

PHSDSBC

**PUBLIC HEALTH AND SOCIAL DEVELOPMENT
SECTORAL BARGAINING COUNCIL**

RESOLUTION 3 OF 2007

**AGREEMENT ON IMPLEMENTATION OF AN OCCUPATIONAL
SPECIFIC DISPENSATION (OSD) FOR NURSES**

J. C. M. N. A.

M. G. S.

**PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING
COUNCIL (PHSDSBC)**

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DISPENSATION (OSD) FOR NURSES**

1. OBJECTIVES

- 1.1 To introduce an occupational specific remuneration and career progression system for Professional Nurses (Registered Nurses), Staff Nurses (Enrolled Nurses) and Nursing Assistants (Enrolled Nursing Assistants) who fall within the registered scope of PHSDSBC that provides for-
- 1.1.1 career pathing;
 - 1.1.2 pay progression;
 - 1.1.3 grade progression;
 - 1.1.4 recognition of appropriate experience;
 - 1.1.5 increased competencies;
 - 1.1.6 and performance,
- with a view to attracting and retaining nursing professionals in all the identified occupations to the public health sector.
- 1.2 To introduce differentiated salary scales for identified categories of nursing professionals based on a new remuneration structure.
- 1.3 To incorporate the existing scarce skills allowance payable to identified categories of specialty nurses into salary.

2. SCOPE

This agreement applies to-

- 2.1 the Employer;
- 2.2 the employees of the Employer who are members of the trade union parties to this agreement and who are registered with the South African Nursing Council (SANC) in terms of section 31 of the Nursing Act, 2005 (Act no 33 of 2005) (the Nursing Act); and
- 2.3 the employees of the Employer who are not members of any trade union parties to this agreement, but who fall within the registered scope of the PHSDSBC and who are registered with the South African Nursing Council (SANC) in terms of section 31 of the Nursing Act.

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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)**

An OSD for the three nursing categories (occupations), namely Professional Nurse (Registered Nurse), Staff Nurse (Enrolled Nurse) and Nursing Assistant (Enrolled Nursing Assistant) as defined in section 30 and 31 of the Nursing Act shall be introduced with effect from 1 July 2007. The OSD will provide for the following:

3.1.1 **UNIQUE REMUNERATION STRUCTURES**

The introduction of unique remuneration structures per nursing category with 3% increments between notches on a particular salary level as indicated in Annexure A to this agreement.

3.1.2 **DIFFERENT CAREER STREAMS**

Introduction of different career streams within the occupational category: Professional Nurse, as indicated in Annexure A to this agreement.

3.1.3 **DIFFERENTIATION IN SALARY SCALES**

3.1.3.1 Differentiation in salary scales between Professional Nurse (Registered Nurse) categories in General Nursing, Specialty Nursing/Primary Health Care, Specialist Nurse Practitioner and Nursing Educators.

3.1.3.2 Posts in Specialty Nursing refer to those positions where a post-basic qualification listed in Government Notice R212, as amended, is an inherent requirement to perform the duties attached to the post. This also includes similar post-basic qualifications with duration of at least one year in the relevant specialty recognized by the SANC prior to the publishing of Government Notice R212.

3.1.3.3 The employer will implement the dispensation for Clinical Nurse Specialists once the required regulation has been promulgated to give effect to the envisaged clinical nursing qualification.

3.1.4 **REQUIREMENTS FOR APPOINTMENT AND PROMOTION**

Appointment and promotion requirements for each category as determined by the employer, subject to any statutory requirements determined by the SANC, as indicated in Annexure A.

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3.1.5 PAY PROGRESSION

- 3.1.5.1 The introduction of a two-yearly pay progression dispensation within the limits of the relevant salary scale on condition that the relevant employee has maintained a satisfactory level of performance as set out in the performance management system that will be applicable at the time when such employee becomes eligible for pay progression.
- 3.1.5.2 The 1st two-yearly pay progression cycle commenced on 1 April 2007 and will run until 31 March 2009.
- 3.1.5.3 That actual pay progression will be awarded with effect from 1 July of the year in which the nurse has complied with the prescribed requirements for such pay progression.

3.1.6 IMPROVEMENT IN CAREER PATHS

- 3.1.6.1 The improvement of career paths for the various categories through the introduction of a set of salary grades attached to posts in each category. The salary grades will display longer career progression opportunities, as part of the defined career path, in order both to recruit and retain nurses in the relevant areas of need and also to cater for the retention of nurses in clinical practice for longer periods.
- 3.1.6.2 The OSD will also provide for career paths that facilitate progression to other nurse categories subject to the requirements and conditions for such progression being met.

3.1.7 COMPETENCY REQUIREMENTS

The employer will prescribe the competency requirements (generic, functional and experiential) per post level to provide for appropriate salary recognition and grade progression, as indicated in Annexure A.

3.1.8 CONSOLIDATION OF SCARCE SKILLS ALLOWANCE

The Scarce Skills Allowance payable to nurses who occupy posts in the clinical specialties, namely oncology, operating theatre technique and ICU as identified in PHWSBC Resolution 1 of 2004, will be incorporated into the remuneration structure for the category Specialty Nursing with effect from the date of implementation of the OSD.

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3.1.9 GRADE PROGRESSION AT PRODUCTION LEVEL



- 3.1.9.1 Creation of posts at production levels in the identified occupations as a single post per stream, with the linking of more than one salary grade (scale) to the post to facilitate grade progression.
- 3.1.9.2 Progression to the next salary grade (scale) attached to the production post, provided that candidates meet all the promotion/ appointment requirements for the relevant higher grades.
- 3.1.9.3 A system of differentiated periods for grade progression, based on performance at production level, to enable nurses, who have distinguished themselves from their peers in terms of performance, to progress faster to salary scales attached to higher grades on the relevant production level.

3.1.10 GRADE PROGRESSION AT IDENTIFIED SUPERVISORY LEVELS

- 3.1.10.1 Creation of posts at identified supervisory levels in the occupation Professional Nurse as a single post, with the linking of 2 (two) salary grades (scales) to the post to facilitate grade progression.
- 3.1.10.2 Progression to the next salary grade (scale) attached to the supervisory post, provided that candidates meet all the promotion/ appointment requirements for the relevant higher grade.
- 3.1.10.3 A system of differentiated periods for grade progression, based on performance at the supervisory level, to enable nurses who have distinguished themselves from their peers in terms of performance, to progress faster to salary scales attached to higher grades on the relevant supervisory level.

3.1.11 RECOGNITION OF RELEVANT EXPERIENCE ON APPOINTMENT FROM OUTSIDE THE PUBLIC HEALTH SECTOR

The employer will introduce a basis for salary recognition for relevant experience on appointment from outside the public health sector in production posts, to enhance the recruitment of nurses.

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3.1.12 RECOGNITION OF RELEVANT EXPERIENCE OF SERVING NURSES ON TRANSLATION TO THE OSD

- 3.1.12.1 The recognition of relevant experience of Nurses who were in service on 30 June 2007, and who are translated to production posts in the OSD, is contained in Annexure C.
- 3.1.12.2 The recognition of relevant experience not reflected on the existing personnel record will be based on verified proof of such experience. The verification will be undertaken at departmental level.
- 3.1.12.3 Proof of such experience must at the latest be submitted to the employer by 31 March 2008. Any submission received after the said date will not be considered.

3.1.13 SALARY RECOGNITION UPON PROMOTION

- 3.1.13.1 Nursing Assistants and Staff Nurses who successfully complete the bridging courses, and who are appointed in posts of Staff Nurse and Professional Nurse respectively, shall gain at least 1 (one) notch on such appointment.
- 3.1.13.2 Professional Nurses on production grades and who are promoted to a higher post, shall gain at least 1 (one) notch on such promotion.

3.1.14 DESIGNATION OF NURSING ASSISTANTS

Any reference in this agreement and the OSD to the job title of Nursing Assistant refers to that of Auxiliary Nurse, as contemplated in the Nursing Act.

3.2 IMPLEMENTATION DIRECTIVE

To give effect to this agreement, the implementation of the OSD will be a determination and implementation directive issued by the Minister for the Public Service and Administration in terms of section 3(3)(c) of the Public Service Act, 1994, read with Public Service Regulations, 2001, Chapter I, Part I/ G. This will contain the following particulars:

3.2.1 DATE OF IMPLEMENTATION

1 July 2007.

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3.2.2 SCOPE OF OSD

The scope of the OSD as it relates to those categories of nurses defined in the scope of practice as determined by the SANC and where it is an inherent requirement of the post to continuously maintain such registration with the SANC.

3.2.3 CAREER STREAMS

The defining of career streams for nurses as contained in the OSD.

3.2.4 REQUIREMENTS FOR APPOINTMENT

The determination of requirements for appointment, grade progression and post promotion.

3.2.5 TRANSLATION MEASURES

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

3.2.5.1 No person will receive a salary (notch or package) that is less than what he /she received on 1 July 2007 prior to the implementation of the OSD.

3.2.5.2 Translation could be done by means of two phases (steps)

(i) 1st Phase

Minimum translation to the appropriate salary scale attached to posts (and grades in respect of production levels), as contained in Annexure B to this agreement. This implies an implementation adjustment in salary to at least the next higher notch on the salary scale attached to the post to which the employee is translated.

(ii) 2nd Phase (in respect of production levels/grades)

Re-calculation of relevant experience obtained by a person who occupies a post on a production level after registration in the relevant nursing category, based on full years service/experience as on 31 March 2007, in order to award a higher salary at a production level subject to and within the limits of the measures for such recognition contained in Annexure C.

If the nurse is eligible for a higher notch on the scale attached to the specific grade or for translation to a higher grade (scale attached to the higher production grade) in

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terms of the re-calculation in terms of limits of the measures for such recognition contained in Annexure C, then the higher notch or grade in terms of the re-calculation basis applies.

3.2.5.3 Translation of Professional Nurse (Registered Nurse) to specialty posts

- (i) A Professional Nurse (Registered Nurse) who occupies a post in a nursing specialty and who –
 - a. is in possession of a post-basic clinical nursing qualification listed in Government Notice R212, as amended, shall translate to the appropriate specialty post; and
 - b. is not in possession of a post-basic clinical nursing qualification listed in Government Notice R212, as amended, but who has been permanently appointed in a post in a specialty unit and has been performing these duties of the specialty post satisfactorily on 30 June 2007, shall be translated as a **once-off provision** to the first salary scale attached to the production level.
- (ii) A Professional Nurse (Registered Nurse) referred to in (i)(b) shall not progress by means of grade progression to the higher salary scale attached to a post in the clinical specialty without first having obtained the required educational qualification in the clinical specialty listed in Government Notice R212.
- (iii) A Professional Nurse (Registered Nurse) who is managing a nursing specialty unit, and who is not in possession of a post-basic clinical nursing qualification listed in Government Notice R212, as amended, but who has been performing these duties of managing the specialty unit satisfactorily on 30 June 2007, shall be translated as a **once-off provision** to the appropriate salary scale attached to the corresponding management level.

3.3 ACCELERATED GRADE PROGRESSION

3.3.1 The OSD provides for the introduction of a system of accelerated grade progression, based on shorter qualifying periods than normal, to higher grades based on **above average performance**.

3.3.2 The employer shall develop a Performance Management and Development System for nurses that would, amongst others, facilitate the assessment of employees in the occupational categories Professional Nurse (Registered Nurse), Staff Nurse (Enrolled Nurse) and Nursing Assistant

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(Enrolled Nursing Assistant) for purposes of accelerated grade progression.

- 3.3.3 As the accelerated grade progression for employees will be based on **above average performance for a cumulative period of 4 years in their respective grades**, and also noting that certain departments have not assessed nursing staff consistently since the introduction of departmental performance management and development systems, the provision for accelerated grade progression will only be effective from 1 April 2012 – based on the performance assessment cycles 1 April 2008 to 31 March 2009, 1 April 2009 to 31 March 2010, 1 April 2010 to 31 March 2011 and 1 April 2011 to 31 March 2012, based on assessment in terms of the Performance Management and Development System for nursing personnel. Employees on production levels where grade progression opportunities exist will in terms of the OSD, first qualify for accelerated grade progression on 1 April 2012.

4. **DATE OF IMPLEMENTATION**

The provisions of this Agreement shall take effect on 1 July 2007.

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 or effect unless reduced to writing and agreed upon by the parties to the Council as a Resolution of the Council.

