

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

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) |
|---|---|

| 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 (Rpa): | 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: | Notch | Notch | Notch | Notch |
| | 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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 J.C.N
 M.G.S

| 2 Post/rank: Salary level: Salary scale (Rpa): Translation: | Senior Professional Nurse (Production - General Nursing) 7 106,335 X Prog - 123,466 Notch | Professional Nurse Grade 1 (General Nursing) PN-A 2 106,086 X Prog - 122,982 Notch | Professional Nurse Grade 2 (General Nursing) PN-A 3 130,473 X Prog - 151,257 Notch | Professional Nurse Grade 3 (General Nursing) PN-A 4 160,470 X Prog - 203,280 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: Salary level: Salary scale (Rpa): Translation: | Chief Professional Nurse (Production - General Nursing) 8 132,054 X Prog - 153,312 Notch | Professional Nurse Grade 1 (General Nursing) PN-A 2 106,086 X Prog - 122,982 Notch | Professional Nurse Grade 2 (General Nursing) PN-A 3 130,473 X Prog - 151,257 Notch | Professional Nurse Grade 3 (General Nursing) PN-A 4 160,470 X Prog - 203,280 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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 M.G.S.
 J.C.M.
 M.A.

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) | |
|----------------------------|---|---|---|
| 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 | --- |
| | 134,716 | 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 | --- |

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| 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 | --- |
| | 206,855 | 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 | --- |

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


| | | | |
|---------------------|----------------------------|--------------------------|---|
| 2 | Post/rank: | Nursing Manager | Assistant Manager Nursing (Area) |
| | Salary level: | 9 | PN-A 7 |
| | Salary scale (Rpa): | 157,886 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 | |

| | | | |
|---------------------|----------------------------|--------------------------|---|
| 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 |
| | | 196,780 | 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.W
 M.G.S.


3


| Post/rank: | Nursing Manager | Assistant Manager Nursing (Head of Nursing Services) |
|---------------------|--------------------------|--|
| Salary level: | 10 | PN-A 7 |
| Salary scale (Roa): | 186,815 X Prog - 228,492 | 235,659 X Prog - 273,192 |
| Transition: | 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 (Rosa): | 132,054 X Prog - 153,312 | 235,659 X Prog - 273,192 |
| Translation: | | |
| | 132,054 | 235,659 |
| | 133,380 | 235,659 |
| | 134,716 | 235,659 |
| | 136,052 | 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 (Rosa): | 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. M. G. S.
M.G.S.

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 | |

S. 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 (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: | Nursing Manager | Deputy Manager Nursing (Level 1 & 2 Hospitals) |
| | Salary level: | 10 | PN-A 8 |
| | Salary scale (Rpa): | 196,816 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.C.M.

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 - 273,182 |
| 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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 M.G.S. *[Handwritten signature]*

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 |
| | 200,769 | 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 |

| | | |
|----------------------------|--|--|
| 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 |


 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 | 368,954 |

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 P |
| | 407,238 | 415,272 P |
| | 411,276 | 415,272 P |
| | 415,353 | 427,731 P |
| | 419,469 | 427,731 P |
| | 423,630 | 427,731 P |
| | 427,836 | 440,562 P |

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 M.G.S. *[Handwritten mark]*

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| 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) |
|---|---|

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: | --- | --- |

J. C. M. P. K. S.
M. G. S. P.

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 | --- |

S. van der Merwe
M.G.J. [Signature]

| <u>Post/rank:</u> | Senior Professional Nurse (Specialty Nursing) | Professional Nurse Grade 1 (Specialty Nursing) | Professional Nurse Grade 2 (Specialty Nursing) |
|----------------------------|---|--|--|
| <u>Salary level:</u> | 7 | PN-B 1 | PN-B 2 |
| <u>Salary scale (Rpa):</u> | 106,336 X Prog - 123,456 | 160,470 X Prog - 186,030 | 197,358 X Prog - 242,730 |
| <u>Translation:</u> | <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) | 160,470 | --- |


 S.C.M.
 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 (Roa):</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. ...
 MGS.

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 |
| | 151,784 | 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. ...
 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 |
| | | 206,856 | 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 |
| | | 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 |

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.