



**water & sanitation**

Department:  
Water and Sanitation  
REPUBLIC OF SOUTH AFRICA

# OCCUPATION SPECIFIC DISPENSATION AND KOEKSISTERS

lessons from starting a built environment career in a  
national government department

Motebele Moshodi Pr. Eng. (APP)  
Department of Water and Sanitation  
09<sup>th</sup> October 2019

# CONTENTS

- WHAT IS OSD
- WHY IS THERE OSD
- REQUIREMENTS TO IMPLEMENT OSD
- APPLICATION IN VARIOUS SPHERES OF GOVERNMENT
- SKILLS NEEDED AND OMISSIONS
- MY JOURNEY
- WHAT NOW!!

# WHAT IS OSD

- In 2007, Occupational Specific Dispensation (OSD) was introduced for public sector employees in South Africa which is unique to each identified occupation in the public service.
- The OSD was introduced through the adoption of a collective agreement at PSCBC [Resolution 1 of 2007 - Resolution 3 of 2010]
- Consistent and centrally determined salary scales throughout Public Service
- Specifically for the Built Environment: DPSA circular 5 of 2009 for engineers and related occupations

# WHAT IS OSD

- This OSD covers Engineers and related occupations as specified in the relevant Agreements, where it is an inherent job requirement that the incumbent of the job (post) must possess a prescribed qualification and/or meet statutory requirements as determined by the relevant Council.
  - Engineering Council of South Africa (ECSA)
  - South African Council for Professional and Technical Surveyors (PLATO) [now SAGC]
  - SA Council for the Quantity Surveying Profession (SACQSP)
  - SA Council for the Architectural Profession(SACAP)
  - SA Council for the Project and Construction Management Professions (SACPCMP)
  - SA Council for Planners (SACPLAN)

# WHY IS THERE OSD

- Previously, employees in the public service were remunerated by a single salary structure which did not adequately address the diverse needs of occupational categories in the public service
- The purpose of the OSD was to improve government's ability to attract and retain skilled employees, through increased remuneration
- Professionalization and ethics

# REQUIREMENTS FOR OSD

- Employer
  - Rural Allowance?
  - CPD Allowance?
  - Built Environment conditions of service?
- Employee
  - Accredited Qualification
  - Registration with statutory council (**Six months grace**)
  - Drivers license
  - Zero experience

# INTERPRETATION THROUGH GOVERNMENT SPHERES

- National and Provincial Government  
Some departments fully apply OSD, some partially and some don't. e.g. [DWS vs DPW vs MISA]
  - Municipalities and SOE's  
Local government and SOE's doesn't use it  
Higher salaries for same work
  - Professional Service Providers  
Non existent but they can be appointed to do the same work without the requirements
- WHY SO MUCH VARIATIONS??**

# INTERPRETATION THROUGH GOVERNMENT SPHERES

- : **DEPUTY SURVEYOR GENERAL REF NO: 3/2/1/2019/250**  
Office of the surveyor general  
This is a re-advertisement, applicants who applied previously must reapply
- : R1 005 063 per annum (Level 13) (All inclusive package to be structured in accordance with the rules for SMS)
- : Mpumalanga (Nelspruit)
- : Bachelor's Degree in Surveying/Geomatics/Cartography (NQF level 7).  
Registered as a Professional Land Surveyor with the South African Geomatics Council (SAGC). **5 years' experience** in middle or senior managerial level in the land surveying environment. Job related knowledge: Cadastral Survey, Technical System, Sectional Title, Cadastral Spatial Information, Town and Regional Planning, Information Technology, Survey Technology and methods, Legal principles and presumptions, Servitude's and real rights, All relevant legislation (including applicable sections of the Deeds Registries Act) and applicable Provincial ordinances, Understanding the management of information and Formal Reporting System, Understanding programme setting process, Internal control and Risk Management, Project Management



# INTERPRETATION THROUGH GOVERNMENT SPHERES

: **NATIONAL PROJECT MANAGER REF NO: 041019/02**  
Branch: IBOM

: R1 057 326 per annum (Level 13) (All-inclusive salary package)

: Pretoria

: B Degree (NQF level 7) qualification in ~~Water Resources/ Built environment/Project Management~~ Six (6) to ten (10) years' experience in water sector environment, of which five (5) years should be at Middle/Senior Managerial level Project Management. Experience Understanding of stakeholder management knowledge and experience in drafting of agreements Knowledge and understanding of PFMA knowledge and experience in governance practices. Decision making Strategic Capability and Leadership Experience in financial management Change management Service Delivery Innovation (SDI) Problem solving and analysis People management and empowerment Client orientation and customer focus Accountability and ethical conduct Driver's License and willingness to travel and work for extended hours.

# INTERPRETATION THROUGH GOVERNMENT SPHERES

: **CONTROL ENGINEERING TECHNOLOGIST GRADE A REF NO: 200919/02**

Branch: IBOM: Eastern Operations

: R751 542 per annum (OSD)

: Midmar Dam (Howick)

: A Bachelor of Technology Degree in Engineering (B Tech) or relevant qualification. Six (6) years post qualification Engineering Technologist experience required. Compulsory registration with the Engineering Council of South Africa (ECSA) as a Professional Engineering Technologist. A valid driver's licence (certified copy must be attached). Good communication (verbal and written) skills. Initiative and innovative skills. Understanding of Public Service transformation and knowledge of the National Water Act, 1998 (Act 36 of 1998), the Water Services Act, 1997 (Act