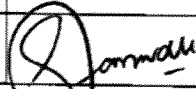
6. **DISPUTE RESOLUTION**

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


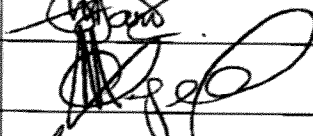
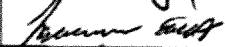
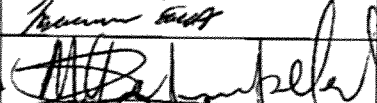
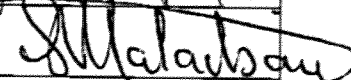
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THIS DONE AND SIGNED AT CENTURION..... ON THIS THE
10th..... DAY OF SEPTEMBER 2007

ON BEHALF OF THE EMPLOYER PARTY

	NAME	SIGNATURE
STATE AS EMPLOYER	J.T. CORNWALL	


ON BEHALF OF THE TRADE UNION PARTIES

TRADE UNION	NAME	SIGNATURE
NEHAWU	S. SAMUEL	
DENOSA	JABU C. MASABUHA	
PSA	A. MOKGABEDI	
HOSPERSA	M.G. SELEMATSEBA	
NUPSAW	SUCCESS MATAITSEANE	



Annexure A: PHSDSBC Resolution No 3 of 2007
**CAREER STREAMS, SALARY SCALES, APPOINTMENT REQUIREMENTS, RECOGNITION OF EXPERIENCE ON APPOINTMENT
 AND GRADE PROGRESSION/PROMOTION REQUIREMENTS**

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS		RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION/POSTPROMOTION REQUIREMENTS
			QUALIFICATIONS	EXPERIENCE		
1.1	Professional Nurse (Community Service)	PN-A1 R 86,256	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse	None	None	None
1.2	Professional Nurse Grade 1 (General Nursing)	PN-A2 R 106,086 R 109,269 R 112,548 R 115,923 R 119,400 R 122,982	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse	None	One notch for every fully completed two years experience, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 1.2.	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: <u>Above average performance for grade progression purposes:</u> A combination of 5 years actual service and/or appropriate/recognisable post-registration General Nursing experience. At least 4 years of this period must be actual service as Professional Nurse Grade 1 (General Nursing) <u>Average performance for grade progression purposes:</u> A combination of 10 years actual service and/or appropriate/recognisable post-registration experience in General Nursing
1.3	Professional Nurse Grade 2 (General Nursing)	PN-A3 R 130,473 R 134,388	Basic qualification accredited with the SANC in terms of Government	A minimum of 10 years appropriate/recognisable experience in nursing after	For experience above the experience set for appointment - one notch for	<u>Grade progression shall become effective from 1 April following the date on which the official met all requirements</u> Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as

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PAR	JOB TITLE	APPOINTMENT REQUIREMENTS		RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION/PROMOTION REQUIREMENTS
		QUALIFICATIONS	EXPERIENCE		
1.4	Professional Nurse Grade 3 (General Nursing)	R 138,420 R 142,572 R 146,850 R 151,257	<p>Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse</p> <p>registration as Professional Nurse with the SANC in General Nursing</p>	<p>every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 1.3.</p>	<p>well as the following experiential competency:</p> <p>Above average performance for grade progression purposes: A combination of 15 years actual service and/or appropriate/recognition post-registration experience in General Nursing. At least 4 years of this period must be actual service as Professional Nurse Grade 2 (General Nursing)</p> <p>Average performance for grade progression purposes: A combination of 20 years actual service and/or appropriate/recognition post-registration experience in General Nursing</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all requirements</p> <p>Promotion to higher vacant advertised post</p>
1.5	Operational Manager Nursing (General Unit) Grade 1 (Also applicable to Clinical Programme Coordinators – where it	PN-A4 R 160,470 R 165,285 R 170,244 R 175,350 R 180,612 R 186,030 R 191,610 R 197,358 R 203,280	<p>Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse</p> <p>A minimum of 20 years appropriate/recognition experience in nursing after registration as Professional Nurse with the SANC in General Nursing</p>	<p>For experience above the experience set for appointment - one notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 1.4.</p> <p>None</p>	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p>Above average performance for grade progression</p>

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PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS		RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION/POSTPROMOTION REQUIREMENTS
			QUALIFICATIONS	EXPERIENCE		
	is inherent job requirement for the incumbent to maintain registration with SANC)	R 209,379	allows registration with the SANC as a Professional Nurse.			<p><u>purposes:</u> 5 years actual service as Operational Manager. Nursing (General Unit) Grade 1</p> <p><u>Average performance for grade progression purposes:</u> 10 years actual service as Operational Manager. Nursing (General Unit) Grade 1</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all requirements</p> <p>Promotion to higher vacant advertised post</p>
1.6	Operational Manager Nursing (General Unit) Grade 2 (Also applicable to Clinical Programme Coordinators -- where it is inherent job requirement for the incumbent to maintain registration with SANC)	PN-A6 R 215,661 R 222,132 R 228,795 R 235,659 R 242,730	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse.	Grade not to be used for advertisement/appointment purposes.	None	Promotion to higher vacant advertised post
1.7	Assistant Manager Nursing (Area/Head of Nursing Services)	PN-A7 R 235,659 R 242,730 R 250,011 R 257,511 R 265,236 R 273,192	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse.	A minimum of 8 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 3 years of the period referred to above must be appropriate/recognisable experience at management level	None	Promotion to higher vacant advertised post
1.8	Deputy Manager Nursing (Level 1 & 2 Hospitals)	PN-A8 R 358,218 R 368,964 R 380,034 R 391,434 R 403,176	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the	A minimum of 9 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 4 years of the period referred to above must be	None	Promotion to higher vacant advertised post


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PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS		RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION/POST PROMOTION REQUIREMENTS
			QUALIFICATIONS	EXPERIENCE		
1.9	Manager Nursing (Level 3 Hospital)	PN-A9 R 403,176 R 415,272 R 427,731 R 440,562 R 453,780	SANC as a Professional Nurse. Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse.	appropriate/recognisable experience at management level A minimum of 10 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 5 years of the period referred to above must be appropriate/recognisable experience at management level	None	Promotion to higher vacant advertised post
1.10	Senior Manager of Nursing Services (Provincial Head Offices/Level 3 Hospitals)	PN-A10 R 502,725 R 510,210 R 517,806 R 525,519 R 533,343 R 541,284 Annual pay progression for SMS levels.	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. Post-basic qualification in nursing management registered with the SANC.	A minimum of 11 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 6 years of the period referred to above must be appropriate/recognisable experience at management level	None	Promotion to higher vacant advertised post
2.1	Professional Nurse Grade 1 (Specialty Nursing)	PN-B1 R 160,470 R 165,285 R 170,244 R 175,350 R 180,612 R 186,030	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse plus a post-basic nursing qualification, with duration of at least 1 year, accredited with the SANC in terms of Government Notice No R 212 in the relevant specialty.	A minimum of 4 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing	For experience above the experience set for appointment - one notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 2.1.	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency. Above average performance for grade progression purposes: A combination of 9 years actual service and/or appropriate/recognisable post-registration experience in General Nursing. At least 5 years of this period must be appropriate/recognisable experience in the specialty after obtaining the relevant 1-year post-basic qualification required for the relevant specialty. Further, at least 4 years of this period must be actual service as Professional Nurse Grade 1 (Specialty Nursing)

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PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS		RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION/POSTPROMOTION REQUIREMENTS
			QUALIFICATIONS	EXPERIENCE		
2.2	Professional Nurse Grade 2 (Specialty Nursing)	PN-B2 R 197,358 R 203,280 R 209,379 R 215,661 R 222,132 R 228,795 R 235,659 R 242,730	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse plus a post-basic nursing qualification, with duration of at least 1 year, accredited with the SANC in terms of Government Notice No R 212 in the relevant specialty.	A minimum of 14 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience after obtaining the 1-year post-basic qualification in the relevant specialty.	For experience above the experience set for appointment - one notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 2.2.	<p><u>Average performance for grade progression purposes:</u></p> <p>A period of 14 years actual service and/or appropriate/recognisable post-registration experience in General Nursing. At least 10 years of this period must be appropriate/recognisable experience in the specialty after obtaining the relevant 1-year post-basic qualification required for the relevant specialty.</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all requirements</p> <p>Promotion to higher vacant advertised post</p>
2.3	Operational Manager Nursing (Specialty Unit)	PN-B3 R 235,659 R 242,730 R 250,011 R 257,511 R 265,236	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse plus a post-basic nursing qualification, with duration of at least 1 year.	A minimum of 9 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 5 years of the period referred to above must be appropriate/recognisable experience after obtaining the 1-year post-basic qualification in the relevant specialty.	None	Promotion to higher vacant advertised post

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PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS		RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION/POSTPROMOTION REQUIREMENTS
			QUALIFICATIONS	EXPERIENCE		
2.4	Assistant Manager Nursing (Specialty Unit)	PN-B4 R 257,511 R 265,236 R 273,192 R 281,368 R 289,830	accredited with the SANC in terms of Government Notice No R 212 in the relevant specialty. Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse plus a post-basic nursing qualification, with duration of at least 1 year, accredited with the SANC in terms of Government Notice No R 212 in the relevant specialty.	A minimum of 10 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 6 years of the period referred to above must be appropriate/recognisable experience after obtaining the 1-year post-basic qualification in the relevant specialty. At least 3 years of the period referred to above must be appropriate/recognisable experience at management level.	None	Promotion to higher vacant advertised post
3.1	Clinical Nurse Practitioner Grade 1 (Primary Health Care)	PN-B1 R 160,470 R 165,265 R 170,244 R 175,350 R 180,612 R 186,030	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse plus a post-basic nursing qualification, with duration of at least 1 year, accredited with the SANC in terms of Government Notice No R 48 in the relevant specialty.	A minimum of 4 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing	For experience above the experience set for appointment - one notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 3.1	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: Above average performance for grade progression purposes: A combination of 9 years actual service and/or appropriate/recognisable post-registration experience in General Nursing. At least 5 years of this period must be appropriate/recognisable experience PHC after obtaining the relevant 1-year post-basic qualification required for the relevant speciality. Further, at least 4 years of this period must be actual service as Clinical Nurse Practitioner Grade 1 (Primary Health Care) Average performance for grade progression purposes: A period of 14 years actual service and/or appropriate/recognisable post-registration experience in

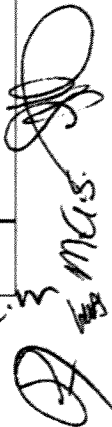
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PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS		RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION/POSTPROMOTION REQUIREMENTS
			QUALIFICATIONS	EXPERIENCE		
3.2	Clinical Nurse Practitioner Grade 2 (Primary Health Care)	PN-B2 R 197,358 R 203,280 R 209,379 R 215,661 R 222,132 R 228,795 R 235,659 R 242,730	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse plus a post-basic nursing qualification, with duration of at least 1 year, accredited with the SANC in terms of Government Notice No R 48 in the relevant speciality.	A minimum of 14 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience after obtaining the 1-year post-basic qualification in the relevant speciality.	For experience above the experience set for appointment - one notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 3.2	General Nursing. At least 10 years of this period must be appropriate/recognisable experience in PHC after obtaining the relevant 1-year post-basic qualification required for the relevant speciality. Grade progression shall become effective from 1 April following the date on which the official met all requirements Promotion to higher vacant advertised post
3.3	Operational Manager Nursing (Primary Health Care)	PN-B3 R 235,659 R 242,730 R 250,011 R 257,511 R 265,236	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse plus a post-basic nursing qualification, with duration of at least 1 year, accredited with the SANC in terms of Government Notice No R 48 in the relevant speciality.	A minimum of 9 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing. At least 5 years of the period referred to above must be appropriate/recognisable experience after obtaining the 1-year post-basic qualification in the relevant speciality.	None	Promotion to higher vacant advertised post
3.4	Assistant Manager	PN-B4	Basic qualification	A minimum of 10 years	None	Promotion to higher vacant advertised post

