IMPLEMENTATION OF THE OCCUPATIONAL SPECIFIC DISPENSATIONS (OSDs) FOR THE OCCUPATIONS PROFESSIONAL NURSE, STAFF NURSE AND NURSING ASSISTANT IN THE PUBLIC SERVICE

1. The dpsa’s evenly numbered letter dated 28 September 2007 refers.
2. National Treasury (PERSAL) has provided the dpsa with the necessary Post Class and Job Title codes to facilitate the translation of nurses to the revised post and salary structures provided for in the respective OSDs (attached Annexure). Please regard the dpsa letter dated 28 September 2007 and the respective OSDs as duly amended.
3. PERSAL indicated that it would send a comprehensive message on the utilisation of the relevant PERSAL functions to departments through its normal communication channels in due course.
4. The OSDs for the occupations Professional Nurse, Staff Nurse and Nursing Assistant will be amplified with these codes.
5. The dpsa and the National Department of Health appreciate your assistance in implementing these OSDs seamlessly.

DIRECTOR-GENERAL
Date: 5/10/2007.
<table>
<thead>
<tr>
<th>JOB TITLE</th>
<th>SALARY LEVEL AND SCALE</th>
<th>JOB TITLE CODE (PERSAL TABLE 824)</th>
<th>POST CLASS CODE (PERSAL TABLE 038)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>OSD: Professional Nurse</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>General Nursing stream</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.1 Professional Nurse (Community Service)</td>
<td>PN-A1</td>
<td>82000</td>
<td>82000</td>
</tr>
<tr>
<td>1.2 Professional Nurse Grade 1 (General Nursing)</td>
<td>PN-A2</td>
<td>82001</td>
<td>82001</td>
</tr>
<tr>
<td>1.3 Professional Nurse Grade 2 (General Nursing)</td>
<td>PN-A3</td>
<td>82002</td>
<td>82002</td>
</tr>
<tr>
<td>1.4 Professional Nurse Grade 3 (General Nursing)</td>
<td>PN-A4</td>
<td>82003</td>
<td>82003</td>
</tr>
<tr>
<td>1.5 Operational Manager Nursing Grade 1 (General Unit)</td>
<td>PN-A5</td>
<td>82004</td>
<td>82004</td>
</tr>
<tr>
<td>1.6 Operational Manager Nursing Grade 2 (General Unit)</td>
<td>PN-A6</td>
<td>82005</td>
<td>82005</td>
</tr>
<tr>
<td>1.7 Clinical Programme Coordinator Grade 1</td>
<td>PN-A5</td>
<td>82006</td>
<td>82006</td>
</tr>
<tr>
<td>1.8 Clinical Programme Coordinator Grade 2</td>
<td>PN-A6</td>
<td>82007</td>
<td>82007</td>
</tr>
<tr>
<td>1.9 Assistant Manager Nursing (Area)</td>
<td>PN-A7</td>
<td>82008</td>
<td>82008</td>
</tr>
<tr>
<td>1.10 Assistant Manager Nursing (Head of Nursing Services)</td>
<td>PN-A7</td>
<td>82009</td>
<td>82009</td>
</tr>
<tr>
<td>1.11 Deputy Manager Nursing (Level 1 &amp; 2 Hospitals)</td>
<td>PN-A8</td>
<td>82010</td>
<td>82010</td>
</tr>
<tr>
<td>1.12 Manager Nursing (Level 3 Hospital)</td>
<td>PN-A9</td>
<td>82011</td>
<td>82011</td>
</tr>
<tr>
<td>1.13 Senior Manager of Nursing Services (Level 3 Hospitals)</td>
<td>PN-A10</td>
<td>82012</td>
<td>82012</td>
</tr>
<tr>
<td>1.14 Senior Manager of Nursing Services (Provincial Head Offices)</td>
<td>PN-A10</td>
<td>82013</td>
<td>82013</td>
</tr>
<tr>
<td><strong>Specialty Nursing stream</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.1 Professional Nurse Grade 1 (Specialty Nursing)</td>
