

RESOLUTION NO 2 OF 2009

AGREEMENT ON THE IMPLEMENTATION OF AN OCCUPATION SPECIFIC DISPENSATION (OSD) FOR CORRECTIONAL SERVICES OFFICIALS

1. PURPOSE

This agreement gives effect to clause 4.1 of the PSCBC Resolution 1 of 2007 in providing an Occupation Specific Dispensation (OSD) for Correctional Officials.

2. DEFINITIONS

“Department” means the Department of Correctional Services referred to in Schedule 1 of the Public Service Act, 1994 (as amended).

“Employees” means persons employed by the Department in terms of the Correctional Services Act, 1998 and persons employed in terms of the Public Service Act, 1994 (as amended).

“Centre Based Correctional Official” means all categories of employees, based at Correctional Centres and Social Reintegration Offices and include all other employees who fall under the establishment of the Correctional Centre, working 45 hours per week.

“Non-Centre Based Correctional Official” means all categories of employees, not referred to as centre-based correctional officials, working 40 hours per week.

“Correctional Centres” means a correctional centre as defined in the Correctional Services Amendment Act, 2008

“Correctional Official” means persons employed in terms of the Correctional Services Act, 1998.

3. OBJECTIVES

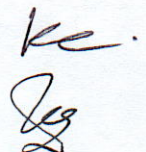
3.1 To introduce an Occupational Specific Dispensation (OSD) for Centre Based and Non-Centre Based Correctional Officials that provides for–

3.1.1 a unique salary structure;

3.1.2 career-pathing opportunities based on competencies, experience, performance and scope of work;

3.1.3 pay progression;

3.1.4 grade progression based on performance;



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- 3.1.5 recognition of appropriate experience;
- 3.1.6 increased competencies;
- 3.1.7 protection of current compensation;
- 3.1.8 the introduction of differentiated salary scales for different categories of Correctional Officials;
- 3.1.9 The introduction of 45-hour work week for the implementation of OSD and the implementation of a 7-day establishment/ shift system for Centre Based Correctional Officials.
- 3.10 The appointment of new recruits as learners.

4. SCOPE

- 4.1 Subject to clause 4.2 this agreement binds –
 - 4.1.1 the Employer;
 - 4.1.2 the employees of the employer who are members of trade union parties to this agreement; and
 - 4.1.3 the employees of the employer who are not members of trade union parties to this agreement, but who fall within the registered scope of the Council.
- 4.2 The agreement is not applicable to the following categories of officials employed by the department -
 - 4.2.1 Support staff employed in terms of the Public Service Act, 1994, as amended;
 - 4.2.2 Employees covered by other OSD referred to in PSCBC Resolution 1 of 2007; and
 - 4.2.3 Members of the Senior Management Service.

5. EDUCATORS WITHIN THE DEPARTMENT OF CORRECTIONAL SERVICES

- 5.1 Parties agree to extend the ELRC Collective Agreement 1/2008 to the occupational class of Educators within the Department of Correctional Services.
- 5.2 The Agreement will regulate the implementation of the Occupational Specific Dispensation for Educators within the Department.
- 5.3 The implementation of the above agreement will be backdated to 1 January 2008.

6. IN RESPECT OF CENTRE BASED AND NON-CENTRE BASED CORRECTIONAL OFFICIALS, PARTIES AGREE TO THE FOLLOWING:

6.1 TRANSLATION MEASURES

6.1.1 Centre Based and Non Centre Based Correctional Officials, as defined in this agreement shall translate to the OSD, which shall provide for the following:

(1) **Unique Remuneration Structure**

The introduction of a unique remuneration structure, with 3% increments between the notches.

(2) **Differentiated Dispensation**

Differentiated salary structures for Centre Based and Non-Centre Based Correctional Officials attached as **Annexure A1** (Centre Based), and **Annexure A2** (Non-Centre Based) and as summarized hereunder:

No	WORK STREAM	OSD BAND	OCCUPATIONAL GROUPS INCLUDED
	A	B	C
1	Learners	As per learnership contract.	<ul style="list-style-type: none"> • Student Correctional Officer
2	Security Stream (Centre Based)	CB 1	<ul style="list-style-type: none"> • Security Officer Grade III, II and I,
		CB 2	<ul style="list-style-type: none"> • Specialised Security Officer Grade II and I
3	Corrections Stream (Centre based)	CB 1	<ul style="list-style-type: none"> • Case Officers Grade III, II and I • Social Re-Integration Officers Grade III, II and I
		CB 2	<ul style="list-style-type: none"> • Specialised Case Officer, Grade II and I • Specialised Re integration Officer, Grade II and I
		CB 3	<ul style="list-style-type: none"> • Case Management Supervisor Grade II and I • Senior Re-integration Officer Grade II and I
4	Management of Correctional Centres (Centre based)	CB 4	<ul style="list-style-type: none"> • Security Manager • Reintegration Manager • Unit Manager • Head of Correctional Centre (Small Centre) • Head of Community Corrections (Small)