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PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS		RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION/POST PROMOTION REQUIREMENTS
			QUALIFICATIONS	EXPERIENCE		
	Nursing (Primary Health Care)	R 257,511 R 265,236 R 273,192 R 281,388 R 289,830	accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse plus a post-basic nursing qualification, with duration of at least 1 year, accredited with the SANC in terms of Government Notice No R 48 in the relevant speciality.	appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 6 years of the period referred to above must be appropriate/recognisable experience after obtaining the 1-year post-basic qualification in the relevant speciality. At least 3 years of the period referred to above must be appropriate/recognisable experience at management level.		
4.1	Clinical Nurse Specialist Grade 1 (Level 3 Hospitals)	PN-C1 R 235,659 R 242,730 R 250,011 R 257,511 R 265,236	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse plus a post-basic nursing qualification, with duration of at least 1 year, accredited with the SANC in terms of Government Notice No R 48 in the relevant speciality. Advanced post basic degree (equivalent to Masters Degree) accredited with the SANC in one of the specialities.	To be determined once the relevant qualification and registration requirements have been finalised	Dispensation to be introduced at a later stage	Dispensation to be introduced at a later stage
4.2	Clinical Nurse Specialist Grade 2 (Level 3 Hospitals)	PN-C2 R 358,218 R 368,964	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/	To be determined once the relevant qualification and registration requirements have been finalised	Dispensation to be introduced at a later stage	Dispensation to be introduced at a later stage

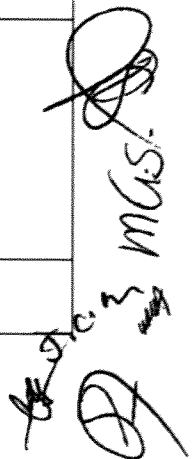
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PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS		RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION/POSTPROMOTION REQUIREMENTS
			QUALIFICATIONS	EXPERIENCE		
		R 380,034 R 391,434 R 403,176	degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse plus a post-basic nursing qualification, with duration of at least 1 year, accredited with the SANC in terms of Government Notice No R 48 in the relevant specialty. Advanced post basic degree (equivalent to Masters Degree) accredited with the SANC in one of the specialties.			
5.1	Lecturer Grade 1	PN-D1 R 160,470 R 165,285 R 170,244 R 175,350 R 180,612 R 186,030	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse Post basic qualification in Nursing Education registered with the SANC	A minimum of 4 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing	For experience above the experience set for appointment - one notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 5.1	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: <u>Above average performance for grade progression purposes:</u> A combination of 9 years actual service and/or appropriate/recognisable post-registration experience in General Nursing. At least 5 years of this period must be appropriate/recognisable experience in nursing education after obtaining the relevant 1-year post-basic qualification. Further, at least 4 years of this period must be actual service as Lecturer Grade 1 <u>Average performance for grade progression purposes:</u> A period of 14 years actual service and/or appropriate/recognisable post-registration experience in General Nursing. At least 10 years of this period must be appropriate/recognisable experience in nursing education after obtaining the relevant 1 year post-basic

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PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS		RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION/POST PROMOTION REQUIREMENTS
			QUALIFICATIONS	EXPERIENCE		
5.2	Lecturer Grade 2	PN-D2 R 197,358 R 203,280 R 209,379 R 215,661 R 222,132 R 228,795 R 235,659 R 242,730 R 250,011 R 257,511	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. Post basic qualification in Nursing Education registered with the SANC	A minimum of 14 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience in Nursing Education after obtaining the 1 year post-basic qualification	For experience above the experience set for appointment - one notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 5.2	Grade progression shall become effective from 1 April following the date on which all requirements were met by the official Promotion to higher vacant advertised post
5.3	Head of Department (Nursing College) Head of Nursing School (Hospitals)	PN-D3 R 242,730 R 250,011 R 257,511 R 265,236 R 273,192 R 281,388	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. Post basic qualification in Nursing Education registered with the SANC	A minimum of 9 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing. At least 5 years of the period referred to above must be appropriate/recognisable experience in Nursing Education after obtaining the 1 year post-basic qualification	None	Promotion to higher vacant advertised post
5.4	Vice Principal (Single Nursing Collage)	PN-D4 R 358,218 R 368,964 R 380,034 R 391,434 R 403,176	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC	A minimum of 10 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing. At least 6 years of the period referred to above must be	None	Promotion to higher vacant advertised post




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PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS		RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION/POSTPROMOTION REQUIREMENTS
			QUALIFICATIONS	EXPERIENCE		
5.5	Principal of Nursing College (Single Nursing Campus)	PN-D5 R 403,176 R 415,272 R 427,731 R 440,562 R 453,780	SANC as a Professional Post basic qualification in Nursing Education registered with the SANC Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Post basic qualification in Nursing Education registered with the SANC	appropriate/recognisable experience in Nursing Education after obtaining the 1 year post-basic qualification A minimum of 11 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing. At least 7 years of the period referred to above must be appropriate/recognisable experience in Nursing Education in Nursing Education after obtaining the 1 year post-basic qualification	None	Promotion to higher vacant advertised post
5.6	Vice Principal of Nursing College (Head of Nursing Campus)	PN-D5 R 403,176 R 415,272 R 427,731 R 440,562 R 453,780	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Post basic qualification in Nursing Education registered with the SANC	A minimum of 11 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing. At least 7 years of the period referred to above must be appropriate/recognisable experience in Nursing Education in Nursing Education after obtaining the 1 year post-basic qualification	None	Promotion to higher vacant advertised post
5.7	Principal of Nursing College (2 or more Nursing Campuses)/Director: Nursing Colleges (Provincial Head Office)	PN-D6 R 502,725 R 510,210 R 517,806 R 525,519 R 533,343 R 541,284	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional	A minimum of 13 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing. At least 9 years of the period referred to above must be appropriate/recognisable experience in Nursing Education	None	Promotion to higher vacant advertised post

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PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS		RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION/POSTPROMOTION REQUIREMENTS
			QUALIFICATIONS	EXPERIENCE		
6.1	Staff Nurse Grade 1	Pay progression annually for SMS SN1 R 70,140 R 72,243 R 74,409 R 76,641 R 78,939	Post basic qualification in Nursing Education registered with the SANC Qualification that allows registration with the SANC as Staff Nurse (Enrolled Nurse)	In Nursing Education after obtaining the 1 year post-basic qualification None	One notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 6.1	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: <u>Above average performance for grade progression purposes:</u> A combination of 5 years actual service and /or appropriate/recognisable post-registration experience. At least 4 years of this period must be actual service as Staff Nurse Grade 1 <u>Average performance for grade progression purposes:</u> A combination of 10 years actual service and/or appropriate/recognisable post-registration experience.
6.2	Staff Nurse Grade 2	SN2 R 83,745 R 86,256 R 88,845 R 91,509 R 94,254	Qualification that allows registration with the SANC as Staff Nurse (Enrolled Nurse)	A minimum of 10 years appropriate/ recognisable experience in nursing after registration with the SANC as Staff Nurse	For experience above the experience set for appointment - one notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 6.2	Grade progression shall become effective from 1 April following the date on which all requirements were met by the official Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: <u>Above average performance for grade progression purposes:</u> A combination of 15 years actual service and /or appropriate/recognisable post-registration experience. At least 4 years of this period must be actual service as Staff Nurse Grade 2 <u>Average performance for grade progression purposes:</u> A combination of 20 years actual service and/or appropriate/recognisable post-registration experience.


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PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS		RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION/POSTPROMOTION REQUIREMENTS
			QUALIFICATIONS	EXPERIENCE		
6.3	Staff Nurse Grade 3	SN3 R99,996 R 102,996 R 106,086 R 109,269 R 112,548 R 115,923 R 119,400 R 122,982	Qualification that allows registration with the SANC as Staff Nurse (Enrolled Nurse)	A minimum of 20 years appropriate/recognisable experience in nursing after registration with the SANC as Staff Nurse	For experience above the experience set for appointment - one notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 6.3	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements. Mobility to a different occupational category is subject to the availability of vacant funded posts.
7.1	Nursing Assistant Grade 1	NA1 R 53,757 R 55,371 R 57,033 R 58,743 R 60,504	Qualification that allows registration with the SANC as Nursing Assistant (Enrolled Nursing Assistant)	None	One notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 6.3	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: <u>Above average performance for grade progression purposes:</u> 5 years actual service as Nursing Assistant Grade 1 <u>OR</u> A combination of 5 years actual service and/or appropriate/recognisable post-registration experience. At least 4 years of this period must be actual service as

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PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS	EXPERIENCE	RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION/PROMOTION REQUIREMENTS
7.2	Nursing Assistant Grade 2	NA2 R 64,188 R 66,114 R 68,097 R 70,140 R 72,243	Qualification that allows registration with the SANC as Nursing Assistant (Enrolled Nursing Assistant)	A minimum of 10 years appropriate/recognisable experience in nursing after registration with the SANC as Nursing Assistant	For experience above the experience set for appointment - one notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 7.2	<p>Nursing Assistant Grade 1</p> <p><u>Average performance for grade progression purposes:</u> A combination of 10 years actual service and/or appropriate/recognisable post-registration experience.</p> <p>Grade progression shall become effective from 1 April following the date on which all requirements were met by the official</p> <p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: <u>Above average performance for grade progression purposes:</u> A combination of 15 years actual service and/or appropriate/recognisable post-registration experience. At least 4 years of this period must be actual service as Nursing Assistant Grade 2</p> <p><u>Average performance for grade progression purposes:</u> A combination of 20 years actual service and/or appropriate/recognisable post-registration experience.</p> <p>Grade progression shall become effective from 1 April following the date on which all requirements were met by the official</p>
7.3	Nursing Assistant Grade 3	NA3 R 76,641 R 78,939 R 81,306 R 83,745 R 86,256 R 88,845 R 91,509 R 94,254	Qualification that allows registration with the SANC as Nursing Assistant (Enrolled Nursing Assistant)	A minimum of 20 years appropriate/recognisable experience in nursing after registration with the SANC as Staff Nurse	For experience above the experience set for appointment - one notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements. Mobility to a different occupational category is subject to the availability of vacant funded posts.</p>

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PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS		RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION/POSTPROMOTION REQUIREMENTS
			QUALIFICATIONS	EXPERIENCE		
					maximum of four notches above the minimum of the salary scale in paragraph 7.3.	



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TRANSLATION TABLES (KEYS): PHASE 1

TRANSLATION FROM THE OCCUPATIONS PROFESSIONAL NURSE, STAFF NURSE AND NURSING ASSISTANT TO THE OSDs FOR PROFESSIONAL NURSE, STAFF NURSE AND NURSING AUXILIARY RESPECTIVELY

- 1 The translations tables (keys) for the occupation **Professional Nurse** provide for translation to the following work streams:
 - 1.1 General Nursing (General Units (wards)) and supervisory/managerial levels
 - 1.2 Speciality Nursing (Specialty Units (wards)) and supervisory levels
 - 1.3 Primary Health Care and supervisory levels
 - 1.4 Nursing Educators and supervisory/managerial levels
- 2 These translations tables (keys) **must be read and applied** in conjunction with the dpsa Circular and the respective OSDs .
- 3 Translation into of these translation tables (keys) to the production grades (levels) mentioned here-under constitute the **minimum** translation to the revised dispensations. The position of all employees who are translated to these grades must be re-calculated into the Phase 2 process:
 - 3.1 Professional Nurse Grade 1 (General Nursing)
 - 3.2 Professional Nurse Grade 2 (General Nursing)
 - 3.3 Professional Nurse Grade 3 (General Nursing)
 - 3.4 Professional Nurse Grade 1 (Specialty Nursing)
 - 3.5 Professional Nurse Grade 2 (Specialty Nursing)
 - 3.6 Clinical Nurse Practitioner Grade 1 (Primary Health Care)
 - 3.7 Clinical Nurse Practitioner Grade 2 (Primary Health Care)
 - 3.8 Lecturer Grade 1
 - 3.9 Lecturer Grade 2
 - 3.10 Staff Nurse Grade 1
 - 3.11 Staff Nurse Grade 2
 - 3.12 Staff Nurse Grade 3
 - 3.13 Nursing Assistant Grade 1
 - 3.14 Nursing Assistant Grade 2
 - 3.15 Nursing Assistant Grade 3

Where the translation of an employee cannot be dealt with in terms of these translation keys, departments must **submit** the full particulars of the employee and the position to which he/she is to be translated to the **dpsa** for an appropriate translation key.

