

OCCUPATION SPECIFIC DISPENSATION (OSD)

PROFESSIONAL NURSE



Determination by:
The Minister for Public Service and Administration

GLOSSARY OF TERMS

Amicably	Done in a friendly spirit or to show a friendly attitude
Scope of Practice	The parameters within which a professional nurse who has met the prescribed qualifications and registration requirements, may practice.
Clinical Nursing Practice	To provide comprehensive nursing care and management for the nursing treatment and rehabilitation for all health problems of individuals, groups and communities as an independent practitioner.
Competencies	The specific knowledge, skills, judgement and personal attributes required for a health professional to practice safely and ethically in a designated role and setting. The demonstrated ability to integrate the knowledge, skills and attitudes required for such performance. A particular mix of knowledge, skills attributes required to effectively perform a job/task/role.
Ethical Nursing Practice	To practice nursing in an ethical and justifiable manner. To create and maintain an enabling environment for ethical nursing practice.
Experiential Competency	Relates to an employee's capacity to meet the job requirements (job competency) in terms of the number of years appropriate experience after obtaining the required qualification and registration
Functional	The technical expertise and knowledge required for a health professional to perform the prescribed functions of the post within the framework of the scope of practice and standards as required by the relevant health facility.
Generic	General (transversal) competencies that apply to the majority of staff who deliver patient care in a variety of clinical settings.
Grade 1,2, & 3	The relevant grades within one particular specified post.
Grade (level)	A higher work level, with advanced duties, which requires more advanced competencies (at production level), which can be reached by means of grade progression.
Grade Progression	Grade progression is progression to the higher production level, within the production level post, as and when the employee complies with the stipulated criteria. Grade progression is not dependant on a vacancy or subject to the principle of open competition.
Legal Nursing Practice	Laws and regulations relevant to nursing and health care in South Africa.
PN	The relevant salary level for the occupational category Professional Nurse.
Post (level)	A higher work level, with distinct duties (supervisory/managerial duties), which can be reached by means of post promotion.
Post Promotion	Promotion to a higher post, which is dependant on the availability of a funded vacancy, where the employee complies with the stipulated criteria and contends with other employees for the post through open competition.
Quality of Nursing Care	To develop standards, criteria and indicators for quality nursing and health care. To develop and maintain a plan to improve the quality of nursing and health care.
Specific (Relevant) Speciality	Only relevant experience in the specific speciality, in only ICU or only paediatrics is recognisable. Experience in ICU will not be recognised for appointment in paediatrics or oncology or vice versa.

OCCUPATIONAL SPECIFIC DISPENSATION

PROFESSIONAL NURSE

Effective date of Dispensation: 1 July 2007

1. SCOPE OF APPLICABILITY

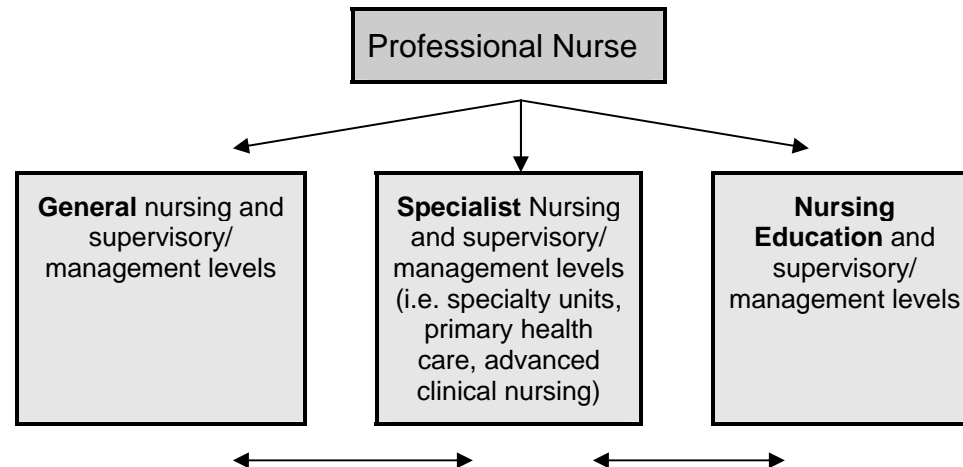
This dispensation is applicable to all employees registered with the South African Nursing Council (hereafter referred to as the SANC) as a Registered Nurse and who are appointed in terms of the Public Service Act, 1994 and the Correctional Services Act, 1998.