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No	WORK STREAM	OSD BAND	OCCUPATIONAL GROUPS INCLUDED
	A	B	C
		CB 5	<ul style="list-style-type: none"> Centre Coordinator (Medium or Large Centre) Head of Correctional Centre (Medium Centre) Head of Community Corrections (Medium Centre)
		CB 6	<ul style="list-style-type: none"> Centre Coordinator (Large Centre) Head of Correctional Centre (Large Centre) Head of Community Corrections (Large Centre)
5	Parole Board Clerks and Correctional Policy Administrators (Non-Centre based)	NCB 1	<ul style="list-style-type: none"> Correctional Administration Officers Grade III, II and I Parole Board Clerks Grade III, II and I
6	Senior Correctional Administration Officer and Parole Board Secretary (Non-Centre based)	NCB 2	<ul style="list-style-type: none"> Senior Correctional Administration Officer Parole Board Secretary
7	Assistant Director Correctional Policy Administrator (Non-Centre based)	NCB 3	<ul style="list-style-type: none"> Assistant Director Correctional Policy Administrator
8	Deputy Director Correctional Policy Administrator (Non-Centre based)	NCB 4	<ul style="list-style-type: none"> Deputy Director Correctional Policy Administrator

- (3) Centre Based Correctional Officials shall translate to the appropriate salary scales in accordance with **Annexure B1**.
- (4) Non-Centre Based Correctional Officials shall translate to the appropriate salary scales in accordance with **Annexure B2**.

7. TRANSLATION MEASURES FOR CORRECTIONAL OFFICIALS – PHASE 1

- 7.1 Translation to the OSD for correctional officials shall be subject to the following principles:
 - 7.1.1 the employee must be an incumbent in the post and;
 - 7.1.2 must be performing the functions of the post (job).
- 7.2 Correctional officials shall translate to the appropriate salary scales in accordance with the posts that they currently occupy.
- 7.3 Translation measures to facilitate translation from the existing dispensation to the appropriate salary scales attached to the OSD are based on the following principles:
 - 7.3.1 No person shall receive a salary (notch or package) that is less than what he/she received prior to the implementation of the OSD; and
 - 7.3.2 A minimum translation will be implemented to the appropriate salary scale attached to the posts (and grades in respect of production levels). As contained in Annexure B1 and B2.
 - 7.3.3 Employees who are translated to total cost packages, shall have their benefits protected (employees shall not be worse off).

8. PAY PROGRESSION

- 8.1 Biennial pay progression of 3% shall apply on condition that the relevant employee has maintained a satisfactory level of performance as set out in the performance management system of the department that shall be applicable at the time when such employee becomes eligible for pay progression.
- 8.2 Biennial pay progression shall be awarded to Centre Based Correctional Officials and to Non-Centre Based Correctional Officials with effect from 1 July of the year in which the employee has complied with the prescribed requirements for such pay progression.
- 8.3 The 1st annual pay progression cycle for Centre Based Correctional Officials and Non-Centre Based Correctional Officials in terms of this OSD shall commence on 1 April 2009 and shall run until 31 March 2011; therefore the awarding of the first pay progression in terms of this OSD shall be 1 July 2011.

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9. IMPROVEMENT IN CAREER PATHS

- 9.1 Career path is improved through the introduction of a set of salary grades attached to the posts in identified categories.
- 9.2 The salary grades provide for longer career progression opportunities, as part of the defined career path.
- 9.3 The OSD also provides for career paths that facilitate progression to other work streams, subject to the requirements and conditions for such progression.

10. GRADE PROGRESSION

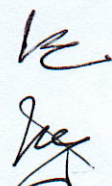
The creation of posts at production and identified supervisory levels allows for a single post to be linked to more than one salary grade (scale) to facilitate grade progression.

11. RECOGNITION OF EXPERIENCE – PHASE 2

- 11.1 With effect from 1 April 2010, the recalculation of salary notch position shall be based on DCS experience as at 30 June 2009 based on years of experience obtained in addition to the experience required for appointment on that level. The recalculation of salary notch will be limited to officials in the production levels (current salary levels 3-8)
- 11.2 Translation of experience shall be recognized as 1 notch for every 5 years worked, calculated from the date of employment in DCS based on the new notch of the OSD.
- 11.3 The employer shall introduce a basis for salary recognition for relevant experience on appointment for employees who are appointed from outside the public service in production posts.

12. ENROLMENT OF NEW CENTRE BASED RECRUITS AS LEARNERS

- 12.1 All Learners at entry level in production who are required to undergo basic training shall be appointed in terms of a Learnership employment contract as envisaged by Section 18(2) of the Skills Development Act for the duration of the Learnership. The conditions of service and remuneration will be determined in accordance with the Sectoral Determination for Learnership made by the Minister of Labour in terms of Section 55(1) read with section 18(4) of the Skills Development Act, with effect from 1 July 2009.
- 12.2 Current ring-fenced Student Correctional Officials shall retain their current conditions of employment and upon completion of the training programme, shall translate to the first notch of the OSD for full time employment. No recognition of experience shall apply to these employees
- 12.3 Organisational rights agreement of the Department of Correctional Services will be applicable to Learners.