Legend of acronyms used in these translation tables (keys)

- Prog** : Progression (for purposes of pay progression)
P : Personal
Rpa : Rand per annum
OSD : Occupational Specific Dispensation

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Occupational class Professional Nurse

General Nursing stream

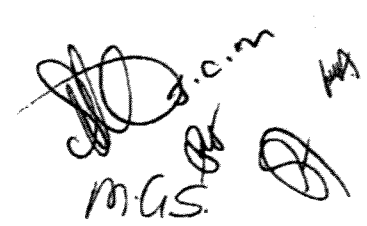
Part A Translation of Professional Nurses on salary levels 6, 7 and 8 to Professional Nurse Grades 1, 2 or 3 (General Nursing)

After 1 July 2007 cost-of-living adjustment	1 July 2007: Revised dispensation (OSD)
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1 Post/rank:	Professional Nurse (Production - General Nursing)	Professional Nurse Grade 1 (General Nursing)	Professional Nurse Grade 2 (General Nursing)	Professional Nurse Grade 3 (General Nursing)
Salary level:	6	PN-A 2	PN-A 3	PN-A 4
Salary scale (Rea):	85,362 X Prog - 99,108	106,086 X Prog - 122,982	130,473 X Prog - 151,257	160,470 X Prog - 203,280
Translation:	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	85,362	106,086	-----	-----
	86,223	106,086	-----	-----
	87,081	106,086	-----	-----
	87,960	106,086	-----	-----
	88,833	106,086	-----	-----
	89,724	106,086	-----	-----
	90,618	106,086	-----	-----
	91,521	106,086	-----	-----
	92,442	106,086	-----	-----
	93,366	106,086	-----	-----
	94,299	106,086	-----	-----
	95,238	106,086	-----	-----
	96,195	106,086	-----	-----
	97,155	106,086	-----	-----
	98,127	106,086	-----	-----
	99,108	106,086	-----	-----

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2	Post/rank:	Senior Professional Nurse (Production - General Nursing)	Professional Nurse Grade 1 (General Nursing)	Professional Nurse Grade 2 (General Nursing)	Professional Nurse Grade 3 (General Nursing)
	Salary level:	7	PN-A 2	PN-A 3	PN-A 4
	Salary scale (Rpa):	106,335 X Prog - 123,456	106,086 X Prog - 122,982	130,473 X Prog - 151,257	160,470 X Prog - 203,280
	Translation:	Notch	Notch	Notch	Notch
		106,335	109,269	-----	-----
	107,397	109,269	-----	-----	
	108,474	109,269	-----	-----	
	109,557	112,548	-----	-----	
	110,652	112,548	-----	-----	
	111,756	112,548	-----	-----	
	112,875	115,923	-----	-----	
	114,003	115,923	-----	-----	
	115,143	115,923	-----	-----	
	116,295	119,400	-----	-----	
	117,456	119,400	-----	-----	
	118,635	119,400	-----	-----	
	119,817	122,982	-----	-----	
	121,017	122,982	-----	-----	
	122,232	122,982	-----	-----	
	123,456	-----	130,473	-----	
	124866 (P)	-----	130,473	-----	
3	Post/rank:	Chief Professional Nurse (Production - General Nursing)	Professional Nurse Grade 1 (General Nursing)	Professional Nurse Grade 2 (General Nursing)	Professional Nurse Grade 3 (General Nursing)
	Salary level:	8	PN-A 2	PN-A 3	PN-A 4
	Salary scale (Rpa):	132,054 X Prog - 153,312	106,086 X Prog - 122,982	130,473 X Prog - 151,257	160,470 X Prog - 203,280
	Translation:	Notch	Notch	Notch	Notch
		132,054	-----	134,388	-----
	133,380	-----	134,388	-----	
	134,718	-----	138,420	-----	
	136,059	-----	138,420	-----	
	137,424	-----	138,420	-----	
	138,792	-----	142,572	-----	
	140,181	-----	142,572	-----	
	141,582	-----	142,572	-----	
	143,001	-----	146,850	-----	
	144,426	-----	146,850	-----	
	145,869	-----	146,850	-----	
	147,327	-----	151,257	-----	
	148,803	-----	151,257	-----	
	150,291	-----	151,257	-----	
	151,794	-----	-----	160,470	
	153,312	-----	-----	160,470	



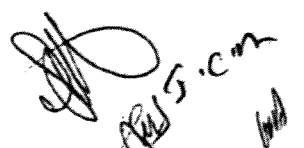
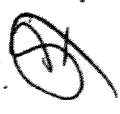
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Part B Translation of Professional Nurses on salary levels 8, 9 and 10 to Operational Manager: Nursing (General Unit)

After 1 July 2007 cost-of-living adjustment	1 July 2007: Revised dispensation (OSD)
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1 Post/rank:	Nursing Manager (Unit)	Operational Manager Nursing Grade 1 (General Unit)	Operational Manager Nursing Grade 2 (General Unit)
Salary level:	8	PN- A 5	PN- A 6
Salary scale (Rpa):	132,054 X Prog - 153,312	186,470 X Prog - 209,379	215,661 X Prog - 242,730
Translation:	132,054	186,030	-----
	133,380	186,030	-----
	134,718	186,030	-----
	136,059	186,030	-----
	137,424	186,030	-----
	138,792	186,030	-----
	140,181	186,030	-----
	141,582	186,030	-----
	143,001	186,030	-----
	144,426	186,030	-----
	145,869	186,030	-----
	147,327	186,030	-----
	148,803	186,030	-----
	150,291	186,030	-----
	151,794	186,030	-----
	153,312	186,030	-----

2 Post/rank:	Nursing Manager (Unit)	Operational Manager Nursing Grade 1 (General Unit)	Operational Manager Nursing Grade 2 (General Unit)
Salary level:	9	PN- A 5	PN- A 6
Salary scale (Rpa):	157,686 X Prog - 183,066	186,470 X Prog - 209,379	215,661 X Prog - 242,730
Translation:	157,686	186,030	-----
	159,255	186,030	-----
	160,851	186,030	-----
	162,462	186,030	-----
	164,088	186,030	-----
	165,729	186,030	-----
	167,385	186,030	-----
	169,059	186,030	-----
	170,748	186,030	-----
	172,449	186,030	-----
	174,180	186,030	-----
	175,920	186,030	-----
	177,681	186,030	-----
	179,457	186,030	-----
	181,251	186,030	-----
	183,066	186,030	-----


 M.G.S. 

3

Post/rank:	Nursing Manager (Unit)	Operational Manager Nursing Grade 1 (General Unit)	Operational Manager Nursing Grade 2 (General Unit)
Salary level:	10	PN- A 5	PN- A 6
Salary scale (Rpa):	196,815 X Prog - 228,492	186,470 X Prog - 209,379	215,661 X Prog - 242,730
Translation:	196,815	197,358	-----
	198,780	203,280	-----
	200,769	203,280	-----
	202,782	203,280	-----
	204,804	209,379	-----
	206,856	209,379	-----
	208,926	209,379	-----
	211,008	-----	215,661
	213,120	-----	215,661
	215,253	-----	215,661
	217,404	-----	222,132
	219,582	-----	222,132
	221,775	-----	222,132
	223,992	-----	228,795
	226,230	-----	228,795
	228,492	-----	228,795

Part C Translation of Professional Nurses on salary levels 8, 9 and 10 to Clinical Programme Coordinators (where it is an inherent requirement of the job to maintain registration with SANC)

After 1 July 2007 cost-of-living adjustment	1 July 2007: Revised dispensation (OSD)
---	---

Post/rank:	Programme Coordinators	Clinical Programme Coordinators Grade 1	Clinical Programme Coordinators Grade 2
Salary level:	8	PN- A 5	PN- A 6
Salary scale (Rpa):	132,054 X Prog - 153,312	186,470 X Prog - 209,379	215,661 X Prog - 242,730
Translation:	132,054	186,030	-----
	133,380	186,030	-----
	134,718	186,030	-----
	136,059	186,030	-----
	137,424	186,030	-----
	138,792	186,030	-----
	140,181	186,030	-----
	141,582	186,030	-----
	143,001	186,030	-----
	144,426	186,030	-----
	145,869	186,030	-----
	147,327	186,030	-----
	148,803	186,030	-----
	150,291	186,030	-----
	151,794	186,030	-----
	153,312	186,030	-----

[Handwritten signatures and initials]
 S.O.M.
 M.G.S.

2

Post/rank:	Nursing Manager	Assistant Manager Nursing (Area)
Salary level:	9	PN- A 7
Salary scale (Rpa):	157,686 X Prog - 183,066	235,659 X Prog - 273,192
Translation:	157,686	235,659
	159,255	235,659
	160,851	235,659
	162,462	235,659
	164,068	235,659
	165,729	235,659
	167,385	235,659
	169,059	235,659
	170,748	235,659
	172,449	235,659
	174,180	235,659
	175,920	235,659
	177,681	235,659
	179,457	235,659
	181,251	235,659
	183,066	235,659


3

Post/rank:	Nursing Manager	Assistant Manager Nursing (Area)
Salary level:	10	PN- A 7
Salary scale (Rpa):	196,815 X Prog - 228,492	235,659 X Prog - 273,192
Translation:	196,815	235,659
	198,780	235,659
	200,769	235,659
	202,782	235,659
	204,804	235,659
	206,856	235,659
	208,926	235,659
	211,008	235,659
	213,120	235,659
	215,253	235,659
	217,404	235,659
	219,582	235,659
	221,775	235,659
	223,992	235,659
	226,230	235,659
	228,492	235,659

5.02
 MGS

3

Post/rank:	Nursing Manager	Assistant Manager Nursing (Head of Nursing Services)
Salary level:	10	PN- A 7
Salary scale (Roa):	196,815 X Prog - 228,492	235,659 X Prog - 273,192
Translation:	196,815	235,659
	198,780	235,659
	200,769	235,659
	202,782	235,659
	204,804	235,659
	206,856	235,659
	208,926	235,659
	211,008	235,659
	213,120	235,659
	215,253	235,659
	217,404	235,659
	219,582	235,659
	221,775	235,659
	223,992	235,659
226,230	235,659	
228,492	235,659	


 S.C.M.
 M.G.S.

Part D Translation of Professional Nurses on salary levels 8, 9 and 10 to Assistant Manager: Nursing (Area)

	After 1 July 2007 cost-of-living adjustment	1 July 2007: Revised dispensation (OSD)
1 Post/rank:	Nursing Manager	Assistant Manager Nursing (Area)
Salary level:	8	PN- A 7
Salary scale (Roa):	132,054 X Prog - 153,312	235,659 X Prog - 273,192
Translation:	132,054	235,659
	133,380	235,659
	134,718	235,659
	136,059	235,659
	137,424	235,659
	138,792	235,659
	140,181	235,659
	141,582	235,659
	143,001	235,659
	144,426	235,659
	145,869	235,659
	147,327	235,659
	148,803	235,659
	150,291	235,659
	151,794	235,659
	153,312	235,659
2 Post/rank:	Nursing Manager	Assistant Manager Nursing (Area)
Salary level:	9	PN- A 7
Salary scale (Roa):	157,686 X Prog - 183,066	235,659 X Prog - 273,192
Translation:	157,686	235,659
	159,255	235,659
	160,851	235,659
	162,462	235,659
	164,088	235,659
	165,729	235,659
	167,385	235,659
	169,059	235,659
	170,748	235,659
	172,449	235,659
	174,180	235,659
	175,920	235,659
	177,681	235,659
	179,457	235,659
	181,251	235,659
	183,066	235,659

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 J. C. ...
 M.G.S. *[initials]*

Part E Translation of Professional Nurses on salary levels 8, 9 and 10 to Assistant Manager: Nursing (Head of Nursing Services)

After 1 July 2007 cost-of-living adjustment	1 July 2007: Revised dispensation (OSD)
---	---

Post/rank:	Nursing Manager	Assistant Manager Nursing (Head of Nursing Services)
Salary level:	8	PN- A 7
Salary scale (Rpa):	132,054 X Prog - 153,312	235,659 X Prog - 273,192
Translation:	132,054	235,659
	133,380	235,659
	134,718	235,659
	136,059	235,659
	137,424	235,659
	138,792	235,659
	140,181	235,659
	141,582	235,659
	143,001	235,659
	144,426	235,659
	145,869	235,659
	147,327	235,659
	148,803	235,659
	150,291	235,659
	151,794	235,659
	153,312	235,659

Post/rank:	Nursing Manager	Assistant Manager Nursing (Head of Nursing Services)
Salary level:	9	PN- A 7
Salary scale (Rpa):	157,686 X Prog - 183,066	235,659 X Prog - 273,192
Translation:	157,686	235,659
	159,255	235,659
	160,851	235,659
	162,462	235,659
	164,088	235,659
	165,729	235,659
	167,385	235,659
	169,059	235,659
	170,748	235,659
	172,449	235,659
	174,180	235,659
	175,920	235,659
	177,681	235,659
	179,457	235,659
	181,251	235,659
	183,066	235,659

J. C. W.
M.G.S.

Part F Translation of Professional Nurses on salary levels 9, 10, 11 and 12 to Deputy Manager Nursing (District and Secondary Hospitals)

After 1 July 2007 cost-of-living adjustment **1 July 2007: Revised dispensation (OSD)**

1	Post/rank:	Nursing Manager	Deputy Manager Nursing (Level 1 & 2 Hospitals)
	Salary level:	9	PN-A 8
	Salary scale (Rps):	157,686 X Prog - 183,066 (Notch system)	358,218 X Prog - 403,176 (MMS total package system)
	Translation:	157,686	358,218
		159,255	358,218
		160,851	358,218
		162,462	358,218
		164,088	358,218
		165,729	358,218
		167,385	358,218
		169,059	358,218
		170,748	358,218
		172,449	358,218
		174,180	358,218
		175,920	358,218
		177,681	358,218
		179,457	358,218
		181,251	358,218
		183,066	358,218

2	Post/rank:	Nursing Manager	Deputy Manager Nursing (Level 1 & 2 Hospitals)
	Salary level:	10	PN-A 8
	Salary scale (Rps):	196,815 X Prog - 228,492 (Notch system)	358,218 X Prog - 403,176 (MMS total package system)
	Translation:	196,815	358,218
		198,780	358,218
		200,769	358,218
		202,782	358,218
		204,804	358,218
		206,856	358,218
		208,926	358,218
		211,008	358,218
		213,120	358,218
		215,253	358,218
		217,404	358,218
		219,582	358,218
		221,775	358,218
		223,992	358,218
		226,230	358,218
		228,492	358,218

S.D.C.M
M.G.S.

