



# the dpsa

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## TO HEADS OF:

### PROVINCIAL DEPARTMENTS OF HEALTH CORRECTIONAL SERVICES DEFENCE


#### 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 implementation letter dated 28 September 2007 refers.
2. Kindly substitute the relevant Annexes attached to the said implementation letter with the attached pages, as identified and explained below:

	Amendment	Reason for amendment
2.1	Annexure B (Parts B to E)	<input type="checkbox"/> An incorrect scale is reflected in Part B (Operational Manager Nursing Grade 1 (General Nursing)) and in Part C (Clinical Programme Coordinator Grade 1) <input type="checkbox"/> The amendment does not affect the translation of employees, as reflected in the translation keys in the said Parts

2.2	Annexure G (Part D) (page 5)	<input type="checkbox"/> An incorrect scale is reflected in column 3 ( <b>Heading: Scale (Rpa)</b> ) for Lecturer Grade 2 – the scale must read R197,358 X Prog – 257,511  <input type="checkbox"/> The notches reflected in column 4 ( <b>Heading: Notch (Rpa)</b> ) for Lecturer Grade 2 are incorrect – a duplication of the notch R215 661 occurred
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3. Your attention is invited to PERSAL Notice 260 and PERSAL Messages M1907, M1910 and M1913 regarding the alignment of the PERSAL system. The notice and messages were distributed on all the mainframes.
4. The **dpsa** and the National Department of Health appreciate your assistance in implementing the OSDs.

  
**DIRECTOR GENERAL**  
Date: 24/10/07.

**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	<b>Post/rank:</b>	<b>Nursing Manager (Unit)</b>	<b>Operational Manager Nursing Grade 1 (General Unit)</b>	<b>Operational Manager Nursing Grade 2 (General Unit)</b>
	<b>Salary level:</b>	8	PN- A 5	PN- A 6
	<b>Salary scale (Rpa):</b>	132,054 X Prog - 153,312	186,030 X Prog - 209,379	215,661 X Prog - 242,730
	<b>Translation:</b>	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	<b>Post/rank:</b>	<b>Nursing Manager (Unit)</b>	<b>Operational Manager Nursing Grade 1 (General Unit)</b>	<b>Operational Manager Nursing Grade 2 (General Unit)</b>
	<b>Salary level:</b>	9	PN- A 5	PN- A 6
	<b>Salary scale (Rpa):</b>	157,686 X Prog - 183,066	186,030 X Prog - 209,379	215,661 X Prog - 242,730
	<b>Translation:</b>	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	-----

3	<b>Post/rank:</b>	<b>Nursing Manager (Unit)</b>	<b>Operational Manager Nursing Grade 1 (General Unit)</b>	<b>Operational Manager Nursing Grade 2 (General Unit)</b>
	<b>Salary level:</b>	10	PN- A 5	PN- A 6
	<b>Salary scale (Rpa):</b>	196,815 X Prog - 228,492	186,030 X Prog - 209,379	215,661 X Prog - 242,730
	<b>Translation:</b>	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 Program Coordinators (where it is an inherent requirement of the job to maintain registration with SANC)**

<b>After 1 July 2007 cost-of-living adjustment</b>	<b>1 July 2007: Revised dispensation (OSD)</b>
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1	<b>Post/rank:</b>	<b>Programme Coordinators</b>	<b>Clinical Programme Coordinators Grade 1</b>	<b>Clinical Programme Coordinators Grade 2</b>
	<b>Salary level:</b>	8	PN- A 5	PN- A 6
	<b>Salary scale (Rpa):</b>	132,054 X Prog - 153,312	186,030 X Prog - 209,379	215,661 X Prog - 242,730
	<b>Translation:</b>	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	<b>Post/rank:</b>	<b>Programme Coordinators</b>	<b>Clinical Programme Coordinators Grade 1</b>	<b>Clinical Programme Coordinators Grade 2</b>
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<b>Salary level:</b>	<b>9</b>	<b>PN- A 5</b>	<b>PN- A 6</b>
<b>Salary scale (Rpa):</b>	<b>157,686 X Prog - 183,066</b>	<b>186,030 X Prog - 209,379</b>	<b>215,661 X Prog - 242,730</b>
<b>Translation:</b>	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	-----