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13. INTRODUCTION OF 45 HOUR WORK WEEK AND 7-DAY ESTABLISHMENT

- 13.1 All Centre Based Correctional Officials shall be translated to the 45 hour work week, with effect from 1 July 2009.
- 13.2 The Department shall introduce a 7-day establishment for correctional facilities with effect from 1 July 2009.
- 13.3 The Department shall develop 7-day establishment models taking into consideration institution- specific needs.

14. COMPENSATION FOR EXTENSION OF IMPLEMENTATION DATE OF DISPENSATION

A once-off amount of R7500.00 shall be paid to all correctional officials covered in this agreement that were in the employ of the department as at 1 July 2008, with effect from the date of signing of this agreement in lieu of the non-implementation of the OSD as per the PSCBC Resolution 1 of 2007.

15. APPOINTMENT MEASURES FOR NEW APPOINTEES

- 15.1 New appointees in non custodial posts, who are non centre based and who provide general support services to the core business of the Department shall be appointed in terms of the Public Service Act and their conditions of service shall be regulated by the said Act.
- 15.2 the Employee must meet the appointment requirements of the job(i.e. possessing the relevant qualification(s) , prescribed years of experience, etc.

16. MEASURES APPLICABLE TO THE MIGRATION OF CORRECTIONAL OFFICIALS

- 16.1 Non- Centre Based Correctional Officials at current salary level 3-7 will be given a choice to migrate to correctional centres where operational needs exist and shall be placed and translated to the OSD for Centre Based Correctional Officials.
- 16.2 All other non-Centre based Correctional Officials will be given a choice to migrate to correctional centres subject to the availability - and complying with the appointment requirements of the vacant post.
- 16.3 Non- Centre Based employees who choose not to migrate to the centre based work streams will retain their benefits and appointment status under the Correctional Services Act as amended.
- 16.4 Centre Based Correctional Officials who choose to migrate to the non- centre based work streams will on transfer translate to a salary notch applicable to the non- centre based work stream and will not retain the salary earned in terms of the 45 hour work week.
- 16.5 Appointment to a higher post shall be in accordance with departmental appointment requirements.

17. OVERTIME

Overtime will be compensated in terms of PSCBC Resolution 1/2007 beyond 45 hours for those who are Centre Based and beyond 40 hours for those who are Non Centre Based.



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18. DATE OF IMPLEMENTATION

This Agreement shall take effect on the following dates:

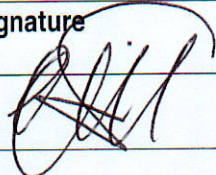
PAR	PROVISION	DATE
18.1	OSD for Centre- Based and Non- Centre Based Correctional Officials	1 st day of the month following the signing of this resolution
18.2	Recognition of experience for Centre- Based and Non- Centre Based Correctional Officials	1 April 2010
18.3	45 Hour Work Week and 7-day establishment	1 July 2009
18.4	Once-off payment of R7500 in lieu of the non-implementation of the OSD from 1 July 2008 to 30 June 2009.	On the signing of this resolution.

19. DISPUTE RESOLUTION

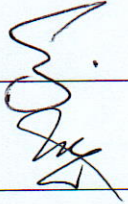
Should there be a dispute about the interpretation or application of this agreement any party may refer the matter to the Council for resolution in terms of the dispute resolution procedure of the Council.

This was done at Centurion on this 24th day of JUNE 2009

ON BEHALF OF THE EMPLOYER PARTY

	Name	Signature
State as employer	T.M. SIKO	

ON BEHALF OF TRADE UNION PARTIES

TRADE UNION	NAME	SIGNATURE
NEHAWU	CLEMENT MARULE	
POPCRU	UNATHI KA THELE	
PSA		

CENTRE BASED CORRECTIONAL OFFICIAL

SALARY SCALES		Learnership	PRODUCTION STILL TO MEET APPOINTMENT CRITERIA	ENTRY LEVEL PRODUCTION	ADVANCED PRODUCTION	SUPERVISION	MANAGEMENT	MANAGEMENT	MANAGEMENT
BASIC NOTCH	75% package			CASE OFFICER / RE-INTEGRATION / SECURITY OFFICER	SPECIALISED CASE OFFICER / SPECIALISED RE-INTEGRATION OFFICER / SPECIALISED SECURITY OFFICER / SENIOR SECURITY OFFICER (TEAM LEADER)	SENIOR RE-INTEGRATION OFFICER / CASE MANAGEMENT SUPERVISOR	(Security Manager, Reintegration Manager, Unit Manager (Small), Head of Correctional Centre (Small))	(Centre Coordinator (medium); Head of Correctional Centre (Med))	(Centre Coordinator (large); Head of Correctional Centre (large))
		40 hour	45 hour	45 hour	45 hour	45 hour	45 hour	45 hour	45 hour
			CBA	CB 1	CB 2	CB 3	CB 4	CB 5	CB 6
64,452			Grade 12						
66,387			64,452 CBA						
68,379									
70,431									
72,543									
74,718									
76,959									
79,269									
81,648									
84,099									
86,622									
89,223			91,899	72,543 CB1 1					
91,899				81,648					
94,656				89,223 CB1 2					
97,494				100,419					
100,419				109,731 CB1 3	109,731 CB2 1				
103,434				123,504					
106,536				134,961 CB2 2					
109,731				170,964					
113,022					143,181 CB3 1				
116,415					161,154				
119,907					176,094 CB3 2				
123,504					308,796 CB4 4				
127,212					210,267 CB5 5				
131,028					347,544 CB6 6				
134,961									
139,011									
143,181									
147,477									
151,902									
156,459									
161,154									
165,987									
170,964									
176,094									
181,377									
186,816									
192,423									
198,195									
204,141									
210,267									
216,573									
223,071									
229,764									
236,655									
243,756									
251,070									
258,603									
266,361									
274,353									
282,585									
291,063									
299,796									
308,790									
318,054									
327,594	399,726								
337,422	411,720								
347,544	424,071								
	436,794								
	449,898								
	463,392								
	477,294								
	491,613								
	506,358								
	521,550								
	537,198								
	553,311								