3

Post/rank: Salary level: Salary scale (Rpa):	Nursing Manager 10 196,815 X Prog - 228,492	Assistant Manager Nursing (Area) PN- A 7 235,659 X Prog - 273,192
Translation:	196,815	235,659
	198,780	235,659
	200,769	235,659
	202,782	235,659
	204,804	235,659
	206,856	235,659
	208,926	235,659
	211,008	235,659
	213,120	235,659
	215,253	235,659
	217,404	235,659
	219,582	235,659
	221,775	235,659
	223,992	235,659
	226,230	235,659
228,492	235,659	

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 S.F.C.M
 M.G.S.

3

Post/rank:	Nursing Manager	Deputy Manager Nursing (Level 1 & 2 Hospitals)
Salary level:	11	PN-A 8
Salary scale (Rpa):	311,358 X Prog - 360,909 (MMS total package system)	358,218 X Prog - 403,176 (MMS total package system)
Translation:	311,358	358,218
	314,439	358,218
	317,544	358,218
	320,685	358,218
	323,859	358,218
	327,063	358,218
	330,297	358,218
	333,564	358,218
	336,867	358,218
	340,200	358,218
	343,563	358,218
	346,962	358,218
	350,400	358,218
	353,871	358,218
	357,372	358,218
	360,909	368,964

4

Post/rank:	Nursing Manager	Deputy Manager Nursing (Level 1 & 2 Hospitals)
Salary level:	12	PN-A 8
Salary scale (Rpa):	369,000 X Prog - 427,836 (MMS total package system)	358,218 X Prog - 403,176 (MMS total package system)
Translation:	369,000	380,034
	372,654	380,034
	376,347	380,034
	380,076	391,434
	383,844	391,434
	387,645	391,434
	391,485	403,176
	395,367	403,176
	399,285	403,176
	403,242	415,272
	407,238	415,272
	411,276	415,272
	415,353	427,731
	419,469	427,731
	423,630	427,731
	427,836	440,562

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 S.C.M. *[initials]*
 M.G.S. *[initials]*

Part G Translation of Professional Nurses on salary levels 10, 11 and 12 to Manager Nursing (Central Hospitals)

	After 1 July 2007 cost-of-living adjustment	1 July 2007: Revised dispensation (OSD)
Post/rank:	Nursing Manager	Manager Nursing (Level 3 Hospitals and Specialised Hospitals)
Salary level:	10	PN A - 9
Salary scale (Rpa):	196,815 X Prog - 228,492 (Notch system)	403,176 X Prog - 453,780 (MMS total package system)
Translation:	196,815	403,176
	198,780	403,176
	200,789	403,176
	202,782	403,176
	204,804	403,176
	206,856	403,176
	208,926	403,176
	211,008	403,176
	213,120	403,176
	215,253	403,176
	217,404	403,176
	219,582	403,176
	221,775	403,176
	223,992	403,176
	226,230	403,176
	228,492	403,176

	After 1 July 2007 cost-of-living adjustment	1 July 2007: Revised dispensation (OSD)
Post/rank:	Nursing Manager	Manager Nursing (Level 3 Hospitals and Specialised Hospitals)
Salary level:	11	PN A - 9
Salary scale (Rpa):	311,358 X Prog - 360,909 (MMS total package system)	403,176 X Prog - 453,780 (MMS total package system)
Translation:	311,358	403,176
	314,439	403,176
	317,544	403,176
	320,685	403,176
	323,859	403,176
	327,063	403,176
	330,297	403,176
	333,564	403,176
	336,867	403,176
	340,200	403,176
	343,563	403,176
	346,962	403,176
	350,400	403,176
	353,871	403,176
	357,372	403,176
	360,909	403,176

[Handwritten signatures and initials]
 S.C.M. PW
 M.G.S. A

3

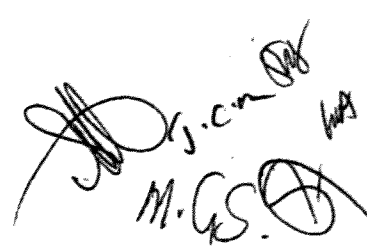
Post/rank:	Nursing Manager	Manager Nursing (Level 3 Hospitals and Specialised Hospitals)
Salary level:	12	PN A - 9
Salary scale (Rpa):	369,000 X Prog - 427,836 (MMS total package system)	403,176 X Prog - 453,780 (MMS total package system)
Translation:	369,000	403,176
	372,654	403,176
	376,347	403,176
	380,076	403,176
	383,844	403,176
	387,645	403,176
	391,485	403,176
	395,367	403,176
	399,285	403,176
	403,242	415,272
	407,238	415,272
	411,276	415,272
	415,353	427,731
	419,469	427,731
	423,830	427,731
	427,836	440,562

Part H Translation of Professional Nurses on salary level 13 to Senior Manager of Nursing (Provincial Head Office/Academic Hospitals)

After 1 July 2007 cost-of-living adjustment	1 July 2007: Revised dispensation (OSD)
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1

Post/rank:	Nursing Manager (Head Office)	Senior Manager of Nursing Services (Provincial Head Office)/Level 3 Hospitals)
Salary level:	13 (SMS Grade A)	PN A -10
Salary scale (Rpa):	502,725 X Prog - 541,284 (SMS total package system)	502,725 X Prog - 541,284 (SMS total package system)
Translation:	-----	-----

[Handwritten signatures and initials]
 M.G.S. 

Nursing Specialty stream


Part I Translation of Professional Nurses on salary levels 6, 7 and 8 to Professional Nurse Grades 1 and 2 (Specialty Nursing) - irrespective whether they are in possession of the prescribed post-basic qualification or not

After 1 July 2007 cost-of-living adjustment 1 July 2007: Revised dispensation (OSD)

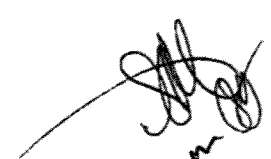
Post/rank:	Professional Nurse (Production - Specialty Nursing)	Professional Nurse Grade 1 (Specialty Nursing)	Professional Nurse Grade 2 (Specialty Nursing)
Salary level:	6	PN-B 1	PN-B 2
Salary scale (Rpa):	85,362 X Prog - 99,108	160,470 X Prog - 186,030	197,358 X Prog - 242,730
Translation:	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	85,362	160,470	---
	86,223	160,470	---
	87,081	160,470	---
	87,960	160,470	---
	88,833	160,470	---
	89,724	160,470	---
	90,618	160,470	---
	91,521	160,470	---
	92,442	160,470	---
	93,366	160,470	---
	94,299	160,470	---
	95,238	160,470	---
	96,195	160,470	---
	97,155	160,470	---
	98,127	160,470	---
	99,108	160,470	---

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 S. J. ...
 M.G.S. ...

<u>Post/rank:</u>	Chief Professional Nurse (Specialty - General Nursing)	Professional Nurse Grade 1 (Specialty Nursing)	Professional Nurse Grade 2 (Specialty Nursing)
<u>Salary level:</u>	8	PN-B 1	PN-B 2
<u>Salary scale (Rpa):</u>	132,054 X Prog - 153,312	160,470 X Prog - 186,030	197,358 X Prog - 242,730
<u>Translation:</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	132,054	160,470	-----
	133,380	160,470	-----
	134,718	160,470	-----
	136,059	160,470	-----
	137,424	160,470	-----
	138,792	160,470	-----
	140,181	160,470	-----
	141,582	160,470	-----
	143,001	160,470	-----
	144,426	160,470	-----
	145,869	165,285	-----
	147,327	165,285	-----
	148,803	165,285	-----
	150,291	170,244	-----
	151,794	170,244	-----
	153,312	170,244	-----


 J. C. ...
 14.95.0

Post/rank:	Senior Professional Nurse (Specialty Nursing)	Professional Nurse Grade 1 (Specialty Nursing)	Professional Nurse Grade 2 (Specialty Nursing)
Salary level:	7	PN-B 1	PN-B 2
Salary scale (Rpa):	106,335 X Prog - 123,456	160,470 X Prog - 186,030	197,358 X Prog - 242,730
Translation:	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	106,335 107,397 108,474 109,557 110,652 111,756 112,875 114,003 115,143 116,295 117,456 118,635 119,817 121,017 122,232 123,456 124866 (P)	160,470 160,470 160,470 160,470 160,470 160,470 160,470 160,470 160,470 160,470 160,470 160,470 160,470 160,470 160,470 160,470 160,470	----- ----- ----- ----- ----- ----- ----- ----- ----- ----- ----- ----- ----- ----- ----- ----- -----


 S.O.M.
 M.G.S.

Part J Translation of Professional Nurses on salary levels 8, 9 and 10 to Operational Manager (Specialty Nursing) - irrespective whether they are in possession of the prescribed post-basic qualification or not

After 1 July 2007 cost-of-living adjustment	1 July 2007: Revised dispensation (OSD)
---	---

1

Post/rank:	Nursing Manager (Specialty Unit)	Operational Manager Nursing (Specialty Unit)
Salary level:	8	PN-B 3
Salary scale (Rpa):	132,054 X Prog - 153,312	235,659 X Prog - 265,236
Translation:	132,054	235,659
	133,380	235,659
	134,718	235,659
	136,059	235,659
	137,424	235,659
	138,792	235,659
	140,181	235,659
	141,582	235,659
	143,001	235,659
	144,426	235,659
	145,869	235,659
	147,327	235,659
	148,803	235,659
	150,291	235,659
	151,794	235,659
	153,312	235,659

2

Post/rank:	Nursing Manager (Specialty Unit)	Operational Manager Nursing (Specialty Unit)
Salary level:	9	PN-B 3
Salary scale (Rpa):	157,686 X Prog - 183,066	235,659 X Prog - 265,236
Translation:	157,686	235,659
	159,255	235,659
	160,851	235,659
	162,462	235,659
	164,088	235,659
	165,729	235,659
	167,385	235,659
	169,059	235,659
	170,748	235,659
	172,449	235,659
	174,180	235,659
	175,920	235,659
	177,681	235,659
	179,457	235,659
	181,251	235,659
	183,066	235,659

[Handwritten signatures and initials]
 S.C.M.
 M.G.S.



