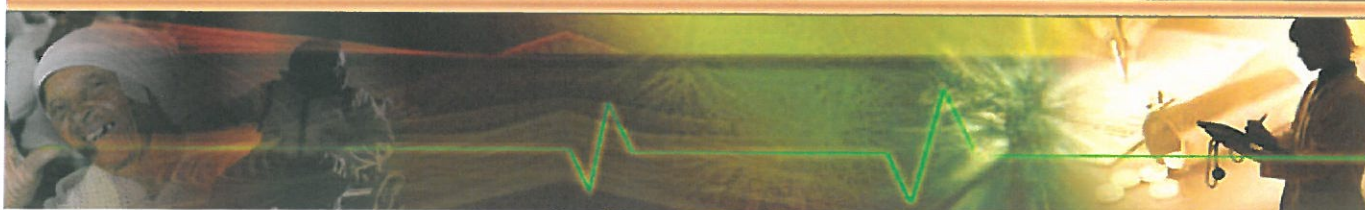




PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL



PHSDSBC

PUBLIC HEALTH AND SOCIAL DEVELOPMENT
SECTORAL BARGAINING COUNCIL

RESOLUTION 2 OF 2012

**AGREEMENT ON THE OCCUPATIONAL SPECIFIC DISPENSATION FOR
ENGINEERS, TECHNOLOGISTS, TECHNICIANS, ARTISANS AND SCIENTISTS
EMPLOYED IN THE PUBLIC HEALTH SECTOR**

K.S.  

1. OBJECTIVES

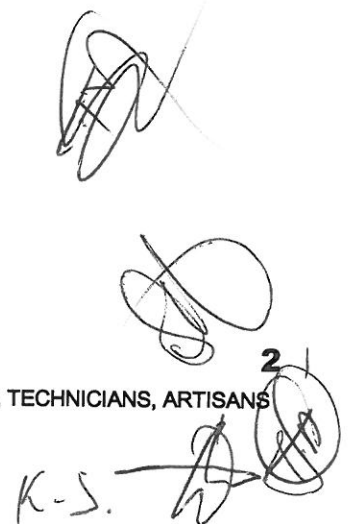
The objective of this agreement is to extend the following resolutions of the General Public Service Sectoral Bargaining Council (GPSSBC) to the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) as per directive from the Minister of Public Service and Administration dated 23 March 2012:

- 1.1 Resolution 3 of 2009: Quantity Surveyor, Professional Surveyors, Architects, Regional Town Planners, GIS Professionals, Scientists (all categories covered by this Resolution)
- 1.2 Resolution 4 of 2009: Artisans (all categories covered by this Resolution)
- 1.3 Resolution 5 of 2009: Engineering, Surveyors, Architectural Draughts Personnel, GIS and Scientific Technicians (all categories covered by this Resolution)
- 1.4 Resolution 6 of 2009: Engineering, Architectural, GIS and Quantity Surveyor Technologists (all categories covered by this resolution)
- 1.5 Resolution 9 of 2009: Engineers (all categories covered by this resolution)

2. SCOPE

This agreement applies to:

- 2.1. The State as Employer;
- 2.2. The employees of the Employer who are members of the trade unions parties to this agreement and;
- 2.3 Those employees who are not members of the said trade unions.



Handwritten signatures and initials are present in the bottom right corner of the page. There are several scribbled-out signatures and the initials 'K-S.' written in the bottom left of this area. A circled number '2' is also visible near the bottom right.

3. IN GIVING EFFECT TO PARAGRAPH 4 OF PSCBC RESOLUTION 1 OF 2007, PARTIES TO COUNCIL AGREE TO THE FOLLOWING:

3.1. OCCUPATIONAL SPECIFIC DISPENSATION (OSD)

The extension of the following resolutions concluded in the GPSSBC to the PHSDSBC:

3.1.1 Resolution 3 of 2009: Quantity Surveyors, Professional Surveyors, Architects, Regional Town Planners, GISC Professionals, Scientists (all categories covered by this resolution)

3.1.2 Resolution 4 of 2009: Artisans (all categories covered by this resolution)

3.1.3 Resolution 5 of 2009: Engineers, Surveyors, Architectural Draughts Personnel, GIS and Scientific Technicians (all categories covered by this resolution)

3.1.4 Resolution 6 of 2009: Engineers, Architects, GIS and Quantity Surveyor Technologists (all categories covered by this resolution)

3.1.5 Resolution 9 of 2009: Engineers (all categories covered by this resolution)

4. DATE OF IMPLEMENTATION

This agreement shall be implemented retrospective from 01 July 2009.

5. INTERPRETATION AND APPLICATION

5.1 In the event of any conflict between the provisions of this agreement and any other agreement of the Council, the provisions of this agreement shall take precedence.

5.2 No amendments to this agreement shall be of force of effect unless reduced to writing and agreed upon by the parties to the Council as a resolution of the Council.

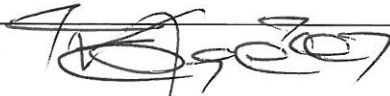
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6. DISPUTE RESOLUTION

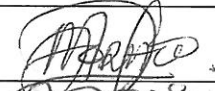
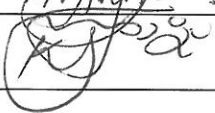

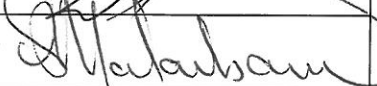
Any disputes about the interpretation and application of this agreement shall be dealt with according to the dispute procedure of the Council.


THIS DONE AND SIGNED AT CENTURION ON THIS THE 29
 DAY OF NOVEMBER 2012

ON BEHALF OF THE EMPLOYER PARTY

	NAME	SIGNATURE
STATE AS EMPLOYER	NGALE	

ON BEHALF OF THE TRADE UNION PARTIES

TRADE UNION	NAME	SIGNATURE
NEHAWU	Tshegojako Moralo	
DENOSA	KHAYA SODIJI	
PSA		
HOSPERSA	BONGINKOSI KHUZWAYO	
NUPSAW	SUCCESS MATAISANE	


 K.S. 