Grade progression: Grades are part of a single work level, with progression to a higher grade within the work level, without competing for a grade, based on prescribed criteria

Promotion to / appointment in a higher vacant post (higher work level), based on normal open competition principles

- NOTES:
- Recognition of experience - up to 30 years on entry level production grades only
 - Only Correctional Service Act employees appointed in institutions rostered and working 45 hours pm are included
 - Post CBA is created for once off translation of those employees who do not meet the appointment criteria to post CB 1
 - Periods for grade progression :
 - At the earliest after 8 years with consistant above average performance assessments
 - After 10 years with comply with expectation assessment
 - At least 10 years experience at the entry level production post (CB1) , or 3 year relevant diploma with successful completion of internship
 - A relevant 3 year diploma/degree in behavioural science PLUS at least 5 years' experience in the production post (CB 2)
 - Entry requirement: NQF 6 qualification, plus 7 years supervisory experien
 - SMS positions are excluded from the OSD
 - "Standardised" PMDS needed to facilitate grade progression based on "higher levels of performance"
 - No translation to CB 2 and CB 3. POSTS TO BE CREATED AND ADVERTISED.
 - ALL OCCUPATIONS WHO ARE PROVIDED FOR IN OTHER OSD'S FALLS OUTSIDE THE SCOPE AND ARE EXCLUDED FROM THE PROVISIONS OF THIS OSD, ie SOCIAL SERVICES, LEGAL, ETC.

399,726	CB 6
411,720	One notch Pay
424,071	biennial
436,794	Progression
449,898	Depending on
463,392	Performance
477,294	
491,613	
506,358	
521,550	
537,198	
553,311	

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NON-CENTRE BASED CORRECTIONAL OFFICIAL						
SALARY SCALES		AUXILIARY SUPPORT	ENTRY LEVEL PRODUCTION	SUPERVISION	JUNIOR MANAGEMENT	MIDDLE MANAGEMENT
BASIC	75% TCE	40 hour	40 hour	40 hour	40 hour	40 hour
		NCB-AUX	NCB 1	NCB 2	NCB 3	NCB 4
42,612		42,612				
43,893						
45,207						
46,566						
47,961						
49,401						
50,883						
52,407						
53,979						
55,599						
57,267						
58,986						
60,753						
62,577						
64,452			64,452			
66,387						
68,379						
70,431						
72,543						
74,718						
76,959						
79,269		79,269				
81,648						
84,099						
86,622						
89,223						
91,899						
94,656						
97,494						
100,419						
103,434						
106,536						
109,731						
113,022						
116,415						
119,907						
123,504						
127,212						
131,028						
134,961						
139,011						
143,181						
147,477						
151,902						
156,459						
161,154						
165,987						
170,964						
176,094						
181,377						
186,816						
192,423						
198,195						
204,141						
210,267						
216,573						
223,071						
229,764						
236,655						
243,756						
251,070						
258,603						
266,361	355,149					
274,353	365,805					
	376,762					
	388,086					
	399,726					
	411,720					
	424,071					
	436,794					
	449,898					
	463,392					
	477,294					
	491,613					
	506,358					

NCB-AUX
One notch Pay
biennial
Progression
Depending on
Performance

NCB-EP 1
Grade Progression
See note 4

NCB-EP 2
Grade Progression
See note 4

NCB-EP 3
One notch Pay
biennial
Progression
Depending on
Performance

NCB-SUP1
One notch Pay
biennial
Progression
Depending on
Performance

NCB-JM
One notch Pay
biennial
Progression
Depending on
Performance

NCB-MM
One notch Pay
biennial
Progression
Depending on
Performance

Appointment to post: Grade 12 PLUS successful completion of Learnership programme.

Appointment requirement: Relevant NQF 6 qualification PLUS successful completion of learnership programme OR at least 10 years relevant experience in the entry level production post.