		After 1 July 2007 cost-of-living adjustment	1 July 2007: Revised dispensation (OSD)
3	Post/rank:	Nursing Manager (Specialty Unit)	Operational Manager Nursing (Specialty Unit)
	Salary level:	10	PN-B 3
	Salary scale (Rpa):	196,815 X Prog - 228,492	235,659 X Prog - 265,236
	Translation:		
		196,815	235,659
		198,780	235,659
		200,769	235,659
		202,782	235,659
		204,804	235,659
		208,856	235,659
		208,928	235,659
		211,008	235,659
		213,120	235,659
		215,253	242,730
		217,404	242,730
		219,582	242,730
		221,775	250,011
		223,992	250,011
		226,230	250,011
		228,492	257,511

Part K Translation of Professional Nurses on salary levels 9 and 10 to Assistant Manager: Nursing (Specialty Areas) - irrespective whether they are in possession of the prescribed post-basic qualification

		After 1 July 2007 cost-of-living adjustment	1 July 2007: Revised dispensation (OSD)
1	Post/rank:	Nursing Manager (Specialty Unit)	Assistant Manager Nursing (Specialty Areas)
	Salary level:	9	PN-B 4
	Salary scale (Rpa):	157,686 X Prog - 183,066	257,511 X Prog - 289,830
	Translation:		
		157,686	257,511
		159,255	257,511
		180,851	257,511
		162,462	257,511
		164,088	257,511
		165,729	257,511
		167,385	257,511
		169,059	257,511
		170,748	257,511
		172,449	257,511
		174,180	257,511
		175,920	257,511
		177,681	257,511
		179,457	257,511
		181,251	257,511
		183,066	257,511

Handwritten signature and initials
 M.G.S. Ⓟ

	After 1 July 2007 cost-of-living adjustment	1 July 2007: Revised dispensation (OSD)
2 Post/rank:	Nursing Manager (Speciality Unit)	Assistant Manager Nursing (Specialty Areas)
Salary level:	10	PN-B 4
Salary scale (Rpa):	196,815 X Prog - 228,492	257,511 X Prog - 289,830
Translation:	196,815	257,511
	198,780	257,511
	200,769	257,511
	202,782	257,511
	204,804	257,511
	206,856	257,511
	208,926	257,511
	211,008	257,511
	213,120	257,511
	215,253	257,511
	217,404	257,511
	219,582	257,511
	221,775	257,511
	223,992	257,511
	226,230	257,511
	228,492	257,511


 J.C.M.

 M.G.S.

Primary Health Care stream

Part L: Translation of Professional Nurses on salary levels 6, 7 and 8 to Clinical Nurse Practitioner Grades 1 and 2 (PHC)




After 1 July 2007 cost of-living adjustment

1 July 2007: Revised dispensation (OSD)


1 Post/rank:	Professional Nurse (Production)	Clinical Nurse Practitioner Grade 1 (PHC)	Clinical Nurse Practitioner Grade 2 (PHC)
Salary level:	6	PN-B 1	PN-B 2
Salary scale (Rpa):	85,362 X Prog - 99,108	160,470 X Prog - 186,030	197,358 X Prog - 242,730
Translation:	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	85,362	160,470	-----
	86,223	160,470	-----
	87,081	160,470	-----
	87,960	160,470	-----
	88,833	160,470	-----
	89,724	160,470	-----
	90,618	160,470	-----
	91,521	160,470	-----
	92,442	160,470	-----
	93,366	160,470	-----
	94,299	160,470	-----
	95,238	160,470	-----
	96,195	160,470	-----
	97,155	160,470	-----
	98,127	160,470	-----
	99,108	160,470	-----

[Handwritten signatures and initials]
 M.G.S
 S.C.M
 [Initials]

Post/rank:	Senior Professional Nurse (Production)	Clinical Nurse Practitioner Grade 1 (PHC)	Clinical Nurse Practitioner Grade 2 (PHC)
Salary level:	7	PN-B 1	PN-B 2
Salary scale (Rps):	106,335 X Prog - 123,456	160,470 X Prog - 186,030	197,358 X Prog - 242,730
Translation:	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	106,335	160,470	-----
	107,397	160,470	-----
	108,474	160,470	-----
	109,557	160,470	-----
	110,652	160,470	-----
	111,756	160,470	-----
	112,875	160,470	-----
	114,003	160,470	-----
	115,143	160,470	-----
	116,295	160,470	-----
	117,456	160,470	-----
	118,635	160,470	-----
	119,817	160,470	-----
	121,017	160,470	-----
	122,232	160,470	-----
	123,456	160,470	-----
	124866 (P)	151,288	-----


 S.C. 
 M.G.S. 

Post/rank: Salary level: Salary scale (Rpa): Translation:	Professional Nurse (Production) 8 132,054 X Prog - 153,312 Notch	Clinical Nurse Practitioner Grade 1 (PHC) PN-B 1 160,470 X Prog - 186,030 Notch	Clinical Nurse Practitioner Grade 2 (PHC) PN-B 2 197,358 X Prog - 242,730 Notch
	132,054	160,470	-----
	133,380	160,470	-----
	134,718	160,470	-----
	136,059	160,470	-----
	137,424	160,470	-----
	138,792	160,470	-----
	140,181	160,470	-----
	141,582	160,470	-----
	143,001	160,470	-----
	144,426	160,470	-----
	145,869	165,285	-----
	147,327	165,285	-----
	148,803	165,285	-----
	150,291	170,244	-----
	151,794	170,244	-----
	153,312	170,244	-----


 S. C. ...
 M-G-S

Part M Translation of Professional Nurses on salary levels 8 and 9 to Operational Manager: Nursing (PHC)

After 1 July 2007 cost-of-living adjustment	1 July 2007: Revised dispensation (OSD)
---	---

1

Post/rank:	Nursing Manager (PHC)	Operational Manager Nursing (Primary Health Care)
Salary level:	8	PN-B 3
Salary scale (Rpa):	132,054 X Prog - 153,312	235,659 X Prog - 265,236
Translation:	132,054	235,659
	133,380	235,659
	134,718	235,659
	136,059	235,659
	137,424	235,659
	138,792	235,659
	140,181	235,659
	141,582	235,659
	143,001	235,659
	144,428	235,659
	145,869	235,659
	147,327	235,659
	148,803	235,659
	150,291	235,659
	151,794	235,659
	153,312	235,659

2

Post/rank:	Nursing Manager (PHC)	Operational Manager Nursing (Primary Health Care)
Salary level:	9	PN-B 3
Salary scale (Rpa):	157,686 X Prog - 183,066	235,659 X Prog - 265,236
Translation:	157,686	235,659
	159,255	235,659
	160,851	235,659
	162,462	235,659
	164,088	235,659
	165,729	235,659
	167,385	235,659
	169,059	235,659
	170,748	235,659
	172,449	235,659
	174,180	235,659
	175,920	235,659
	177,681	235,659
	179,457	235,659
	181,251	235,659
	183,066	235,659

S. cm
M.G.S.

3

Post/rank:	Nursing Manager (Speciality Unit)	Operational Manager Nursing (Primary Health Care)
Salary level:	10	PN-B 3
Salary scale (Rpa):	196,815 X Prog - 228,492	235,659 X Prog - 265,236
Translation:	196,815	235,659
	198,780	235,659
	200,769	235,659
	202,782	235,659
	204,804	235,659
	206,856	235,659
	208,926	235,659
	211,008	235,659
	213,120	235,659
	215,253	242,730
	217,404	242,730
	219,582	242,730
	221,775	250,011
	223,992	250,011
	226,230	250,011
	228,492	257,511

Part N Translation of Professional Nurses on salary levels 9 and 10 to Assistant Manager: Nursing (Primary Health Care) - Irrespective whether they are in possession of the prescribed post-basic qualification

After 1 July 2007 cost-of-living adjustment

1 July 2007: Revised dispensation (OSD)

1

Post/rank:	Nursing Manager (Speciality Unit)	Assistant Manager Nursing (Primary Health Care)
Salary level:	9	PN-B 4
Salary scale (Rpa):	157,686 X Prog - 183,066	257,511 X Prog - 289,830
Translation:	157,686	257,511
	159,255	257,511
	160,851	257,511
	162,462	257,511
	164,088	257,511
	165,729	257,511
	167,385	257,511
	169,059	257,511
	170,748	257,511
	172,449	257,511
	174,180	257,511
	175,920	257,511
	177,681	257,511
	179,457	257,511
	181,251	257,511
	183,066	257,511

S.C.M.
M.G.S.

2

Post/rank: Salary level: Salary scale (Rpa):	Nursing Manager (Speciality Unit) 10 196,815 X Prog - 228,492	Assistant Manager Nursing (Primary Health Care) PN-B 4 257,511 X Prog - 289,830
Translation:	196,815	257,511
	198,780	257,511
	200,769	257,511
	202,782	257,511
	204,804	257,511
	206,856	257,511
	208,926	257,511
	211,008	257,511
	213,120	257,511
	215,253	257,511
	217,404	257,511
	219,582	257,511
	221,775	257,511
	223,992	257,511
	226,230	257,511
228,492	257,511	

Handwritten signatures and initials:
 S. C. M.
 M. G. S.

Nursing Educator stream

Part O Translation of Professional Nurses on salary levels 7, 8 and 9 to Lecturer Grades 1, 2 and 3

		After 1 July 2007 cost-of-living adjustment	1 July 2007: Revised dispensation (OSD)	
1	Post/rank:	(Senior) Professional Nurse (Lecturer)	Lecturer Grade 1	Lecturer Grade 2
	Salary level:	7	PN-D 1	PN-D 2
	Salary scale (Rpa):	106,335 X Prog - 123,456	160,470 X Prog - 186,030	197,358 X Prog - 257,511
	Translation:	Notch	Notch	Notch
		106,335	160,470	---
		107,397	160,470	---
		108,474	160,470	---
		109,557	160,470	---
		110,652	160,470	---
		111,756	160,470	---
		112,875	160,470	---
		114,003	160,470	---
		115,143	160,470	---
		116,295	160,470	---
		117,456	160,470	---
	118,635	160,470	---	
	119,817	160,470	---	
	121,017	160,470	---	
	122,232	160,470	---	
	123,456	160,470	---	
2	Post/rank:	(Chief) Professional Nurse (Lecturer)	Lecturer Grade 1	Lecturer Grade 2
	Salary level:	8	PN-D 1	PN-D 2
	Salary scale (Rpa):	132,054 X Prog - 153,312	160,470 X Prog - 186,030	197,358 X Prog - 257,511
	Translation:	Notch	Notch	Notch
		132,054	160,470	---
		133,380	160,470	---
		134,718	160,470	---
		136,059	160,470	---
		137,424	160,470	---
		138,792	160,470	---
		140,181	160,470	---
		141,582	160,470	---
		143,001	160,470	---
		144,426	160,470	---
		145,869	160,470	---
	147,327	160,470	---	
	148,803	160,470	---	
	150,291	160,470	---	
	151,794	160,470	---	
	153,312	160,470	---	

[Handwritten signatures and initials]
 J. C. M.
 M. G. S.

Post/rank: Salary level: Salary scale (Rpa): Translation:	(Chief) Professional Nurse (Lecturer) 9 157,686 X Prog - 183,066 Notch	Lecturer Grade 1 PN-D 1 160,470 X Prog - 186,030 Notch	Lecturer Grade 2 PN-D 2 197,358 X Prog - 257,511 Notch
	157,686	160,470	---
	159,255	160,470	---
	160,851	165,285	---
	162,462	165,285	---
	164,088	165,285	---
	165,729	170,244	---
	167,385	170,244	---
	169,059	170,244	---
	170,748	175,350	---
	172,449	175,350	---
	174,180	175,350	---
	175,920	180,612	---
	177,681	180,612	---
	179,457	180,612	---
	181,251	186,030	---
	183,066	186,030	---


 M-G.S. D.C.  

