



the dpsa

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**TO ALL HEADS OF NATIONAL/PROVINCIAL DEPARTMENTS AND
PROVINCIAL ADMINISTRATIONS**

CIRCULAR 4 OF 2010

IMPLEMENTATION OF PHASE 2 OF THE OCCUPATION SPECIFIC DISPENSATIONS (OSDs) FOR ENGINEERS AND RELATED PROFESSIONS AND OCCUPATIONS

1. DPSA Circular 5 of 2009 dated 1 October 2009 on the implementation of the OSD for Engineers and related occupations refers

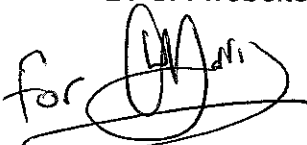
Introduction

2. The General Public Service Sectoral Bargaining Council ((GPSSBC) Resolutions 3, 5, 6, 8 and 9 of 2009) were concluded at the GPSSBC on the implementation of the OSD for Engineers and related professions and occupations with effect from 1 July 2009 and the subsequent implementation of Phase 2 with effect from 1 July 2010. The implementation of Phase 2 does not substitute annual cost of living adjustments for the affected employees. This process therefore applies to all categories covered by the above-mentioned Resolutions, but excludes all categories of Artisans (i.e. GPSSBC Resolution 4 of 2009).
3. Phase 2 is applicable to Engineers and related occupations who are employed in terms of the Public Service Act and the Correctional Services Act, irrespective whether they are employed at national or provincial level. The categories of employees who are covered by the Resolutions mentioned above are as follows:
 - 3.1 GPSSBC Resolution 3 of 2009 - Professional Surveyors, Quantity Surveyors, Architects, Town and Regional Planners, GISc Professionals and Scientists;

- 3.2 GPSSBC Resolution 5 of 2009 - Technicians (including Engineering, Survey (Surveyor), Architectural (Draughtspersons), GISc and Scientific);
- 3.3 GPSSBC Resolution 6 of 2009 - Technologists (including Engineering, Architectural, GISc, and Quantity Survey);
- 3.4 GPSSBC Resolution 8 of 2009 - Environmental and Biodiversity Officers; and
- 3.5 GPSSBC Resolution 9 of 2009 - Engineers and Construction Project Managers.

Implementation process

- 4. Phase 2 of the OSD **will be effected programmatically (centrally)**, by PERSAL. For this purpose it is very important that departments ensure that the existing OSD salary and occupational classification codes for the relevant employees are correct on PERSAL. Phase 2 will be implemented for those employees that have been translated from the non-OSD remuneration system (Phase 1) that applied up to 30 June 2009. Note should also be taken that Phase 2 will therefore be effected on new salary scales that have been awarded cost-of-living adjustment (i.e. 7.5%) with effect from 1 July 2010.
- 5. Therefore, no programmatic adjustment will be effected with regard to Phase 2 in those departments that have not yet finalised Phase 1 of the OSD. Those departments therefore have to follow the various implementation processes ranging from Phase 1 (translation to the OSD); the awarding of cost of living adjustments on 1 July 2010 and the implementation of Phase 2 of the OSD. In essence, the said departments will have to effect both Phases 1 and 2 manually noting that Phase 1 is subject to verification by the DPSA.
- 6. On the basis of the above and with view to provide clear guidelines on the implementation of Phase 2 of this OSD, the following documents are attached:
 - 6.1 Summary of OSD Post and Grade structure (post class codes, rank codes and job title codes) – attached as Annexure A.
 - 6.2 Translation key scales - attached Annexure B.
- 7. The above-referred Annexures are also available electronically on the DPSA website or via e-mail on request.

for 

Acting Director-General

DATE 29/11/2010