NQF 6 qualification in behavioural sciences plus at least 5 years experience in the production post

NQF 6 qualification in behavioural sciences plus at least 5 years experience as Supervisor

NQF 6 in behavioural sciences plus at least 7 years (combined) experience gained on supervision and junior management levels

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Grade progression: Grades are part of a single work level, with progression to a higher grade within the work level, without competing for a grade, based on prescribed criteria

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Promotion to / appointment in a higher vacant post (higher work level), based on normal open competition principles

NOTES:

1 Recognition of experience - up to 30 years on entry level production grades only

2 SMS positions are excluded from the OSD


4 Periods for grade progression : At the earliest after 8 years with consistant above average performance assessments
After 10 years with comply with expectation assessments

5 ALL OCCUPATIONS WHO ARE PROVIDED FOR IN OTHER OSD'S FALLS OUTSIDE THE SCOPE AND ARE EXCLUDED FROM THE PROVISIONS OF THIS OSD. ie SOCIAL SERVICES, LEGAL, ETC

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TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION FOR CORRECTIONAL SERVICE ACT APPOINTEES
(CENTRE BASED CORRECTIONAL OFFICIALS) - JULY 2009

1 July 2008 salaries		Translation measures for Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees	
Post/Rank:	CORRECTIONAL OFFICER		
Salary Level:	3	CBA	
Salary Scale:	54,879 x Prog -63,171	64,452 x Prog -91,899	
Translation:	Notch	Notch	
	54,879	64,452	
	55,434	66,387	
	55,986	66,387	
	56,550	66,387	
	57,111	68,379	
	57,684	68,379	
	58,263	68,379	
	58,845	70,431	
	59,436	70,431	
	60,024	70,431	
	60,627	72,543	
	61,239	72,543	
	61,845	72,543	
	62,466	74,718	
	63,087	74,718	
	63,717	74,718	
Post/Rank:	CORRECTIONAL OFFICER		
Salary Level:	4	CBA	
Salary Scale:	64,410x Prog -74,772	64,452 x Prog -91,899	
Translation:	Notch	Notch	
	64,410	76,959	
	65,055	76,959	
	65,703	79,269	
	66,360	79,269	
	67,026	79,269	
	67,692	81,648	
	68,373	81,648	
	69,051	81,648	
	69,744	84,099	
	70,446	84,099	
	71,148	84,099	
	71,856	86,622	
	72,576	86,622	
	73,302	86,622	
	74,034	89,223	
	74,772	89,223	

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TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION FOR CORRECTIONAL SERVICE ACT APPOINTEES
(CENTRE BASED CORRECTIONAL OFFICIALS) - JULY 2009

1 July 2008 salaries		Translation measures for Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees			
Post/Rank:	CASE OFFICER / RE-INTEGRATION / SECURITY OFFICER				
Salary Level:	5	CB1-1	CB1-2	CB1-3	
Salary Scale:	54,879 x Prog -63,171	72,543 x Prog -81,648	89,223 x Prog -100,419	109,731 x Prog -170,964	
Translation:	Notch	Notch	Notch	Notch	
	76,194		91,899		
	76,959		91,899		
	77,727		91,899		
	78,504		94,656		
	79,287		94,656		
	80,076		94,656		
	80,880		97,494		
	81,687		97,494		
	82,506		97,494		
	83,331		100,419		
	84,165		100,419		
	85,008		100,419		
	85,860			109,731	
	86,718			109,731	
	87,582			109,731	
	88,464			109,731	
	89,346			109,731	
Post/Rank:	CASE OFFICER / RE-INTEGRATION / SECURITY OFFICER				
Salary Level:	6	CB1-1	CB1-2	CB1-3	
Salary Scale:	94,326 x Prog -109,515	72,543 x Prog -81,648	89,223 x Prog -100,419	109,731 x Prog -170,964	
Translation:	Notch	Notch	Notch	Notch	
	94,326			113,022	
	95,277			113,022	
	96,225			113,022	
	97,197			116,415	
	98,160			116,415	
	99,144			116,415	
	100,134			119,907	
	101,130			119,907	
	102,147			119,907	
	103,170			123,504	
	104,199			123,504	
	105,237			123,504	
	106,296			127,212	
	107,355			127,212	
	108,429			127,212	
	109,515			131,028	

TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION FOR CORRECTIONAL SERVICE ACT APPOINTEES
(CENTRE BASED CORRECTIONAL OFFICIALS) - JULY 2009