2. SCOPE/DESCRIPTION OF OCCUPATION

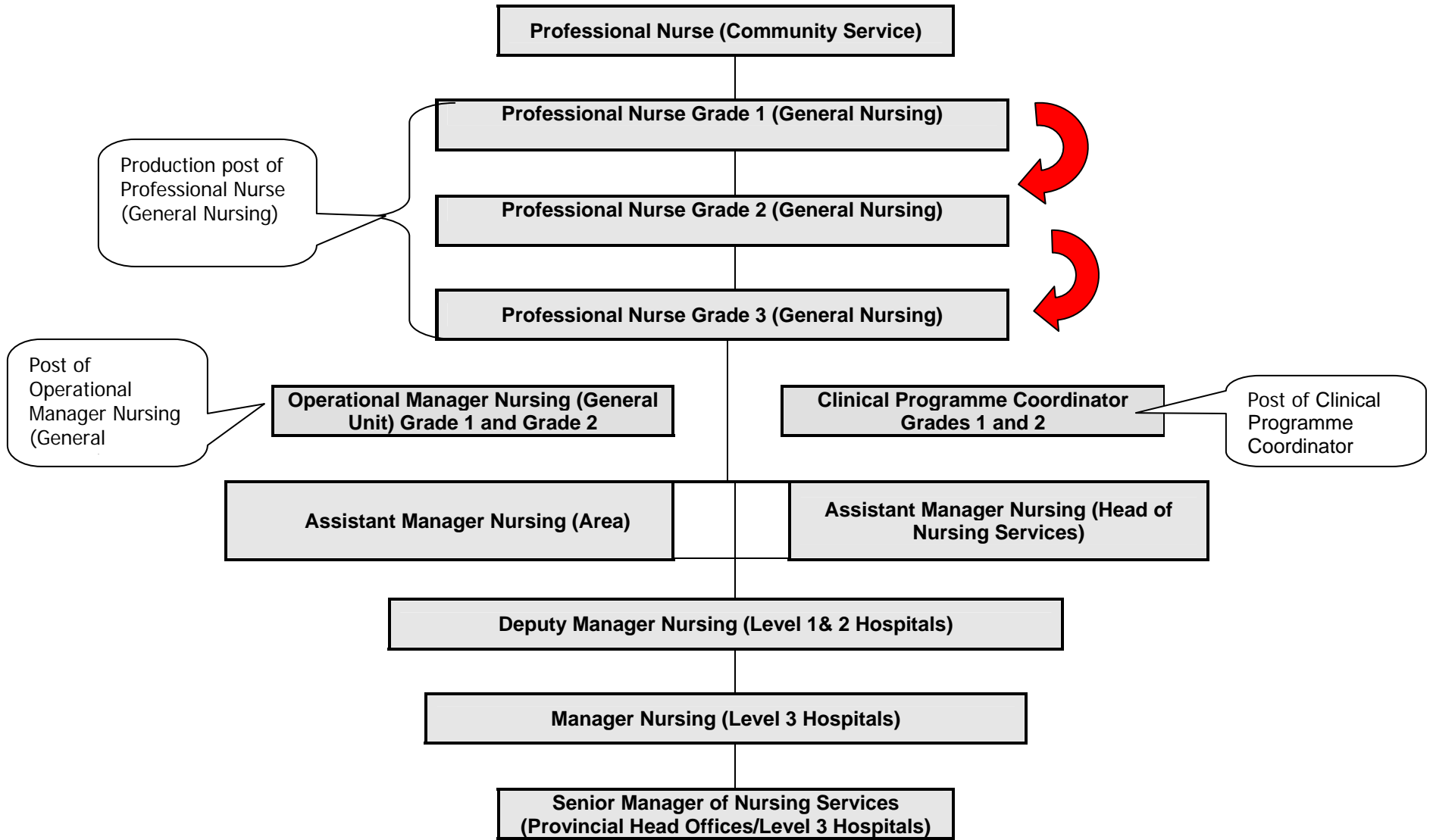
2.1 Provide comprehensive nursing treatment and care to patients in a cost effective, efficient and equitable manner in the various levels of health care.

