



**RESOLUTION NO 5 OF 2009**

**AGREEMENT ON THE IMPLEMENTATION OF AN OCCUPATION SPECIFIC DISPENSATION  
FOR ENGINEERING TECHNICIANS, SURVEY TECHNICIANS, ARCHITECTURAL  
TECHNICIANS, DRAUGHTSPERSONS, GIS TECHNICIANS AND SCIENTIFIC TECHNICIANS**

**1. PURPOSE**

This agreement gives effect to clause 4.14.3.3 of the PSCBC Resolution 1 of 2007 in providing an Occupation Specific Dispensation (OSD) for Engineering Technicians, Survey Technicians, Architectural Technicians, Draughtspersons, GIS Technicians and Scientific Technicians.

**2. OBJECTIVES**

2.1. To introduce an OSD for Engineering Technicians, Survey Technicians, Architectural Technicians, Draughtspersons, GIS Technicians and Scientific Technicians, which provide for-

- 2.1.1 a unique salary structure;
- 2.1.2 career-pathing opportunities based on competencies, experience, performance and scope of work;
- 2.1.3 adequate pay progression and accelerated pay progression;
- 2.1.4 grade progression and accelerated grade progression based on performance;
- 2.1.5 recognition of appropriate experience;
- 2.1.6 increased competencies;
- 2.1.7 the introduction of differentiated salary scales for different categories of Engineering Technicians, Survey Technicians, Architectural Technicians, Draughtspersons, GIS Technicians and Scientific Technicians; and
- 2.1.8 a change in the pensionable composition of the total cost to employer which will now be a 70/30 split.

**3. SCOPE**

- 3.1 This agreement binds –
  - 3.1.1 the Employer;

- 3.1.2 the employees of the employer who are members of trade union parties to this agreement;
- 3.1.3 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.
- 3.1.4 Employees who fall within the following occupational categories, and are required to be registered with an appropriate professional council:

- 3.1.4.1 Engineering Technician
- 3.1.4.2 Survey Technician
- 3.1.4.3 Architectural Technician/Draughtsperson
- 3.1.4.4 GIS Technician
- 3.1.4.5 Scientific Technician

- 3.2 The agreement is not applicable to employees covered by other occupation specific dispensations and Clause 5 referred to in PSCBC Resolution 1 of 2007.

#### **4. PARTIES TO COUNCIL AGREE TO THE FOLLOWING:**

- 4.1. The occupation specific dispensation of Engineering Technicians, Survey Technicians, Architectural Technicians, Draughtspersons, GIS Technicians and Scientific Technicians shall provide for the following:

##### **4.1.1. Unique Remuneration Structures**

The introduction of unique remuneration structures per occupation with 1.5% increments between notches as indicated in Annexure A to this agreement.

##### **4.1.2 Differentiated Dispensation**

Differentiated salary structures for Engineering Technicians, Survey Technicians, Architectural Technicians, Draughtspersons, GIS Technicians and Scientific Technicians are attached as Annexure A1 (year 1), A2 (year 2) and A3 as summarized here under:

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#### 4.1.3 Different Career Streams

No	WORK STREAM	OSD BAND	OCCUPATIONAL GROUPS INCLUDED
<b>TECHNICIAN</b>			
1	<b>Candidate Technicians</b>	As per the contract	Trainees in the following fields: <ul style="list-style-type: none"> <li>• Engineering;</li> <li>• Architectural (Draughtsperson);</li> <li>• Survey (Surveyor);</li> <li>• Scientific; and</li> <li>• GISc</li> </ul>
2	<b>Technicians</b>	Production Grades A, B and C	Technicians in the following fields: <ul style="list-style-type: none"> <li>• Engineering;</li> <li>• Architectural (Draughtsperson);</li> <li>• Survey (Surveyor);</li> <li>• Scientific; and</li> <li>• GISc</li> </ul>
3	<b>Control Technicians</b>	Supervisory/ management Grades A and B	Control Technicians in the following fields: <ul style="list-style-type: none"> <li>• Engineering;</li> <li>• Architectural (Draughtsperson);</li> <li>• Survey (Surveyor);</li> <li>• Scientific; and</li> <li>• GISc</li> </ul>

#### 5. APPOINTMENT REQUIREMENTS

##### 5.1. Appointments will be subject to:

5.1.1. An employee meeting the appointment requirements, inclusive of but not limited to, possessing the relevant qualification (s), prescribed years of experience, registration with an appropriate professional council;

5.1.2. Availability of posts; and

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5.1.3. After appointment the employee must perform the functions of the new post (job).