1 July 2008 salaries		Translation measures for Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees		
Post/Rank:	CASE OFFICER / RE-INTEGRATION / SECURITY OFFICER			
Salary Level:	7	CB1-1	CB1-2	CB1-3
Salary Scale:	117,501 x Prog -137,976	72,543 x Prog -81,648	89,223 x Prog -100,419	109,731 x Prog -170,964
Translation:	Notch	Notch	Notch	Notch
	117,501			139,011
	118,674			143,181
	119,865			143,181
	121,059			143,181
	122,271			147,477
	123,489			147,477
	124,728			147,477
	125,973			151,902
	127,233			151,902
	128,505			151,902
	129,789			156,459
	131,091			156,459
	132,399			156,459
	133,725			161,154
	135,066			161,154
	136,419			161,154
	137,976			165,987
Post/Rank:	SECURITY MANAGER, RE-INTEGRATION MANAGER, UNIT MANAGER, HEAD OF CORRECTIONAL CENTRE IN A SMALL INSTITUTION			
Salary Level:	8	CB4		
Salary Scale:	145,920 x Prog - 169,410	176,094 x Prog -308,790		
Translation:	Notch	Notch		
	145,920	176,094		
	147,384	176,094		
	148,863	176,094		
	150,345	176,094		
	151,854	181,377		
	153,366	181,377		
	154,899	181,377		
	156,447	186,816		
	158,016	186,816		
	159,591	186,816		
	161,184	186,816		
	162,795	192,423		
	164,427	192,423		
	166,071	192,423		
	167,733	198,195		
	169,410	198,195		

TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION FOR CORRECTIONAL SERVICE ACT APPOINTEES
(CENTRE BASED CORRECTIONAL OFFICIALS) - JULY 2009

1 July 2008 salaries		Translation measures for Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees	
Post/Rank:	CENTRE COORDINATOR AND HEAD OF CORRECTIONAL CENTRE IN A MEDIUM INSTITUTION		
Salary Level:	9	CB 5	
Salary Scale:	174,243 x Prog - 210,489	210,267 x Prog -347,544	
Translation:	Notch	Notch	
	174,243	210,267	
	175,977	210,267	
	177,741	210,267	
	179,520	210,267	
	181,317	210,267	
	183,132	210,267	
	184,959	210,267	
	186,810	216,573	
	188,676	216,573	
	190,557	216,573	
	192,468	223,071	
	194,391	223,071	
	196,338	223,071	
	198,300	229,764	
	200,283	229,764	
	202,287	229,764	
	204,090	229,764	
	210,489	236,655	
Post/Rank:	CENTRE COORDINATOR AND HEAD OF CORRECTIONAL CENTRE IN A MEDIUM INSTITUTION		
Salary Level:	10	CB5	
Salary Scale:	174,243 x Prog - 210,489	210,267 x Prog -347,544	
Translation:	Notch	Notch	
	217,482	243,756	
	219,651	251,070	
	221,850	251,070	
	224,073	251,070	
	226,308	258,603	
	228,576	258,603	
	230,862	258,603	
	233,163	258,603	
	235,497	266,361	
	237,855	266,361	
	240,231	266,361	
	242,637	274,353	
	245,061	274,353	
	247,512	274,353	
	249,984	282,585	
	252,483	282,585	

TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION FOR CORRECTIONAL SERVICE ACT APPOINTEES
(CENTRE BASED CORRECTIONAL OFFICIALS) - JULY 2009

1 July 2008 salaries		Translation measures for Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees	
Post/Rank:	CENTRE COORDINATOR AND HEAD OF CORRECTIONAL CENTRE IN A LARGE INSTITUTION		
Salary Level:	11	CB6	
Salary Scale:	346,590 x Prog - 400,584	399,726 x Prog -553,311	
Translation:	Package	Notch	
	346,590	399,726	
	350,013	399,726	
	353,478	399,726	
	356,976	399,726	
	360,507	399,726	
	364,077	399,726	
	367,677	399,726	
	371,319	399,726	
	374,994	411,720	
	378,699	411,720	
	382,449	411,720	
	386,238	411,720	
	390,057	424,071	
	393,918	424,071	
	397,818	424,071	
	400,584	436,794	
Post/Rank:	CENTRE COORDINATOR AND HEAD OF CORRECTIONAL CENTRE IN A LARGE INSTITUTION		
Salary Level:	12	CB6	
Salary Scale:	410,805 x Prog - 476,307	399,726 x Prog -553,311	
Translation:	Package	Notch	
	410,805	449,898	
	414,870	449,898	
	418,980	449,898	
	423,132	463,392	
	427,323	463,392	
	431,562	463,392	
	435,840	477,294	
	440,160	477,294	
	444,519	477,294	
	448,923	491,613	
	453,378	491,613	
	457,869	491,613	
	462,408	506,358	
	466,995	506,358	
	471,627	506,358	
	476,307	521,550	

J. M. S.
T. M. S.

TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION FOR CORRECTIONAL SERVICE ACT APPOINTEES
(CENTRE BASED CORRECTIONAL OFFICIALS) - JULY 2009