2.2 Provide effective education and training to student nurses at a nursing college.

3. EXPOSITION OF WORK STREAMS AND LEVELS PROVIDED FOR IN THE DISPENSATION



3.1 General nursing and supervisory/management levels

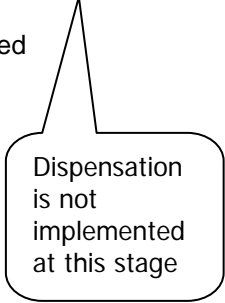


Specialist Nursing and supervisory/ management levels**Specialty Nursing (in the following speciality fields (R212 of the SANC))**

- Child Nursing Science
- Community Nursing Science
- Gerontological Nursing Science
- Medical and Surgical Nursing Science
- Advanced Midwifery and Neonatal Nursing Science
- Advanced Psychiatric Nursing Science
- Paediatric Nursing Science
- Advanced Paediatric and Neonatal Nursing Science
- Intensive Nursing Science
- Oncology Nursing Science
- Operating Theatre Nursing Science
- Ophthalmic Nursing Science
- Orthopaedic Nursing science

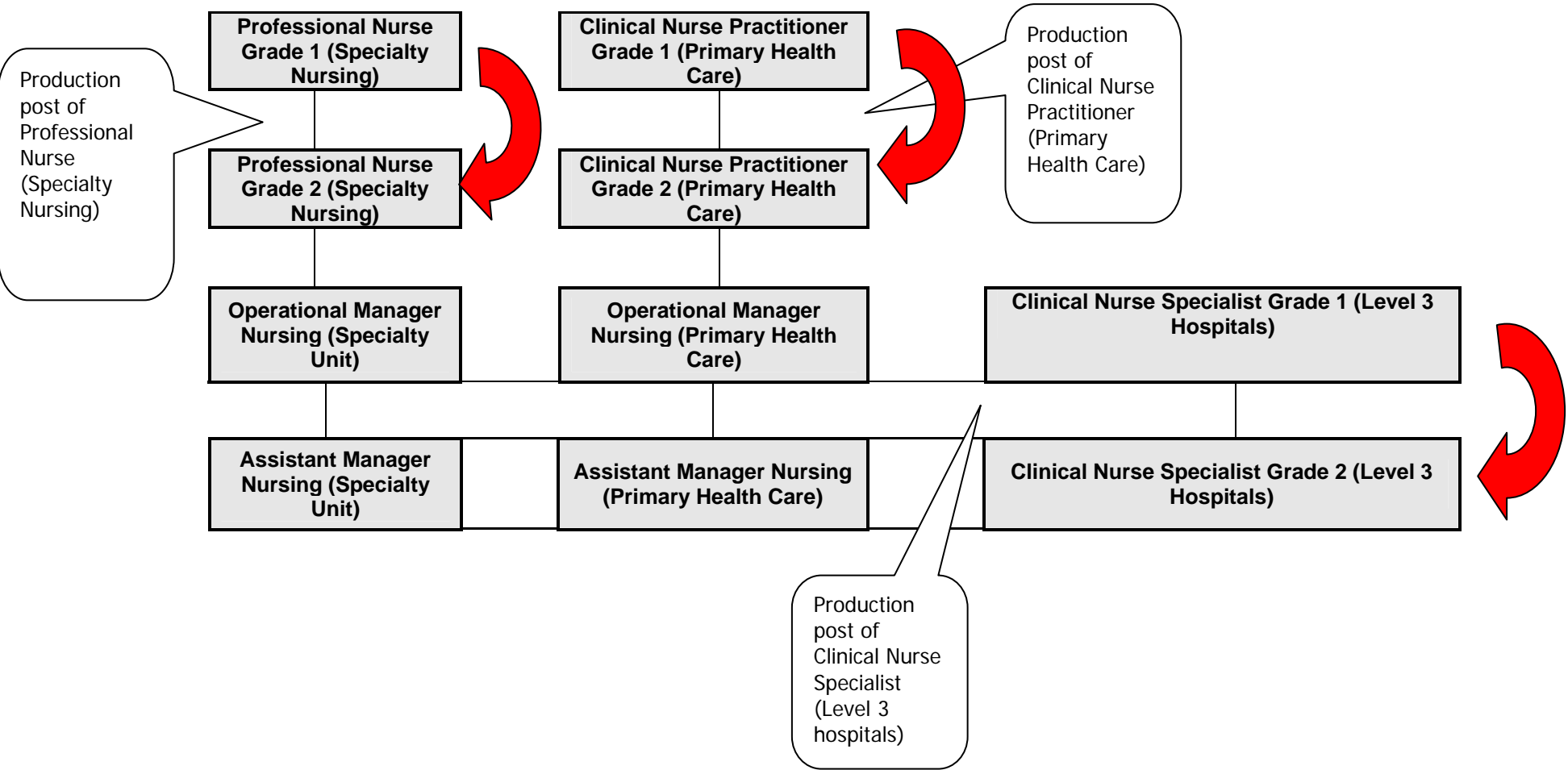
Primary Health Care**Specialist Nursing (in the following speciality fields)**