Part P Translation of Professional Nurses on salary levels 9 and 10 to Head of Department (Nursing College)

After 1 July 2007 cost-of-living adjustment	1 July 2007: Revised dispensation (OSD)
---	---

Post/rank:	Lecturer - Head of Department	Head of Department (Nursing College)
Salary level:	9	PN-D 3
Salary scale (Rpa):	157,686 X Prog - 183,066	242,730 X Prog - 281,388
Translation:	157,686	242,730
	159,255	242,730
	160,851	242,730
	162,462	242,730
	164,088	242,730
	165,729	242,730
	167,385	242,730
	169,059	242,730
	170,748	242,730
	172,449	242,730
	174,180	242,730
	175,920	242,730
	177,681	242,730
	179,457	242,730
	181,251	242,730
	183,066	242,730

Post/rank:	Lecturer - Head of Department	Head of Department (Nursing College)
Salary level:	10	PN-D 3
Salary scale (Rpa):	196,815 X Prog - 228,492	242,730 X Prog - 281,388
Translation:	196,815	242,730
	198,780	242,730
	200,769	242,730
	202,782	242,730
	204,804	242,730
	206,856	242,730
	208,926	242,730
	211,008	242,730
	213,120	242,730
	215,253	242,730
	217,404	242,730
	219,582	242,730
	221,775	242,730
	223,992	242,730
	226,230	242,730
	228,492	242,730

J.C.M.
M.L.S.
[Signature]

Part R Translation of Professional Nurses on salary levels 9, 10 and 11 to Vice-Principal of Nursing College (Single Nursing College)

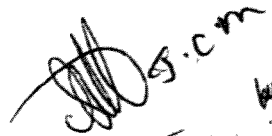
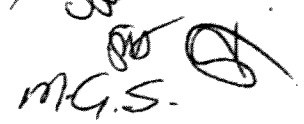
After 1 July 2007 cost-of-living adjustment	1 July 2007: Revised dispensation (OSD)
---	---

1

Post/rank:	Lecturer - Vice-Principal of Nursing College	Vice-Principal of Nursing College (Single Nursing College)
Salary level:	9	PN-D 4
Salary scale (Rpa):	157,686 X Prog - 183,066 (Notch system)	358,218 X Prog - 403,176 (MMS total package system)
Translation:	157,686	358,218
	159,255	358,218
	160,851	358,218
	162,462	358,218
	164,088	358,218
	165,729	358,218
	167,385	358,218
	169,059	358,218
	170,748	358,218
	172,449	358,218
	174,180	358,218
	175,920	358,218
	177,681	358,218
	179,457	358,218
	181,251	358,218
	183,066	358,218

2

Post/rank:	Lecturer - Vice-Principal of Nursing College	Vice-Principal of Nursing College (Single Nursing College)
Salary level:	10	PN-D 4
Salary scale (Rpa):	196,815 X Prog - 228,492 (Notch system)	358,218 X Prog - 403,176 (MMS total package system)
Translation:	196,815	358,218
	198,780	358,218
	200,769	358,218
	202,782	358,218
	204,804	358,218
	206,856	358,218
	208,926	358,218
	211,008	358,218
	213,120	358,218
	215,253	358,218
	217,404	358,218
	219,582	358,218
	221,775	358,218
	223,992	358,218
	226,230	358,218
	228,492	358,218

Handwritten signatures and initials:



3

Post/rank:	Lecturer - Vice-Principal of Nursing College	Vice-Principal of Nursing College (Single Nursing College)
Salary level:	11	PN-D 4
Salary scale (Rpa):	311,358 X Prog - 360,909 (MMS total package system)	358,218 X Prog - 403,176 (MMS total package system)
Translation:	311,358	358,218
	314,439	358,218
	317,544	358,218
	320,685	358,218
	323,859	358,218
	327,063	358,218
	330,297	358,218
	333,564	358,218
	336,867	358,218
	340,200	358,218
	343,563	358,218
	346,962	358,218
	350,400	358,218
	353,871	358,218
	357,372	358,218
	360,909	368,964

Part S Translation of Professional Nurses on salary levels 10, 11 and 12 to Principal of Nursing College (Single Nursing College)

After 1 July 2007 cost-of-living adjustment

1 July 2007: Revised dispensation (OSD)

1

Post/rank:	Lecturer - Principal of Nursing College	Principal of Nursing College (Single Nursing College)
Salary level:	10	PN-D 5
Salary scale (Rpa):	196,815 X Prog - 228,492 (Notch system)	403,176 X Prog - 453,780 (MMS total package system)
Translation:	196,815	403,176
	198,780	403,176
	200,769	403,176
	202,782	403,176
	204,804	403,176
	206,856	403,176
	208,926	403,176
	211,008	403,176
	213,120	403,176
	215,253	403,176
	217,404	403,176
	219,582	403,176
	221,775	403,176
	223,992	403,176
	226,230	403,176
	228,492	403,176

J. C. ...
M.G.S.

2

Post/rank:	Lecturer - Principal of Nursing College	Principal of Nursing College (Single Nursing College)
Salary level:	11	PN-D 5
Salary scale (Rpa):	311,358 X Prog - 360,909 (MMS total package system)	403,176 X Prog - 453,780 (MMS total package system)
Translation:	311,358	403,176
	314,439	403,176
	317,544	403,176
	320,685	403,176
	323,859	403,176
	327,063	403,176
	330,297	403,176
	333,564	403,176
	336,867	403,176
	340,200	403,176
	343,563	403,176
	346,962	403,176
	350,400	403,176
	353,871	403,176
	357,372	403,176
	360,909	403,176

3

Post/rank:	Lecturer - Principal of Nursing College	Principal of Nursing College (Single Nursing College)
Salary level:	12	PN-D 5
Salary scale (Rpa):	369,000 X Prog - 427,836 (MMS total package system)	403,176 X Prog - 453,780 (MMS total package system)
Translation:	369,000	403,176
	372,654	403,176
	376,347	403,176
	380,076	403,176
	383,844	403,176
	387,645	403,176
	391,485	403,176
	395,367	403,176
	399,285	403,176
	403,242	415272
	407,238	415272
	411,276	415272
	415,353	427731
	419,469	427731
	423,630	427731
	427,836	440562

[Handwritten signatures and initials]
 M.G.S. S.C.M. *[initials]*

Part T : Translation of Professional Nurses on salary levels 10, 11 and 12 to Vice Principal (Head of Nursing Campus)

After 1 July 2007 cost-of-living adjustment	1 July 2007: Revised dispensation (OSD)
---	---

1	Post/rank:	Lecturer - Principal of Nursing College	Vice Principal of Nursing College (Head of Nursing Campus)
	Salary level:	10	PN-D 5
	Salary scale (Roa):	196,815 X Prog - 228,492 (Notch system)	403,176 X Prog - 453,780 (MMS total package system)
	Translation:	196,815	403,176
		198,780	403,176
		200,769	403,176
		202,782	403,176
		204,804	403,176
		206,856	403,176
		208,926	403,176
		211,008	403,176
		213,120	403,176
		215,253	403,176
		217,404	403,176
		219,582	403,176
		221,775	403,176
		223,992	403,176
		226,230	403,176
		228,492	403,176

2	Post/rank:	Lecturer - Principal of Nursing College	Vice Principal of Nursing College (Head of Nursing Campus)
	Salary level:	11	PN-D 5
	Salary scale (Roa):	311,358 X Prog - 360,909 (MMS total package system)	403,176 X Prog - 453,780 (MMS total package system)
	Translation:	311,358	403,176
		314,439	403,176
		317,544	403,176
		320,685	403,176
		323,859	403,176
		327,063	403,176
		330,297	403,176
		333,564	403,176
		336,867	403,176
		340,200	403,176
		343,583	403,176
		346,962	403,176
		350,400	403,176
		353,871	403,176
		357,372	403,176
		360,909	403,176

J.C.W.
M.G.S.

3

Post/rank:	Lecturer - Principal of Nursing College	Vice Principal of Nursing College (Head of Nursing Campus)
Salary level:	12	PN-D 5
Salary scale (Roa):	369,000 X Prog - 427,836 (MMS total package system)	403,176 X Prog - 453,780 (MMS total package system)
Translation:	369,000	403,176
	372,654	403,176
	376,347	403,176
	380,076	403,176
	383,844	403,176
	387,645	403,176
	391,485	403,176
	395,367	403,176
	399,285	403,176
	403,242	415,272
	407,238	415,272
	411,276	415,272
	415,353	427,731
	419,469	427,731
	423,630	427,731
	427,836	440,562

Part U Translation of Professional Nurses on salary level 13 to Principal (2 or more Nursing Campuses)

After 1 July 2007 cost-of-living adjustment	1 July 2007: Revised dispensation (OSD)
--	--

1


Post/rank:	Lecturer - Principal of Nursing College	Principal of Nursing College (2 or more Nursing Campuses)
Salary level:	13 (SMS Grade A)	PN 9
Salary scale (Roa):	502,725 X Prog - 541,284 (SMS total package system)	502,725 X Prog - 541,284 (SMS total package system)
Translation:	None	None

J.C.M.
M.G.S.

Part V Translation of Professional Nurses on salary level 13 to Director: Nursing Colleges (Provincial Head Office)

After 1 July 2007 cost-of-living adjustment	1 July 2007: Revised dispensation (OSD)
---	---

1	Post/rank: Salary level: Salary scale (Rpa):	Manager (Nursing Education) 13 (SMS Grade A) 502,725 X Prog - 541,284 (SMS total package system)	Director: Nursing Colleges (Provincial Head Office) PN 9 502,725 X Prog - 541,284 (SMS total package system)
	Translation:	None	None


 G.C.W.
 M.G.S.

Occupational class Staff Nurse




Translation of Staff Nurses on salary levels 4, 5 and 6 to Staff Nurses Grades 1, 2 or 3

After 1 July 2007 cost-of-living adjustment	1 July 2007: Revised dispensation (OSD)
---	---

Post/rank:	Staff Nurse	Staff Nurse Grade 1	Staff Nurse Grade 2	Staff Nurse Grade 3
Salary level:	4	SN 1	SN 2	SN 3
Salary scale (Rpa):	58,290 X Prog - 67,668	70,140 X Prog - 78,939	83,745 X Prog - 94,254	99,996 X Prog - 122,982
Translation:	Notch	Notch	Notch	Notch
	58,290	70,140	-----	-----
	58,872	70,140	-----	-----
	59,460	70,140	-----	-----
	60,054	70,140	-----	-----
	60,657	70,140	-----	-----
	61,260	70,140	-----	-----
	61,875	70,140	-----	-----
	62,490	70,140	-----	-----
	63,117	70,140	-----	-----
	63,753	70,140	-----	-----
	64,386	70,140	-----	-----
	65,028	70,140	-----	-----
	65,679	70,140	-----	-----
	66,336	70,140	-----	-----
	66,999	70,140	-----	-----
	67,668	70,140	-----	-----

J. C. M.
M. G. S.
Paul

Post/rank:	Staff Nurse	Staff Nurse Grade 1	Staff Nurse Grade 2	Staff Nurse Grade 3
Salary level:	5	SN 1	SN 2	SN 3
Salary scale (Rpa):	88,955 X Prog - 80,058	70,140 X Prog - 78,939	83,745 X Prog - 94,254	99,996 X Prog - 122,982
Translation:	Notch	Notch	Notch	Notch
	68,955	70,140	---	---
	69,645	70,140	---	---
	70,341	72,243	---	---
	71,043	72,243	---	---
	71,754	72,243	---	---
	72,468	74,409	---	---
	73,194	74,409	---	---
	73,926	74,409	---	---
	74,667	76,641	---	---
	75,414	76,641	---	---
	76,167	76,641	---	---
	76,929	78,939	---	---
	77,700	78,939	---	---
	78,477	78,939	---	---
	79,260	---	83,745	---
	80,058	---	83,745	---
Post/rank:	Senior Staff Nurse	Staff Nurse Grade 1	Staff Nurse Grade 2	Staff Nurse Grade 3
Salary level:	6	SN 1	SN 2	SN 3
Salary scale (Rpa):	85,362 X Prog - 99,108	70,140 X Prog - 78,939	83,745 X Prog - 94,254	99,996 X Prog - 122,982
Translation:	Notch	Notch	Notch	Notch
	85,362	---	86,256	---
	86,223	---	86,256	---
	87,081	---	88,845	---
	87,960	---	88,845	---
	88,833	---	88,845	---
	89,724	---	91,509	---
	90,618	---	91,509	---
	91,521	---	94,254	---
	92,442	---	94,254	---
	93,366	---	94,254	---
	94,299	---	---	99,996
	95,238	---	---	99,996
	96,195	---	---	99,996
	97,155	---	---	99,996
	98,127	---	---	99,996
	99,108	---	---	99,996

 J.C.M.

M.G.S. 