1 July 2008 salaries		Translation measures for Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees	
Post/Rank:	SPECIALISED CASE OFFICER / SPECIALISED RE-INTEGRATION OFFICER / SPECIALISED SECURITY OFFICER / SENIOR SECURITY OFFICER (TEAM LEADER)		
Salary Level:	6	CB2-1	CB2-2
Salary Scale:	94,326 x Prog -109,515	109,731 x Prog -123,504	134,961 x Prog -192,423
Translation:	Notch	Notch	Notch
	94,326	113,022	
	95,277	113,022	
	96,225	113,022	
	97,197	116,415	
	98,160	116,415	
	99,144	116,415	
	100,134	119,907	
	101,130	119,907	
	102,147	119,907	
	103,170	123,504	
	104,199	123,504	
	105,237	123,504	
	106,296		134,961
	107,355		134,961
	108,429		134,961
	109,515		134,961
Post/Rank:	SPECIALISED CASE OFFICER / SPECIALISED RE-INTEGRATION OFFICER / SPECIALISED SECURITY OFFICER / SENIOR SECURITY OFFICER (TEAM LEADER)		
Salary Level:	7	CB2-1	CB2-2
Salary Scale:	117,501 x Prog -137,976	109,731 x Prog -123,504	134,961 x Prog -192,423
Translation:	Notch	Notch	Notch
	117,501		139,011
	118,674		143,181
	119,865		143,181
	121,059		143,181
	122,271		147,477
	123,489		147,477
	124,728		147,477
	125,973		151,902
	127,233		151,902
	128,505		151,902
	129,789		156,459
	131,091		156,459
	132,399		156,459
	133,725		161,154
	135,066		161,154
	136,419		161,154
	137,976		165,987

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T.M.S.

TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION FOR CORRECTIONAL SERVICE ACT APPOINTEES (CENTRE BASED CORRECTIONAL OFFICIALS) - JULY 2009

1 July 2008 salaries		Translation measures for Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees	
Post/Rank:	SENIOR RE-INTEGRATION OFFICER/ CASE MANAGEMENT SUPERVISOR		
	8	CB3 1	CB3 2
Salary Scale:	145,920 x Prog - 169,410	143,181 x Prog -161,154	176094 x Prog -236655
Translation:	Notch	Notch	Notch
	145,920		176,094
	147,384		176,094
	148,863		176,094
	150,345		176,094
	151,854		181,377
	153,366		181,377
	154,899		181,377
	156,447		186,816
	158,016		186,816
	159,591		186,816
	161,184		186,816
	162,795		192,423
	164,427		192,423
	166,071		192,423
	167,733		198,195
	169,410		198,195

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T.M.S.

TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION CORRECTIONAL SERVICE ACT APPOINTEES (NON CENTRE BASED CORRECTIONAL OFFICIALS) - 1 JULY 2009

1 July 2008 salaries		Translation measures for Non -Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees	
Post/Rank:	AUXILLIARY SUPPORT		
Salary Level:	3	NCB-AUX	
Salary Scale:	54,879 x Prog -63,171	42612 x Prog - 79269	
Translation:	Notch		Notch
	54,879	57,267	
	55,434	58,986	
	55,986	58,986	
	56,550	58,986	
	57,111	60,753	
	57,684	60,753	
	58,263	60,753	
	58,845	62,577	
	59,436	62,577	
	60,024	62,577	
	60,627	64,452	
	61,239	64,452	
	61,845	64,452	
	62,466	66,387	
	63,087	66,387	
	63,717	66,387	
Post/Rank:	AUXILLIARY SUPPORT		
Salary Level:	4	NCB-AUX	
Salary Scale:	54,879 x Prog -63,171	42612 x Prog - 79269	
Translation:	Notch		Notch
	64,410	68,379	
	65,055	68,379	
	65,703	68,379	
	66,360	70,431	
	67,026	70,431	
	67,692	70,431	
	68,373	72,543	
	69,051	72,543	
	69,744	72,543	
	70,446	74,718	
	71,148	74,718	
	71,856	74,718	
	72,576	76,959	
	73,302	76,959	
	74,034	76,959	
	74,772	79,269	

J. Ke.
T.M.S.

TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION CORRECTIONAL SERVICE ACT APPOINTEES (NON CENTRE BASED CORRECTIONAL OFFICIALS) - 1 JULY 2009

1 July 2008 salaries		Translation measures for Non -Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees		
Post/Rank:	ENTRY LEVEL PRODUCTION			
Salary Level:	5	NCB - EP 1	NCB - EP 2	NCB - EP 3
Salary Scale:	54,879 x Prog -63,171	64452 x Prog - 72543	79269 x Prog - 89223	97494 x Prog - 147477
Translation:	Notch	Notch	Notch	Notch
	76,194		79,269	
	76,959		81,648	
	77,727		81,648	
	78,504		81,648	
	79,287		84,099	
	80,076		84,099	
	80,880		84,099	
	81,687		86,622	
	82,506		86,622	
	83,331		86,622	
	84,165		89,223	
	85,008		89,223	
	85,860		89,223	
	86,718			97,494
	87,582			97,494
	88,464			97,494
	89,346			97,494
Post/Rank:	ENTRY LEVEL PRODUCTION			
Salary Level:	6	NCB - EP 1	NCB - EP 2	NCB - EP 3
Salary Scale:	94,326 x Prog -109,515	64452 x Prog - 72543	79269 x Prog - 89223	97494 x Prog - 147477
Translation:	Notch	Notch	Notch	Notch
	94,326			100,419
	95,277			100,419
	96,225			100,419
	97,197			103,434
	98,160			103,434
	99,144			103,434
	100,134			106,536
	101,130			106,536
	102,147			106,536
	103,170			109,731
	104,199			109,731
	105,237			109,731
	106,296			113,022
	107,355			113,022
	108,429			113,022
	109,515			116,415