# INTERPRETATION THROUGH GOVERNMENT SPHERES

## OTHER POSTS

### SPECIALIST ENGINEER: ROADS AND STORMWATER REF NO: HR/SERS/04

- : R1 535 802 – R2 195 427 per annum (Total cost package) (OSD)
- : MISA Head Office, Centurion
- : An appropriate Master's degree in Civil Engineering, Specialising in Roads and Storm water or equivalent relevant qualification with Ten (10) years post-qualification experience in Civil Engineering and registered as Professional Engineer/Technologist with ECSA. Process Competencies: Knowledge Management, Service Delivery Innovation, Problem Solving and Analysis, Client Orientation and Customer Focus, Communication. Core Competencies: Strategic Capacity and Leadership, People Management and Empowerment, Financial Management, Change Management, Programme and project

# MY JOURNEY AND LESSONS

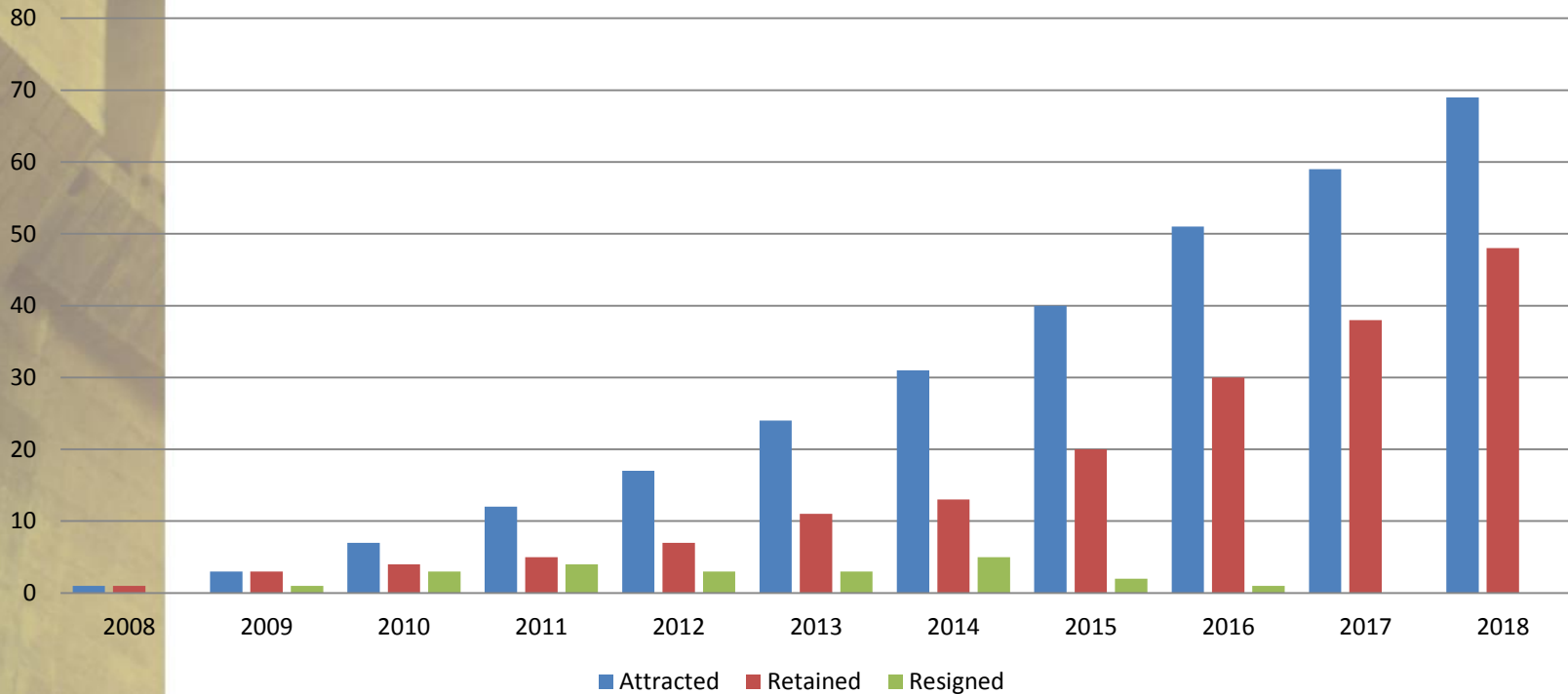
- Current designation: Chief Engineer  
Infrastructure Asset Management and Dam Safety Surveillance [Approved Professional Person]
- 2010 Intake of GTs [5 Engineers and 20 technicians]
- Six years on contract-no bonuses or salary increase
- Graduate Trainee-Candidate-Production-Chief Engineer
- Work demographics (Where are they now?)
  - Work culture (Guesthouses, hunting, camping, Koeksisters)
  - Attraction, retention and attrition

# MY JOURNEY AND LESSONS

- Competence is earned through experience
- Responsibility creates job satisfaction
- Job satisfaction trumps salary [**except marriage**]
- Positive work culture and environment essential
- Complex projects yield better experience
- Allow people to work and make mistakes

# WHY DO TECHNICAL PEOPLE LEAVE GOVERNMENT

## Graduate Civil Engineers



# WHY DO TECHNICAL PEOPLE LEAVE GOVERNMENT

## Questionnaire results on the main reasons on why my colleagues left

- Low salaries for technicians and technologists
- Work Allocation in terms of complexity (gender and race bias)
- Work which is not theirs (specifically administration and procurement)
- Job Security (being on contract for five years)
- No CPD, Analysis software and equipment, constantly having to motivate why you need to work
- Lack of responsibility, juniorization
- Work culture was very different for them
- DWS seems too difficult for technical people
- Emigration (perception of better conditions of work overseas)

# WHAT NOW

- Transform how you see black professionals
- Contracts for five years?
- Responsibility of employees?
- Allocate work equitably?
- Demographics?
- Work Culture?
- Retention?
- Ascension to SMS?