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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 Circular dated 07 January 2013 in the above regard refers.
2. DPSA is inundated with enquiries on the interpretation of the Circular in relation to DPSA Circular 5 of 2009, paragraph 3 (b) (v). It seems that the Circular issued on 07 January 2013 created ambiguity in terms of the interpretation of paragraph 3 (b) (v) as contained in DPSA Circular 5 of 2009. This letter is therefore aimed at providing further clarity on the matter.
3. DPSA Circular 5 of 2009, paragraph 3 (b) (v) provides for the suspension of Public Service Regulation (PSR) Chapter 1, Part V/C.3 (i.e. the awarding of higher notches) to existing employees, or candidates to be appointed from outside the Public Service in **identified** production and supervisory OSD posts (and grades).
4. Departments may only offer/award higher salaries/notches in terms of the recognition of experience basis as per table 26 to annexure A, B, C and D of DPSA Circular 5 of 2009 to production grades/posts. Therefore, departments are informed that PSR Chapter 1, Part V/C.3 is not applicable to the following production and supervisory OSD posts (and grades):
 - i. Engineer, Grades A, B and C.
 - ii. Professional Surveyor, Grades A, B and C.
 - iii. Quantity Surveyor, Grades A, B and C.
 - iv. Architect, Grades A, B and C.
 - v. Construction Project Manager, Grades A, B and C.
 - vi. Town and Regional Planner, Grades A, B and C.

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

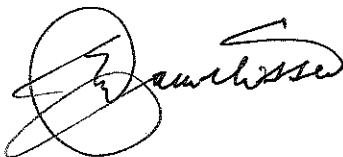
Muhasho wa Tshumelo ya Muvuso na Vhulanguli . Kgoro ya Ditirelo tša Mmušo . Ndzawulo ya Vutirela-Mfummo na Valawuri

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

- vii. Professional GISc, Grades A, B and C.
 - viii. Scientist, Grades A, B and C.
 - ix. Engineering Technologist, Grades A, B and C.
 - x. Architectural Technologist, Grades A, B and C.
 - xi. GISc Technologist, Grades A, B and C.
 - xii. Quantity Survey Technologist, Grades A, B and C.
 - xiii. Engineering Technician, Grades A, B and C.
 - xiv. Architectural Technician, Grades A, B and C.
 - xv. GISc Technician, Grades A, B and C.
 - xvi. Survey Technician (Surveyor), Grades A, B and C.
 - xvii. Scientific Technician, Grades A, B and C.
 - xviii. Artisan, Grades A, B and C.
 - xix. Environmental and Biodiversity Officers, Grades A, B and C
5. However, departments may offer/award a higher salary/notch in terms of PSR Chapter 1, Part V/C.3, to existing employees, or candidates to be appointed from outside the Public Service in the following supervisory/management and specialist posts:
- i. Chief Engineer, Grades A and B.
 - ii. Specialist Engineer.
 - iii. Chief Professional Surveyor, Grades A and B.
 - iv. Chief Quantity Surveyor, Grades A and B.
 - v. Chief Architect, Grades A and B.
 - vi. Chief Construction Project Manager, Grades A and B.
 - vii. Chief Town and Regional Planner, Grades A and B.
 - viii. Chief Professional GISc, Grades A and B.
 - ix. Scientific Manager, Grades A and B.
 - x. Specialist Scientist.
 - xi. Control Engineering Technologist, Grades A and B.
 - xii. Control Architectural Technologist, Grades A and B.
 - xiii. Control GISc Technologist, Grades A and B.
 - xiv. Control Quantity Survey Technologist, Grades A and B.
 - xv. Control Engineering Technician, Grades A and B.
 - xvi. Control Architectural Technician, Grades A and B.
 - xvii. Control GISc Technician, Grades A and B.

- xviii. Control Survey Technician (Surveyor), Grades A and B.
- xix. Control Scientific Technician, Grades A and B.
- xx. Control Environmental and Biodiversity Officer, Grades A and B.
- xxi. Specialised Environmental and Biodiversity Officer.
- xxii. Specialised Artisan.
- xxiii. Artisan Foreman, Grades A and B.
- xxiv. Chief Artisan, Grades A and B.

6. It should be noted that in terms of the Public Service Regulations (PSR) Chapter 1, Part V.C.1, read together with the OSD principles, an employee shall by default be appointed on the minimum salary notch of the scale attached to the specific OSD post.
7. As communicated to departments in DPSA Circular 5 of 2009, provision is made that an Executive Authority may, in terms of PSR Chapter 1, Part V/C.3, set the salary for OSD supervisory/management posts such as Chief Engineer at a higher salary or award the incumbent of the post a higher salary as part of an offer for recruitment and retention purposes. Department shall however advertise all supervisory/management posts (as listed in par 5 above) on the first grade attached to the post.
8. Based on the above, the DPSA wishes to reiterate that the OSD is a centrally determined remuneration dispensation and is implemented in terms of the General Public Service Sectoral Bargaining Council (GPSSBC) Resolutions and therefore departments may not deviate from the said provisions.



^ DIRECTOR-GENERAL

DATE: 2013/03/11