**6. PAY PROGRESSION**

- 6.1. The relevant qualifying periods and criteria for pay progression are prescribed for each stream and post.
- 6.2. Annual pay progression opportunities of 1.5% 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.
- 6.3. Accelerated pay progression will be introduced for the top performers on the grade B of the supervisory streams.
- 6.4. A maximum of 20% of employees on these grades may be awarded 2 notches for good performance and 10% may be awarded 3 notches for excellent performance per year.
- 6.5. Annual pay progression shall be awarded to these employees with effect from 1 July of the year in which the employee has complied with the prescribed requirements for such pay progression.
- 6.6. The 1<sup>st</sup> annual pay progression cycle for these employees, in terms of this OSD, shall commence on 1 April 2010 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.

**7. IMPROVEMENT IN CAREER PATHS**

- 7.1. Career paths are improved through the introduction of a set of salary grades attached to the posts in identified categories.
- 7.2. The salary grades provide for longer career progression opportunities, as part of the defined career path, in order to recruit and attract these professionals.
- 7.3. OSD provides for career paths that facilitate progression through appointment to higher posts subject to the requirements and conditions for such progression being met.

8. **GRADE PROGRESSION: PRODUCTION LEVEL**

- 8.1. The production stream allows for a single post to be linked to more than one salary grade (scale) to facilitate grade progression.
- 8.2. Progression to the next salary grade attached to the production post is subject to the employee meeting the progression requirements for the higher grades.
- 8.3. The OSD provides for differentiated periods for grade progression, based on performance at production level, to enable employees, **who have distinguished themselves from their peers in terms of performance**, to progress faster to higher salary grades on the relevant production level.
- 8.4. For employees on the Technicians work streams, top performers may grade progress after 3 years and average performers may grade progress after 6 years. Only 20% of top performers may grade progress in any given year.
- 8.5. The 1<sup>st</sup> grade progression cycle for these employees in terms of this OSD shall commence on 1 April 2010 and shall run until 31 March 2013; therefore the awarding of the first grade progression in terms of this OSD shall be 1 July 2013.

9. **GRADE PROGRESSION: IDENTIFIED SUPERVISORY AND MANAGEMENT LEVELS**

- 9.1. Progression to the next salary grade attached to the supervisory and management posts is subject to the employee meeting the progression requirements for the relevant higher grades.
- 9.2. The OSD provides for differentiated periods for grade progression, based on performance at supervisory and management levels, to enable employees, **who have distinguished themselves from their peers in terms of performance**, to progress faster to higher salary grades on the relevant supervisory and management levels.



9.3. For all the supervisory and management streams, top performers may grade progress after 5 years and average performers may grade progress after 10 years. Only 20% of top performers may grade progress in any given year.

9.4. The 1<sup>st</sup> grade progression cycle for these employees in terms of this OSD shall commence on 1 April 2010 and shall run until 31 March 2015; therefore the awarding of the first grade progression in terms of this OSD shall be 1 July 2015.

10. **RECOGNITION OF RELEVANT EXPERIENCE ON APPOINTMENT FROM OUTSIDE THE PUBLIC SERVICE**

To enhance the recruitment of these professionals, the employer will introduce a basis for salary recognition for relevant experience on appointment from outside the Public Service in production posts and identified grades in supervisory posts.

11. **RECOGNITION OF RELEVANT EXPERIENCE OF SERVING EMPLOYEES ON TRANSLATION TO THE OSD**

11.1. The recognition of relevant experience of employees will be implemented with effect from 1 July 2010 for employees who are in service as at 30 June 2010.