<td>PN-B1</td>
<td>82014</td>
<td>82014</td>
</tr>
<tr>
<td>2.2 Professional Nurse Grade 2 (Specialty Nursing)</td>
<td>PN-B2</td>
<td>82015</td>
<td>82015</td>
</tr>
<tr>
<td>2.3 Operational Manager Nursing (Specialty Unit)</td>
<td>PN-B3</td>
<td>82016</td>
<td>82016</td>
</tr>
<tr>
<td>2.4 Assistant Manager Nursing (Specialty Unit)</td>
<td>PN-B4</td>
<td>82017</td>
<td>82017</td>
</tr>
<tr>
<td>JOB TITLE</td>
<td>SALARY LEVEL AND SCALE</td>
<td>JOB TITLE CODE (PERSAL TABLE 824)</td>
<td>POST CLASS CODE (PERSAL TABLE 038)</td>
</tr>
<tr>
<td>--------------------------------------------------------------------------</td>
<td>------------------------</td>
<td>-----------------------------------</td>
<td>-----------------------------------</td>
</tr>
<tr>
<td>Primary Health Care (PHC) stream</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.1 Clinical Nurse Practitioner Grade 1 (Primary Health Care)</td>
<td>PN-B1</td>
<td>82018</td>
<td>82018 Clinical Nurse Practitioner (Primary Health Care)</td>
</tr>
<tr>
<td>3.2 Clinical Nurse Practitioner Grade 2 (Primary Health Care)</td>
<td>PN-B2</td>
<td>82019</td>
<td></td>
</tr>
<tr>
<td>3.3 Operational Manager Nursing (Primary Health Care)</td>
<td>PN-B3</td>
<td>82020</td>
<td></td>
</tr>
<tr>
<td>3.4 Assistant Manager Nursing (Primary Health Care)</td>
<td>PN-B4</td>
<td>82021</td>
<td></td>
</tr>
<tr>
<td>Nursing Education stream</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.1 Lecturer Grade 1</td>
<td>PN-D1</td>
<td>82022</td>
<td>82022 Lecturer</td>
</tr>
<tr>
<td>4.2 Lecturer Grade 2</td>
<td>PN-D2</td>
<td>82023</td>
<td></td>
</tr>
<tr>
<td>4.3 Head of Department (Nursing College)</td>
<td>PN-D3</td>
<td>82024</td>
<td>82024</td>
</tr>
<tr>
<td>4.4 Head of Nursing School (Hospitals)</td>
<td>PN-D3</td>
<td>82025</td>
<td>82025</td>
</tr>
<tr>
<td>4.5 Vice Principal (Single Nursing College)</td>
<td>PN-D4</td>
<td>82026</td>
<td>82026</td>
</tr>
<tr>
<td>4.6 Principal of Nursing College (Single Nursing Campus)</td>
<td>PN-D5</td>
<td>82027</td>
<td>82027</td>
</tr>
<tr>
<td>4.7 Vice Principal of Nursing College (Head of Nursing Campus)</td>
<td>PN-D5</td>
<td>82028</td>
<td>82028</td>
</tr>
<tr>
<td>4.8 Principal of Nursing College (2 or more Nursing Campuses)</td>
<td>PN-D6</td>
<td>82029</td>
<td>82029</td>
</tr>
<tr>
<td>4.9 Director: Nursing Colleges (Provincial Head Office)</td>
<td>PN-D6</td>
<td>82030</td>
<td>82030</td>
</tr>
<tr>
<td>Staff Nurse</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5.1 Staff Nurse Grade 1</td>
<td>SN1</td>
<td>82040</td>
<td>82040 Staff Nurse</td>
</tr>
<tr>
<td>5.2 Staff Nurse Grade 2</td>
<td>SN2</td>
<td>82041</td>
<td></td>
</tr>
<tr>
<td>5.3 Staff Nurse Grade 3</td>
<td>SN3</td>
<td>82042</td>
<td></td>
</tr>
<tr>
<td>Nursing Assistant</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6.1 Nursing Assistant Grade 1</td>
<td>NA1</td>
<td>82050</td>
<td>82050 Nursing Assistant</td>
</tr>
<tr>
<td>6.2 Nursing Assistant Grade 2</td>
<td>NA2</td>
<td>82051</td>
<td></td>
</tr>
<tr>
<td>6.3 Nursing Assistant Grade 3</td>
<td>NA3</td>
<td>82052</td>
<td></td>
</tr>
</tbody>
</table>