



the dpsa

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TO ALL HEADS OF NATIONAL/PROVINCIAL DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS

INTERPRETATION OF GPSSBC RESOLUTIONS 3, 4, 5, 6, 8 AND 9 OF 2009 READ TOGETHER WITH THE DETERMINATION UNDER DPSA CIRCULAR 5 OF 2009: OCCUPATION SPECIFIC DISPENSATION (OSD) FOR ENGINEERS AND RELATED OCCUPATIONS

1. The dpsa is inundated with inquiries regarding the advertising and filling of posts on Grade B of Control/Chief for occupations covered by the OSD for Engineers and related occupations. It has therefore become imperative that the DPSA, in order to ensure consistent implementation of the OSD across the Public Service, provide more comprehensible guidance and to assist with elucidation aspects on the advertising and filling of Control/Chief posts in terms of the OSD provisions.
2. General Public Service Sectoral Bargain Council (GPSSBC) Resolution 3, 4, 5, 6, 8 and 9 of 2009 read together with the Determination under DPSA Circular 5 of 2009 stipulates that an employee appointed in posts other than production posts, shall only be on the 1st notch/package attached to Grade A. The employee shall therefore progress to the 2nd salary grade (Grade B) only through grade progression.
3. It came to the DPSA's attention that some Departments advertise OSD posts at Grade B of the Control/Chief work level despite the provisions of the relevant Collective agreements and the Determination. It should be noted that a Collective Agreement is deemed a Determination made by the Minister for Public Service and Administration in accordance with Section 5 (6) (a) of the Public Service Act, 1994, and/or of Section 3 (5) of the Act. Therefore, Departments, including Heads of Departments do not have the authority to deviate from the provisions of a Collective Agreement.
4. In view of the above, and in order to promote consistency in the implementation of the OSD in the Public Service, Departments are urged to **advertise and fill all posts of Control/Chief at Grade A.**

Staatsdiens en Administrasie . Ditirelo tsa Puso le Tsamaiso . Ditshebeliso tsa Mmuso le Tsamaiso . uMnyango wemiSebenzi kaHulumeni nokuPhata

Muhasho wa Tshumelo ya Muvuso na Vhulanguli . Kgoro ya Ditirelo tša Mmušo . Ndzawulo ya Vutirela-Mfumo na Valawuri

LiTiko le Tebasebenti baHulumende nekuPhatsa . ISebe leNkonzo kaRhulumente noLawulo . UmNyango wemiSebenzi kaRhulumente nokuPhata

5. Departments that have erroneously advertised and filled posts of Control/Chief at Grade B are requested to rectify the affected employees' salaries as such remuneration is regarded as incorrectly granted remuneration and departments must recover the overpayment, in terms of the provision of Public Service Act, 1994 section 38, from the affected officials.



DIRECTOR-GENERAL
DATE: 2013/01/07