11.2. The recognition of relevant experience shall be based on 1 notch for every 2 full years of continuous service achieved after full registration with a professional council (after successful completion of the candidate programme), calculated from the first notch of the relevant production salary notch. Experience not reflected on the existing personnel record will be based on verified proof of such experience.

11.3. Employees must submit to the employer proof of such relevant experience by no later than 31 March 2010. Any submission received after this date will not be considered.

11.4. The verification of experience will be undertaken by the Employer.

11.5. Notch movement based on the recognition of experience shall be limited to the maximum notch of the relevant production grade.

**12. SALARY ALLOCATION UPON APPOINTMENT TO A HIGHER POST**

Employees who are appointed to a higher post shall be placed at the minimum of the commencing notch of that higher post, or shall gain two (2) notches on such appointment if their current notch is equal to or higher than the minimum notch of the higher post.

**13. TRANSLATION MEASURES**

**13.1.** Employees will translate to appropriate posts and salary grades in accordance with the posts that they occupy at the time of translation.

**13.2.** Measures to facilitate translation from the existing dispensation to appropriate salary scales attached to the OSD based on the following principles:

**13.2.1.** No person will receive a salary (notch or package) that is less than what he/she received on 30 June 2009, i.e. prior to the implementation of the OSD.

**13.2.2.** Translation will be done in three phases, namely:

**(i) 1st Phase**

Minimum translation from the current post as at 30 June 2009, to the appropriate post and salary grade, as contained in Annexure A1.

**(ii) 2nd Phase**

Minimum translation from the current post as at 30 June 2010, to the appropriate post and salary grade, as contained in Annexure A2

**(iii) 3<sup>rd</sup> Phase**

Re-calculation of relevant experience obtained by an employee who occupies a post on production level after obtaining the relevant qualification and complying with the relevant registration requirement, as at 30 June 2011. The experience will be calculated and implemented with effect from 1 July 2011.

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13.2.3. For employees on the Technicians work streams who are permanently appointed and have been performing the duties of the post satisfactorily as at 30 June 2009, but are not registered with the relevant Council upon the implementation of the OSD will as a once-off provision translate to the OSD in terms of phases 1 and 2 translation measures.

13.2.4. These employees shall be allowed to progress by means of grade progression to the higher grades attached to the specific post without first having obtained the relevant qualification. However, upon applying for a higher post, or upon horizontal movement within the OSD, the employee does not retain this once-off special translation measure and must first obtain the required qualification, as determined by this OSD and prescribed by the relevant Council/trade.

13.2.5. Employees who are translated to total cost packages, shall have their benefits protected (employees shall not be worse off).

#### **14. PERFORMANCE MANAGEMENT SYSTEM**

The performance management system for this OSD shall be based on the existing departmental performance management and development system.

#### **15. IMPLEMENTATION**

15.1. The provisions of this agreement shall take effect as follows:

15.1.1. First year minimum translation with effect from 1 July 2009 (Phase 1).

15.1.2. Second year minimum translation with effect from 1 July 2010 (Phase 2).

15.1.3. Recognition of experience with effect from 1 July 2011 (Phase 3).

#### **16. STRUCTURING OF SALARY PACKAGES**

16.1. The pensionable income of the cost-to-employer salary package where applicable for all the categories covered by this agreement constitutes 70% of the basic salary.

16.2. The measures for the structuring of salary packages will be similar to those of the Middle and Senior Management Services.



**17. INTERPRETATION AND APPLICATION**

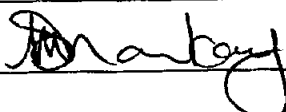
- 17.1. In the event of any conflict between the provisions of this agreement and any other agreement of the Council pertaining to the substance of this agreement, the provisions of this agreement shall take precedence.
- 17.2. No amendments to this Agreement shall be of force or effect unless reduced to writing and agreed upon by the parties to the Council as a Resolution of the Council.

**18. DISPUTE RESOLUTION**

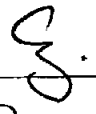

Should there be a dispute about the interpretation or application of this agreement any party may refer the matter to the Council for resolution in terms of the dispute resolution procedure of the Council.