J. Ke.
T.M.S.

TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION CORRECTIONAL SERVICE ACT APPOINTEES (NON CENTRE BASED CORRECTIONAL OFFICIALS) - 1 JULY 2009

1 July 2008 salaries		Translation measures for Non -Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees		
Post/Rank:	ENTRY LEVEL PRODUCTION			
Salary Level:	7	NCB - EP 1	NCB - EP 2	NCB - EP 3
Salary Scale:	117,501 x Prog - 137,976	64452 x Prog - 72543	79269 x Prog - 89223	97494 x Prog - 147477
Translation:	Notch	Notch	Notch	Notch
	117,501			123,504
	118,674			123,504
	119,865			127,212
	121,059			127,212
	122,271			127,212
	123,489			131,028
	124,728			131,028
	125,973			131,028
	127,233			134,961
	128,505			134,961
	129,789			134,961
	131,091			139,011
	132,399			139,011
	133,725			139,011
	135,066			143,181
	136,419			143,181
	137,976			143,181
Post/Rank:	SUPERVISION			
	8	NCB-SUP1		
Salary Scale:	145,920 x Prog - 169,410	151902 x Prog - 210267		
Translation:	Notch	Notch		
	145,920	151,902		
	147,384	156,459		
	148,863	156,459		
	150,345	156,459		
	151,854	161,154		
	153,366	161,154		
	154,899	161,154		
	156,447	165,987		
	158,016	165,987		
	159,591	165,987		
	161,184	170,964		
	162,795	170,964		
	164,427	170,964		
	166,071	176,094		
	167,733	176,094		
	169,410	176,094		

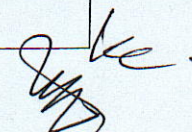
J. Ke.
T.M.S.

TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION CORRECTIONAL SERVICE ACT APPOINTEES (NON CENTRE BASED CORRECTIONAL OFFICIALS) - 1 JULY 2009

1 July 2008 salaries		Translation measures for Non -Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees	
Post/Rank:	JUNIOR MANAGEMENT		
	9	NCB - JM	
Salary Scale:	174,243 x Prog - 210,489	181,377 x Prog - 274,353.	
Translation:	Notch		
	174,243	181,377	
	175,977	186,816	
	177,741	186,816	
	179,520	186,816	
	181,317	192,423	
	183,132	192,423	
	184,959	192,423	
	186,810	198,195	
	188,676	198,195	
	190,557	198,195	
	192,468	204,141	
	194,391	204,141	
	196,338	204,141	
	198,300	210,267	
	200,283	210,267	
	202,287	210,267	
	204,090	216,573	
	210,489	223,071	
Post/Rank:	JUNIOR MANAGEMENT		
Salary Level:	10	NCB - JM	
Salary Scale:	217,482 x Prog - 252,483	181,377 x Prog - 274,353.	
Translation:	Notch		
	217,482	229,764	
	219,651	229,764	
	221,850	229,764	
	224,073	236,655	
	226,308	236,655	
	228,576	236,655	
	230,862	243,756	
	233,163	243,756	
	235,497	243,756	
	237,855	251,070	
	240,231	251,070	
	242,637	258,603	
	245,061	258,603	
	247,512	258,603	
	249,984	266,361	
	252,483	266,361	

TRANSLATION KEY: THE OCCUPATION SPECIFIC DISPENSATION CORRECTIONAL SERVICE ACT APPOINTEES (NON CENTRE BASED CORRECTIONAL OFFICIALS) - 1 JULY 2009

1 July 2008 salaries		Translation measures for Non -Centre Based Correctional Officials covered by the OSD for Correctional Service Appointees	
Post/Rank:	MIDDLE MANAGEMENT		
Salary Level:	11	NCB-MM	
Salary Scale:	346,590 x Prog - 400,584	355149 x Prog - 506358	
Translation:	Package	Package	
	346,590	365,805	
	350,013	365,805	
	353,478	376,782	
	356,976	376,782	
	360,507	376,782	
	364,077	388,086	
	367,677	388,086	
	371,319	388,086	
	374,994	399,726	
	378,699	399,726	
	382,449	399,726	
	386,238	411,720	
	390,057	411,720	
	393,918	411,720	
	397,818	424,071	
	400,584	424,071	
Post/Rank:	MIDDLE MANAGEMENT		
Salary Scale:	12	NCB-MM	
Translation:	410,805 x Prog - 476,307	355149 x Prog - 506358	
	Package	Package	
	410,805	436,794	
	414,870	436,794	
	418,980	449,898	
	423,132	449,898	
	427,323	449,898	
	431,562	463,392	
	435,840	463,392	
	440,160	463,392	
	444,519	477,294	
	448,923	477,294	
	453,378	477,294	
	457,869	491,613	
	462,408	491,613	
	466,995	491,613	
	471,627	506,358	
	476,307	506,358	


 T.M.S.