Occupational class Nursing Assistant

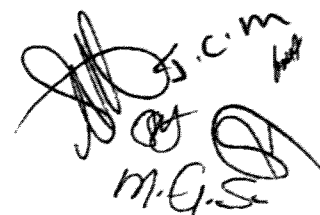
Translation of Nursing Assistants on salary levels 2, 3, 4 and 5 to Nursing Assistant Grades 1, 2 or 3

After 1 July 2007 cost of-living adjustment	1 July 2007: Revised dispensation (OSD)
---	---

Post/rank:	Nursing Assistant	Nursing Assistant Grade 1	Nursing Assistant Grade 2	Nursing Assistant Grade 3
Salary level:	2	NA 1	NA 2	NA 3
Salary scale (Rpa):	43,245 X Prog - 48,249	53,757 X Prog - 60,504	64,188 X Prog - 72,243	76,641 X Prog - 94,254
Translation:		<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	43,245	53,757	---	---
	43,680	53,757	---	---
	44,112	53,757	---	---
	44,553	53,757	---	---
	45,008	53,757	---	---
	45,453	53,757	---	---
	45,900	53,757	---	---
	46,365	53,757	---	---
	46,827	53,757	---	---
	47,292	53,757	---	---
	47,772	53,757	---	---
	48,249	53,757	---	---
Post/rank:	Nursing Assistant	Nursing Assistant Grade 1	Nursing Assistant Grade 2	Nursing Assistant Grade 3
Salary level:	3	NA 1	NA 2	NA 3
Salary scale (Rpa):	49,665 X Prog - 57,663	53,757 X Prog - 60,504	64,188 X Prog - 72,243	76,641 X Prog - 94,254
Translation:		<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	49,665	53,757	---	---
	50,166	53,757	---	---
	50,667	53,757	---	---
	51,177	53,757	---	---
	51,684	53,757	---	---
	52,203	53,757	---	---
	52,728	53,757	---	---
	53,253	53,757	---	---
	53,787	55,371	---	---
	54,321	55,371	---	---
	54,867	55,371	---	---
	55,419	57,033	---	---
	55,968	57,033	---	---
	56,529	57,033	---	---
	57,093	58,743	---	---

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	57,663	58,743	---	---
Post/rank:	Senior Nursing Assistant	Nursing Assistant Grade 1	Nursing Assistant Grade 2	Nursing Assistant Grade 3
Salary level:	4	NA 1	NA 2	NA 3
Salary scale (Rpa):	58,290 X Prog - 67,668	53,757 X Prog - 60,504	64,188 X Prog - 72,243	76,641 X Prog - 94,254
Translation:	Notch	Notch	Notch	Notch
	58,290	58,743		
	58,872	60,504		
	59,460	60,504		
	60,054	60,504		
	60,657	-----	64,188	
	61,260	-----	64,188	
	61,875	-----	64,188	
	62,490	-----	64,188	
	63,117	-----	64,188	
	63,753	-----	64,188	
	64,386	-----	66,114	
	65,028	-----	66,114	
	65,679	-----	66,114	
	66,336	-----	68,097	
	66,999	-----	68,097	
	67,668	-----	68,097	
Post/rank:	Senior Nursing Assistant	Nursing Assistant Grade 1	Nursing Assistant Grade 2	Nursing Assistant Grade 3
Salary level:	5	NA 1	NA 2	NA 3
Salary scale (Rpa):	68,955 X Prog - 80,058	53,757 X Prog - 60,504	64,188 X Prog - 72,243	76,641 X Prog - 94,254
Translation:	Notch	Notch	Notch	Notch
	68,955	-----	70,140	
	69,645	-----	70,140	
	70,341	-----	72,243	
	71,043	-----	72,243	
	71,754	-----	72,243	
	72,468	-----	-----	76,641
	73,194	-----	-----	76,641
	73,926	-----	-----	76,641
	74,667	-----	-----	76,641
	75,414	-----	-----	76,641
	76,167	-----	-----	76,641
	76,929	-----	-----	78,939
	77,700	-----	-----	78,939
	78,477	-----	-----	78,939
	79,260	-----	-----	81,306
	80,058	-----	-----	81,306

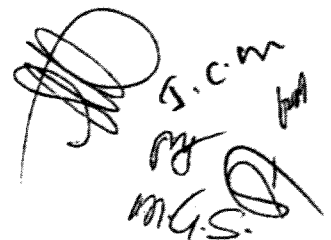


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PHASE 2 OF TRANSLATION – RECALCULATION OF SALARIES BASED ON RELEVANT EXPERIENCE

INTRODUCTION

1. This is a **once-off** translation that is only applicable to nurses in the occupations Professional Nurse, Staff Nurse and Nursing Assistant who **were in service on 30 June 2007** and who were translated to the following production posts (any grades attached to these posts) by means of the Phase 1 translation process:
 - 1.1 Part A – Professional Nurse Grades 1, 2 or 3 (General Nursing)
 - 1.2 Part B – Professional Nurse Grades 1 and 2 (Specialty Nursing) – **only applicable to those Professional Nurses who are in possession of the prescribed post-basic qualification**
 - 1.3 Part C – Clinical Nursing Practitioner Grades 1 and 2 (Primary Health Care)
 - 1.4 Part D – Lecturer Grades 1 and 2
 - 1.5 Part E – Staff Nurse Grades 1, 2 and 3
 - 1.6 Part F - Nursing Assistant Grades 1, 2 and 3
2. Only full year's service and experience gained after complying with the experience requirement set for the lowest grade attached to the production post **as on 31 March 2007**, staggered in increments of 2 years, are recognized for salary purposes.
3. If the notch in terms of the Phase 2 translation is –
 - 3.1 **higher** than the notch awarded in terms of the Phase 1 translation, **then the notch determined in terms of the Phase 2 translation process applies** with effect from 1 July 2007; and
 - 3.2 is **equal to or lower than** the notch awarded in terms of the Phase 1 translation process, **then the salary determined in terms of the Phase 1 translation process applies** with effect from 1 July 2007.


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RECOGNITION BASIS

Part A: Professional Nurses translated to Professional Nurse Grades 1, 2 or 3 (General Nursing) in terms of the Phase 1 process

- All appropriate service/experience gained after registration as Professional Nurse is recognised


Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Less than full 2 year's service & experience	Professional Nurse Grade 1 (General Nursing)	106,086 X Prog – 122,982	R106,086
Full 2 year's service and experience			R109,269
Full 4 year's service and experience			R112,548
Full 6 year's service and experience			R115,923
Full 8 year's service and experience			R119,400
Full 10 year's service and experience	Professional Nurse Grade 2 (General Nursing)	130,473 X Prog – 151,257	R130,473
Full 12 year's service and experience			R134,388
Full 14 year's service and experience			R138,420
Full 16 year's service and experience			R142,572
Full 18 year's service and experience			R146,850
Full 20 year's service and experience	Professional Nurse Grade 3 (General Nursing)	160,470 X Prog - 203,280	R160,470
Full 22 year's service and experience			R165,285
Full 24 year's service and experience			R170,244
Full 26 year's service and experience			R175,350
Full 28 year's service and experience			R180,612
Full 30 year's service and experience			R186,030
Full 32 year's service and experience			R191,610
Full 34 year's service and experience			R197,358
Full 36 year's and more service and experience	R203,280		

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Part B: Professional Nurses translated to Professional Nurse Grades 1 and 2 (Specialty Nursing) in terms of the Phase 1 process

- The service/experience of only those Professional Nurses who on 30 June 2007 are in possession of the prescribed post-basic nursing qualification in the identified specialty, with a duration of at least 1 year, are recognized in terms of the Phase 1 translation process.
- The minimum experience requirement for appointment in the lowest grade attached to the production post is 4 years or more appropriate service/experience gained after registration as Professional Nurse in General Nursing – therefore only 4 years or more appropriate service/experience gained after such registration is recognized.

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Less than full 4 year's service and experience	Professional Nurse Grade 1 (Specialty Nursing)	160,470 X Prog – 186,030	R160,470
Full 6 year's service and experience			R165,285
Full 8 year's service and experience			R170,244
Full 10 year's service and experience			R175,350
Full 12 year's service and experience			R180,612
Full 14 year's service and experience	Professional Nurse Grade 2 (Specialty Nursing)	197,358 X Prog – 242,730	R197,358
Full 16 year's service and experience			R203,280
Full 18 year's service and experience			R209,379
Full 20 year's service and experience			R215,661
Full 22 year's service and experience			R222,132
Full 24 year's service and experience			R228,795
Full 26 year's service and experience			R235,659
Full 28 year's and more service and experience			R242,730


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Part C: Professional Nurses translated to Clinical Nursing Practitioner Grades 1 and 2 (Primary Health Care) in terms of the Phase 1 process

- The minimum experience requirement for appointment in the lowest grade attached to the production post is 4 years or more appropriate service/experience gained after registration as Professional Nurse in General Nursing – therefore only 4 years or more appropriate service/experience gained after such registration is recognized.

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Less than full 4 year's service and experience	Clinical Nursing Practitioner Grade 1 (PHC)	160,470 X Prog – 186,030	R160,470
Full 6 year's service and experience			R165,285
Full 8 year's service and experience			R170,244
Full 10 year's service and experience			R175,350
Full 12 year's service and experience			R180,612
Full 14 year's service and experience	Clinical Nursing Practitioner Grade 2 (PHC)	197,358 X Prog – 242,730	R197,358
Full 16 year's service and experience			R203,280
Full 18 year's service and experience			R209,379
Full 20 year's service and experience			R215,661
Full 22 year's service and experience			R222,132
Full 24 year's service and experience			R228,795
Full 26 year's service and experience			R235,659
Full 28 year's and more service and experience			R242,730

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Part D: Professional Nurses translated to Lecturer Grades 1 and 2 in terms of the Phase 1 process

- The minimum experience requirement for appointment in the lowest grade attached to the production post is 4 years or more appropriate service/experience gained after registration as Professional Nurse in General Nursing – therefore only 4 years or more appropriate service/experience gained after such registration is recognized

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Less than full 4 year's service and experience	Lecturer Grade 1	160,470 X Prog – 186,030	R160,470
Full 6 year's service and experience			R165,285
Full 8 year's service and experience			R170,244
Full 10 year's service and experience			R175,350
Full 12 year's service and experience			R180,612
Full 14 year's service and experience	Lecturer Grade 2	191,610 X Prog – 257,511	R197,358
Full 16 year's service and experience			R203,280
Full 18 year's service and experience			R209,379
Full 20 year's service and experience			R215,661
Full 22 year's service and experience			R215,661
Full 24 year's service and experience			R222,132
Full 26 year's service and experience			R228,795
Full 28 year's and more service and experience			R235,659
Full 30 year's service and experience			R242,730
Full 32 year's service and experience			R250,011
Full 34 year's and more service and experience			R257,511

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Part E: Staff Nurses translated to Staff Nurse Grades 1, 2 and 3 in terms of the Phase 1 process

- All appropriate service/experience gained after enrollment as Nurse is recognised

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Less than full 2 year's service & experience	Staff Nurse Grade 1	70,140 X Prog - 78,939	R70,140
Full 2 year's service and experience			R72,243
Full 4 year's service and experience			R74,409
Full 6 year's service and experience			R76,641
Full 8 year's service and experience			R78,939
Full 10 year's service and experience	Staff Nurse Grade 2	83,745 X Prog - 94,254	R83,745
Full 12 year's service and experience			R86,256
Full 14 year's service and experience			R88,845
Full 16 year's service and experience			R91,509
Full 18 year's service and experience			R94,254
Full 20 year's service and experience	Staff Nurse Grade 3	99,996 X Prog - 122,982	R99,996
Full 22 year's service and experience			R102,996
Full 24 year's service and experience			R106,086
Full 26 year's service and experience			R109,269
Full 28 year's service and experience			R112,548
Full 30 year's service and experience			R115,923
Full 32 year's service and experience			R119,400
Full 34 year's and more service and experience			R122,982

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Part F: Nursing Assistants translated to Nursing Assistant Grades 1, 2 and 3 in terms of the Phase 1 process

- All appropriate service/experience gained after enrollment as Nurse Auxiliary is recognised

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Less than full 2 year's service & experience	Nursing Assistant Grade 1	53,757 X Prog - 60,504	R53,757
Full 2 year's service and experience			R55,371
Full 4 year's service and experience			R57,033
Full 6 year's service and experience			R58,743
Full 8 year's service and experience			R60,504
Full 10 year's service and experience			Nursing Assistant Grade 2
Full 12 year's service and experience	R66,114		
Full 14 year's service and experience	R68,097		
Full 16 year's service and experience	R70,140		
Full 18 year's service and experience	R72,243		
Full 20 year's service and experience	Nursing Assistant Grade 3	76,641 X Prog - 94,254	
Full 22 year's service and experience			R78,939
Full 24 year's service and experience			R81,306
Full 26 year's service and experience			R83,745
Full 28 year's service and experience			R86,256
Full 30 year's service and experience			R88,845
Full 32 year's service and experience			R91,509
Full 34 year's and more service and experience			R94,254

S.C.M.
M.G.S.