This was done at LEANTHURON on this the 12<sup>TH</sup> day of AUGUST 2009

ON BEHALF OF THE EMPLOYER

	Name	Signature
State as employer	M. Mtshikela	

ON BEHALF OF TRADE UNION PARTIES

TRADE UNION	NAME	SIGNATURE
NEHAWU	CLEMENT MARULE	
POPCRU	UNATHI KATHLETON	
PSA		

70/30  
package

Notch system (production grades) and total packages - Grade B of supervisory level

Appointment Requirement:  
Relevant National Diploma

Notes:

1. Pay progression (PP) - 1.0% progression between notches/packages  
Accelerated PP only applicable to Grade B on supervisory levels as follows:  
performance fully effective (satisfactory) - 1 notch  
above expectations - 2 notches  
outstanding (excellent) performance - 3 notches  
Normal PP applicable to all levels (1 notch)

115,524  
117,258  
119,016  
120,801  
122,613  
124,452  
126,318  
128,214  
130,137  
132,090  
134,070  
136,080  
138,120  
140,183  
142,268  
144,379  
146,506  
148,654  
150,828  
153,029  
155,259  
157,523  
160,293  
162,896  
165,136  
167,613  
170,127  
172,680  
175,269  
177,897  
180,564  
183,273  
186,021  
188,811  
191,643  
194,517  
197,436  
200,397  
203,405  
206,454  
209,550  
212,694  
215,883  
219,120  
222,406  
225,744  
229,131  
232,569  
236,058  
239,596  
243,192  
246,840  
250,542  
254,301  
258,117  
261,990  
265,920  
269,910  
273,960  
278,070  
282,240  
286,473  
290,769  
295,137  
299,568  
304,063  
308,613  
313,242  
317,940  
322,710  
327,552  
332,466  
337,452  
342,513

Appointment Requirement:  
Relevant National Diploma &  
completion of candidacy period

Grade A  
Grade progression

Grade B  
Grade progression

Grade C  
Pay progression

Appointment Requirement:  
Relevant National Diploma, 6  
years pre-qualification exp.  
A registration with relevant  
Council

Grade A  
Grade progression

Grade B  
Pay progression

Recognition of experience  
Recognition of appropriate experience on translation to the OED and an appointment to this notch

Current progression:  
Promotion to appointment in a higher notch post (higher work level), based on relevant open competition principles

- Periods for accelerated GP:
  - At the earliest after 3 years with 5 significantly above expectations performance (production)
  - At the earliest after 5 years with 5 significantly above expectations performance (supervisory)
- Periods for GP:
  - At the earliest after 6 years with 6 satisfactory annual measurements (performance fully effective) (production)
  - At the earliest after 10 years with 10 satisfactory annual measurements (performance fully effective) (supervisory)
- Recognition of exp. Translation to dispensation - 1 notch for every full 2 years of service/appropriate production experience as on 30 June 2008, limited to following:  
In production postgrades to the salary notch of R200,454
- Appointment from outside the Public Service limited to above levels, 1 notch for every full 2 years of appropriate production experience
- No recognition of experience for employees on supervisory/management/specialist levels, irrespective of whether it's translation or appointment
- "Standardised" PMDS needed to facilitate grade progression based on "higher levels of performance" (based on the EPMDS approved April 2007)
- Appointments can be done in production levels up to the third grade on condition with the prescribed experience.  
In other post levels appointments can only be done on the first grade of the post on the basis of the prescribed experience.

