Health Department of Home Affairs	13 th Floor Bard Room, DPISA, Batho Pele House, Proes Street, Pretoria
12 February 2009	Department of Housing Department of Labour Department of Land Affairs Department of Minerals and Energy Department of Provincial and Local Government Department of Public Enterprises Department of Public Service and Administration Department of Public Works Department of Science and Technology	13 th Floor Bard Room, DPISA, Batho Pele House, Proes Street, Pretoria
13 February 2009	Department of Social Development Department of Trade and Industry Department of Transport Department of Water Affairs and Forestry Government Communication and Information System National Treasury Public Administration Leadership and Management Academy Sport and Recreation South Africa	13 th Floor Bard Room, DPISA, Batho Pele House, Proes Street, Pretoria

DATE	NATIONAL WORKSHOPS	VENUE
	Statistics South Africa	
PROVINCIAL GOVERNMENTS		
16 February 2009	Eastern Cape Provincial Government	Venue to be arranged and confirmed by Provincial Office
16 February 2009	Free State Provincial Government	Venue to be arranged and confirmed by Provincial Office
17 February 2009	Northern Cape Provincial Government	Venue to be arranged and confirmed by Provincial Office
17 February 2009	Western Cape Provincial Government	Venue to be arranged and confirmed by Provincial Office
19 February 2009	Mpumalanga Provincial Government	Venue to be arranged and confirmed by Provincial Office
19 February 2009	Gauteng Provincial Government	Venue to be arranged and confirmed by Provincial Office
20 February 2009	North West Provincial Government	Venue to be arranged and confirmed by Provincial Office
20 February 2009	KwaZulu-Natal Provincial Government	Venue to be arranged and confirmed by Provincial Office
23 February 2009	Limpopo Provincial Government	Venue to be arranged and confirmed by Provincial Office

IMPLEMENTATION SCHEDULE: OCCUPATION SPECIFIC DISPENSATION FOR LEGAL PERSONNEL

Department: _____

No	PERSAL No	Surname and Initials	Job Title as on 30 June 2007	Years' experience as on 31 March 2007	Salary Position as on 30 June 2007	Transiation		Final Salary position : 1 July 2008	Comments
						1 st Phase	2 nd Phase		
1									
2									
3									
4									
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12									

Signed on behalf of the Department	Date:
Signed by representative from dpsa	Date:
Final Approval	Date: