OCCUPATIONAL SPECIFIC DISPENSATION FOR HEALTH WORKERS

11 SEPTEMBER 2009
(DURBAN)
Equal pay for work of equal value

Broad occupational differentiation in pay (currently pay by one salary structure for the diverse occupations in the public service)

Position on degree of market relatedness required

Greater degree of performance related pay

Remuneration of professionals, specialists and scarce skills occupations a priority
KEY QUESTIONS THAT SHOULD BE ANSWERED BY A SUCCESSFUL REMUNERATION POLICY

- Is remuneration policy able to keep the workforce motivated and productive?
- Is remuneration policy aligned to skills and competencies?
- Is remuneration policy enhancing career progression of professionals?
- Is remuneration policy facilitating the attraction and retention of skills?
- Is performance-based remuneration system working?
VISION

To improve the Public Service’s position to become an employer of choice by attracting and retaining sufficient numbers of employees with the required competencies, and motivating such employees, with the view to improve service delivery within the context of a developmental state.
STRATEGIC OBJECTIVES

- Positioning the Public Service as an “Employer of Choice”
- Raise public service performance without increasing the wage bill as a share of GDP
- Introduction of performance based remuneration systems
- Introduction of Occupation Specific Dispensations, including career pathing dispensations
WHAT ARE OCCUPATION SPECIFIC DISPENSATIONS?

- Tailor made remuneration dispensations for occupational categories, including:
  - Unique salary structures per occupation
  - Centrally determined grading structures and broad job profiles
  - Career pathing based on competencies, experience and performance
  - Pay progression within the salary levels for identified occupations
  - The alignment of remuneration per occupation with market trends where necessary (competitive salaries)
  - Grade progression without competing for vacancies or promotion to higher posts
ADVANTAGES

- Based on the correct grading of positions derived from centrally determined benchmark job descriptions
- Centrally determined salaries attached to each of the identified grades
- Centrally prescribed skills/competency requirements
- Clear career paths and grade progression
- Improved compliance by departments
- Curtail job hopping between departments and provinces (in the same occupation)
ADVANTAGES (cont.)

- OSDs are not general salary increases, but a systematic way to improve the salaries of employees after predetermined periods based on the following:
  - Performance;
  - Qualifications;
  - Scope of work;
  - Experience, etc.
- Provides for longer salary bands and overlaps to incentivise employees to stay in production and not supervisory or speciality.
- Qualifying periods and criteria for progression are prescribed in the relevant OSDs
- Provide for accelerated progression at production levels to higher grades for employees who consistently perform above average
- Recognition of experience in a discipline
OSDs FOR NURSING PERSONNEL

- OSDs for following occupations:
  - Professional Nurse
  - Staff Nurse
  - Nursing Auxiliary
CHARACTERISTICS OF NURSING OSDs (1)

- Unique remuneration structures per OSD – 3% increments between notches
- OSD for Professional Nurse provides for different career streams
- Substantial overlap in scales for Professional Nurse and supervisors
- Differentiation in scales between general Nursing versus Speciality Nursing/PHC
- Two-yearly pay progression based on performance
- Competency requirements (generic and functional competencies and experiential competence) per benchmarked position
CHARACTERISTICS OF NURSING OSDs (2)

- Consolidation of the Scarce Skills allowance payable to nurses in identified specialities into salary
- Career pathing – progression within general nursing or to other streams (i.e. Nursing Education, Speciality, PHC)
- Employees on higher production grades are to be kept in service against the production posts
- Progression within production levels not post bound
CHARACTERISTICS OF NURSING OSDs (3)

- To progress – compliance with prescribed competencies for higher production grade and prescribed performance criteria
- Differentiated periods for grade progression at production level based on level of performance
- Salary recognition for prior experience on appointment at productions levels
OSDs FOR MEDICAL OFFICERS

OSDs for following occupations:

- Medical Officers
- Dentists
- Medical/ Dental Specialists
- Pharmacologists
- Pharmacists
- Emergency Care Practitioners
CHARACTERISTICS OF MEDICAL OFFICERS’ OSD (1)

- A two year implementation OSD
  - Year 1: Implementation of revised salary grades as per OSD for each category, minimum translation to the appropriate salary notch/package/salary grade and recognition of experience at production level
  - Year 2: Further translation of certain levels within dispensation for doctors, dentist (i.e. medical officer community service, medical officer production and clinical manager medical and dental)
CHARACTERISTICS OF MEDICAL OFFICERS’ OSD (2)

- Longer salary bands (grades) with higher salary ceilings for “production” levels to allow for further salary/grade progression
- Performance based differentiated grade/salary progression
- Total cost to employer package remuneration system and new structuring rules (70% pensionable/30% flexible)
POTENTIAL BENEFITS TO MEDICAL AND DENTAL PROFESSIONALS (1)

- **Interns**: Between 40% and 53% (Y1)
- **Community Service**: between 7% and 18.9% (Y1) and further 6.1% (Y2)
- **Medical Officers (SL9)**:
  - *Less than 5 years experience*: between 9% and 25% (Y1); between 21% and 38% accumulative (Y2)
  - *Between 5 and 10 years*: between 26% and 44% (Y1); between 40% and 60% accumulative (Y2).
  - *More than 10 years*: between 46% and 68% (Y1) and between 65% and 89% accumulative (Y2).


POTENTIAL BENEFITS TO MEDICAL AND DENTAL PROFESSIONALS (2)

- Principal Medical Officer (SL11)
  - Less than 5 years experience: between 1.8% and 4.8% (Y1), between 3.3% and 17% accumulative (Y2)
  - Between 5 and 10 years: between 1.8% and 18% (Y1) and between 3.3% and 17% accumulative (Y2).
  - More than 10 years: between 1.8% and 18% (Y1) and 14.7% and 32.9% accumulative (Y2).

- Chief Medical Officer (SL12): Between 1.7% and 5.2% (Y1), and between 4.8% and 20.3% accumulative (Y2)
POTENTIAL BENEFITS TO MEDICAL AND DENTAL PROFESSIONALS (3)

- **Specialist (SL11)**
  - *With less than 5 years experience*: between 1,8% and 18% in Year One, between 14,7% and 32,9% accumulative in Year Two
  - *Between 5 and 10 years*: between 14,7% and 32,9% (Y1) and 33,1% and 54,3% accumulative (Y2).
  - *More than 10 years*: between 29,2% and 49,8% (Y1) and 54,5% and 79% accumulative (Y2).

- **Principal Specialist (SL13)**: Between 4,6% and 25,1% (Y1)

- **Chief Specialist (SL14)**: Between 7,9% and 29% (Y1)
Pharmacist consists of three career streams:
- Operational and management
- Clinical Pharmacists
- Policy Developers

All Pharmacists (including Interns) remunerated by means of a total cost to employer remuneration packages

Scarce Skills allowance incorporated into salary

New work levels established based on service delivery needs
OSD FOR EMERGENCY SERVICES (EMS) PERSONNEL

- The OSD consist of two career streams:
  - Operational & management
  - EMS lecturing staff
- Unique post structure to accommodate five tiers of registration, with different scope of practices, at production and supervisory levels through broad (remuneration) bands to facilitate adequate career progression
- To a certain extend different registration categories complicates model
- Payment of a non-pensionable EMS Lecturing allowance to enhance recruitment and retention at EMS Training Colleges
OSD FOR HEALTH THERAPEUTIC AND ALLIED WORKERS

- OSD will cover 52 occupations
- Qualification/training varies between 1 year training to Masters degree
- Cater for Internship and Community Service (where applicable)
- Certain occupations – requirement to register with the relevant health professional council
- Proposals on appropriate salary dispensations already tabled in the PHSDSBC
- Agreement still to be concluded
THANK YOU!