3

<b>Post/rank:</b>	<b>Programme Coordinators</b>	<b>Clinical Programme Coordinators Grade 1</b>	<b>Clinical Programme Coordinators Grade 2</b>
<b>Salary level:</b>	<b>10</b>	<b>PN- A 5</b>	<b>PN- A 6</b>
<b>Salary scale (Rpa):</b>	<b>196,815 X Prog - 228,492</b>	<b>186,030 X Prog - 209,379</b>	<b>215,661 X Prog - 242,730</b>
<b>Translation:</b>	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 D Translation of Professional Nurses on salary levels 8, 9 and 10 to Assistant Manager: Nursing (Area)**

<b>After 1 July 2007 cost-of-living adjustment</b>	<b>1 July 2007: Revised dispensation (OSD)</b>
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<b>1 Post/rank:</b>	<b>Nursing Manager</b>	<b>Assistant Manager Nursing (Area)</b>
<b>Salary level:</b>	<b>8</b>	<b>PN- A 7</b>
<b>Salary scale (Rpa):</b>	<b>132,054 X Prog - 153,312</b>	<b>235,659 X Prog - 273,192</b>
<b>Translation:</b>	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

<b>2 Post/rank:</b>	<b>Nursing Manager</b>	<b>Assistant Manager Nursing (Area)</b>
<b>Salary level:</b>	<b>9</b>	<b>PN- A 7</b>
<b>Salary scale (Rpa):</b>	<b>157,686 X Prog - 183,066</b>	<b>235,659 X Prog - 273,192</b>
<b>Translation:</b>	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

<b>Post/rank:</b>	<b>Nursing Manager</b>	<b>Assistant Manager Nursing (Area)</b>
<b>Salary level:</b>	<b>10</b>	<b>PN- A 7</b>
<b>Salary scale (Rpa):</b>	<b>196,815 X Prog - 228,492</b>	<b>235,659 X Prog - 273,192</b>
<b>Translation:</b>	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

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

<b>After 1 July 2007 cost-of-living adjustment</b>	<b>1 July 2007: Revised dispensation (OSD)</b>
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<b>Post/rank:</b>	<b>Nursing Manager</b>	<b>Assistant Manager Nursing (Head of Nursing Services)</b>
<b>Salary level:</b>	<b>8</b>	<b>PN- A 7</b>
<b>Salary scale (Rpa):</b>	<b>132,054 X Prog - 153,312</b>	<b>235,659 X Prog - 273,192</b>
<b>Translation:</b>	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

<b>Post/rank:</b>	<b>Nursing Manager</b>	<b>Assistant Manager Nursing (Head of Nursing Services)</b>
<b>Salary level:</b>	<b>9</b>	<b>PN- A 7</b>
<b>Salary scale (Rpa):</b>	<b>157,686 X Prog - 183,066</b>	<b>235,659 X Prog - 273,192</b>
<b>Translation:</b>	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

<b>Post/rank:</b>	<b>Nursing Manager</b>	<b>Assistant Manager Nursing (Head of Nursing Services)</b>
<b>Salary level:</b>	<b>10</b>	<b>PN- A 7</b>
<b>Salary scale (Rpa):</b>	<b>196,815 X Prog - 228,492</b>	<b>235,659 X Prog - 273,192</b>
<b>Translation:</b>	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



**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

<b>Service/experience profile on 31 March 2007</b>	<b>Revised production grade</b>	<b>Scale (Rpa)</b>	<b>Notch (Rpa)</b>
<b>Less than full 4 year's service and experience</b>	<b>Lecturer Grade 1</b>	<b>160,470 X Prog – 186,030</b>	R160,470
<b>Full 6 year's service and experience</b>			R165,285
<b>Full 8 year's service and experience</b>			R170,244
<b>Full 10 year's service and experience</b>			R175,350
<b>Full 12 year's service and experience</b>			R180,612
<b>Full 14 year's service and experience</b>	<b>Lecturer Grade 2</b>	<b>197,358 X Prog – 257,511</b>	R197,358
<b>Full 16 year's service and experience</b>			R203,280
<b>Full 18 year's service and experience</b>			R209,379
<b>Full 20 year's service and experience</b>			R215,661
<b>Full 22 year's service and experience</b>			R222,132
<b>Full 24 year's service and experience</b>			R228,795
<b>Full 26 year's service and experience</b>			R235,659
<b>Full 28 year's and more service and experience</b>			R242,730
<b>Full 30 year's service and experience</b>			R250,011
<b>Full 32 year's and more service and experience</b>			R257,511