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**OSD: Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians.**  
**Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians career path**

**Part A** Translation of Candidate Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians.

30 June 2009	1 July 2009: Revised dispensation (OSD)
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1	<b><u>Post/rank:</u></b>	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians in training	Candidates
	<b><u>Salary</u></b>	5	
	<b><u>Salary scale</u></b>	76,194 X Prog - 89,346	115524 X Prog - 122613
	<b><u>Translation</u></b>	<b><u>Notch</u></b>	<b><u>Notch</u></b>
		76,194	115,524
		76,959	115,524
		77,727	115,524
		78,504	115,524
		79,287	115,524
		80,076	115,524
		80,880	115,524
		81,687	115,524
		82,506	115,524
		83,331	115,524
		84,165	115,524
		85,008	115,524
		85,860	115,524
		86,718	115,524
		87,582	115,524
		88,464	115,524
		89,346	115,524
2	<b><u>Post/rank:</u></b>	Technicians In training	Candidates
	<b><u>Salary level:</u></b>	6	
	<b><u>Salary scale</u></b>	94,326 X Prog - 109,515	115524 X Prog - 122613
	<b><u>Translation</u></b>	<b><u>Notch</u></b>	<b><u>Notch</u></b>
		94,326	115,524
		95,277	115,524
		96,225	115,524
		97,197	115,524
		98,160	115,524
		99,144	115,524
		100,134	115,524
		101,130	115,524
		102,147	115,524
		103,170	115,524
		104,199	115,524
		105,237	115,524
		106,296	115,524
		107,355	115,524
		108,429	115,524
		109,515	115,524

First Phase - Candidate Technicians 1

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**OSD: Engineering, Survey (Surveyor), Architectural, QS Scientific and GISc Te**

**Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians career path**

**Part B Translation of Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians on production**

30-Jun-09	1 July 2009: Revised dispensation (OSD)
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<b>Post/rank:</b>	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians (Production) Grade A	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians (Production) Grade B	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians (Production) Grade C
<b>Salary level:</b>	6			
<b>Salary scale (Rpa):</b>	94,326 X Prog - 109,515	134070 X Prog - 144429	153291 X Prog - 165135	175269 X Prog - 206454
<b>Translation:</b>	<b>Notch</b>	<b>Notch</b>	<b>Notch</b>	<b>Notch</b>
	94,326	134,070	---	---
	95,277	134,070	---	---
	96,225	134,070	---	---
	97,197	134,070	---	---
	98,160	134,070	---	---
	99,144	134,070	---	---
	100,134	134,070	---	---
	101,130	134,070	---	---
	102,147	134,070	---	---
	103,170	134,070	---	---
	104,199	134,070	---	---
	105,237	134,070	---	---
	106,296	134,070	---	---
	107,355	134,070	---	---
	108,429	134,070	---	---
	109,515	134,070	---	---
<b>Post/rank:</b>	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians (Production) Grade A	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians (Production) Grade B	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians (Production) Grade C
<b>Salary level:</b>	7			
<b>Salary scale (Rpa):</b>	117501 X Prog - 136,419	134070 X Prog - 144429	153291 X Prog - 165135	175269 X Prog - 206454
<b>Translation:</b>	<b>Notch</b>	<b>Notch</b>	<b>Notch</b>	<b>Notch</b>
	117,501	134,070	---	---
	118,674	134,070	---	---
	119,865	134,070	---	---
	121,059	134,070	---	---
	122,271	134,070	---	---
	123,489	134,070	---	---
	124,728	134,070	---	---
	125,973	134,070	---	---
	127,233	134,070	---	---
	128,505	134,070	---	---
	129,789	134,070	---	---
	131,091	134,070	---	---
	132,399	134,070	---	---
	133,725	134,070	---	---
	135,066	136,080	---	---
	136,419	138,120	---	---
	137,978	138,120	---	---

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<b>Post/rank:</b>	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians (Production) Grade A	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians (Production) Grade B	Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians (Production) Grade C
<b>Salary level:</b>	8			
<b>Salary scale (Roa):</b>	145,920 X Prog - 169,410	134070 X Prog - 144429	153291 X Prog - 165135	175269 X Prog - 206454
<b>Translation:</b>	<b>Notch</b>	<b>Notch</b>	<b>Notch</b>	<b>Notch</b>
	145,920	---	153,291	---
	147,384	---	153,291	---
	148,863	---	153,291	---
	150,345	---	153,291	---
	151,854	---	153,291	---
	153,366	---	155,589	---
	154,899	---	155,589	---
	156,447	---	157,923	---
	158,016	---	160,293	---
	159,591	---	160,293	---
	161,184	---	162,696	---
	162,795	---	165,135	---
	164,427	---	165,135	---
	166,071	---		175,269
	167,733	---		175,269
	169,410	---		175,269

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**OSD: Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians**

**Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians career path**

**Part C**

30-Jun-09		1 July 2009: Revised dispensation (OSD)	
1	<b>Post/rank:</b>  <b>Salary level:</b>  <b>Salary scale (Rpa):</b>	<b>Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians</b>  <b>8</b>  <b>145,920 X Prog - 169,410</b>	<b>Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians Grade A</b>  <b>197,436 X Prog - 225,744</b>  <b>342,282 X Prog - 489,303</b>
<b>Translation:</b>		145,920	197,436
		147,384	197,436
		148,863	197,436
		150,345	197,436
		151,854	197,436
		153,366	197,436
		154,899	197,436
		156,447	197,436
		158,016	197,436
		159,591	197,436
		161,184	197,436
		162,795	197,436
		164,427	197,436
		166,071	197,436
		167,733	197,436
		169,410	197,436
2	<b>Post/rank:</b>  <b>Salary level:</b>  <b>Salary scale (Rpa):</b>	<b>Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians</b>  <b>9</b>  <b>174,243 X Prog - 202,287</b>	<b>Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians Grade A</b>  <b>197,436 X Prog - 225,744</b>  <b>342,282 X Prog - 489,303</b>
<b>Translation:</b>		174,243	197,436
		175,977	197,436
		177,741	197,436
		179,520	197,436
		181,317	197,436
		183,132	197,436
		184,959	197,436
		186,810	197,436
		188,676	197,436
		190,557	197,436
		192,468	197,436
		194,391	197,436
		196,338	197,436
		198,300	200,397
		200,283	200,397
		202,287	203,403
(P)		204,090	206,454
(P)		210,489	212,694

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3 Post/rank:	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians Grade A	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians Grade B
Salary level:	10		
Salary scale (Rpa):	217,482 X Prog - 252,483	197,436 X Prog - 225,744	342,282 X Prog - 489,303
Translation:	217,482	219,120	---
	219,651	222,408	---
	221,850	222,408	---
	224,073	225,744	---
	226,308	---	342,282
	228,576	---	342,282
	230,862	---	342,282
	233,163	---	342,282
	235,497	---	342,282
	237,855	---	342,282
	240,231	---	347,418
	242,637	---	347,418
	245,061	---	352,629
	247,512	---	357,918
	249,984	---	357,918
	252,483	---	363,288

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OSD: Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians

Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians career path

Part C

	30-Jun-09	1 July 2009: Revised dispensation (OSD)	
<b>Post/rank:</b>	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians Grade A	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians Grade B
<b>Salary level:</b>	11		
<b>Salary scale (Rps):</b>	344,062 X Prog - 398,806	197436 X Prog - 228744	342282 X Prog - 488303
<b>Translation:</b>	344,062 347,454 350,866 354,357 357,884 361,404 364,977 368,599 372,237 375,921 379,638 383,364 387,192 391,026 394,866 398,805	---	368,738 374,271 379,887 379,887 385,567 391,371 391,371 397,242 403,200 403,200 409,248 415,383 415,383 421,617 427,941 427,941
<b>Post/rank:</b>	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians Grade A	Control Engineering, Survey (Surveyor), Architectural, QS, Scientific and GISc Technicians Grade B
<b>Salary level:</b>	12		
<b>Salary scale (Rps):</b>	407,745 X Prog - 472,758	197436 X Prog - 228744	342282 X Prog - 488303
<b>Translation:</b>	407,745 411,783 415,863 419,985 424,149 428,349 432,591 436,881 441,210 445,581 449,967 454,461 458,964 463,512 468,111 472,758	---	447,489 447,489 454,200 461,013 461,013 467,531 474,851 474,851 482,073 489,303 489,303 496,647 504,083 504,083 511,653 519,330

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