Still to be identified

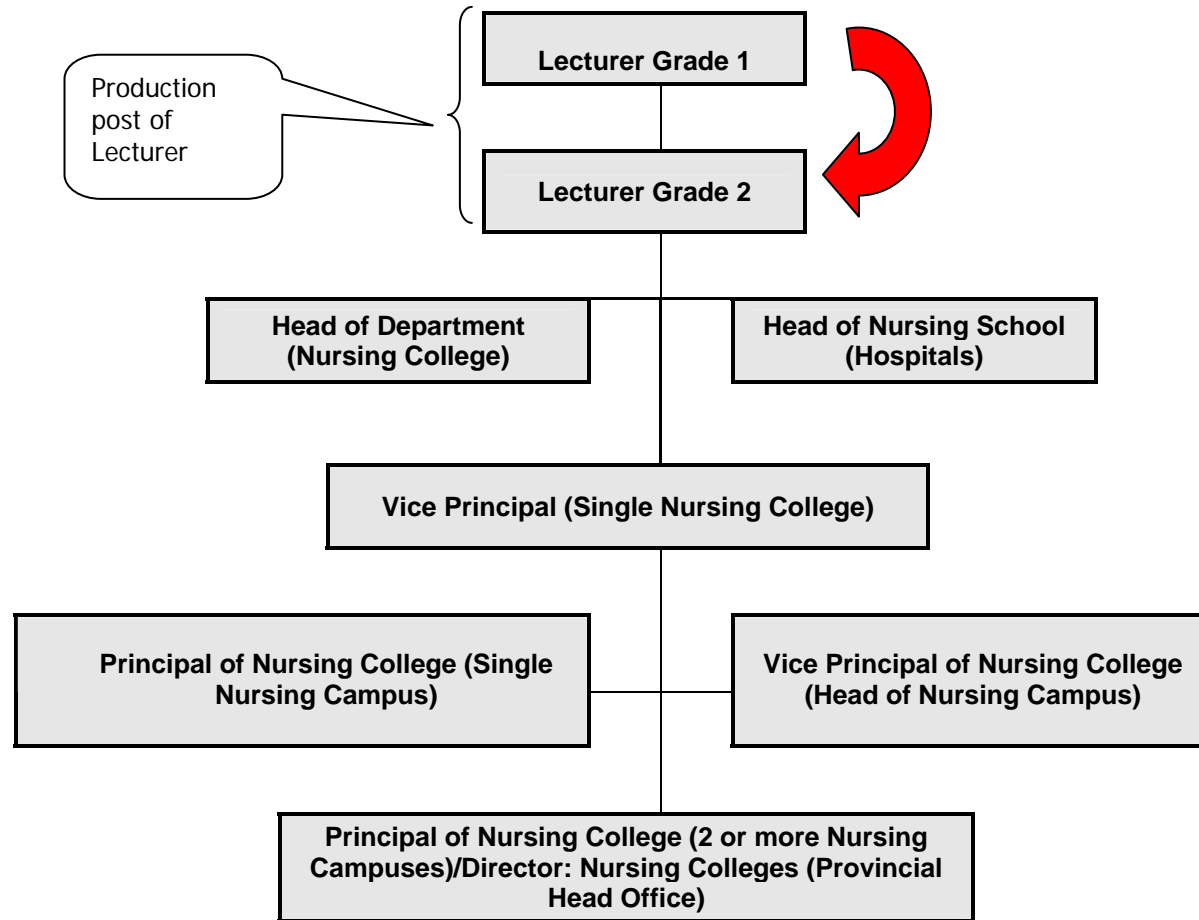


Dispensation is not implemented at this stage


*** It needs to be mentioned that in terms of midwifery and psychiatry only the advanced one-year post-basic courses will be recognised for speciality purposes. Regarding the primary health care stream a further one-year post-basic over and above the R425 qualification is required for recognition purposes.**



3.3 Nursing Education and supervisory/ management levels



Legend:

 Promotion to these levels by means of grade progression

4. POST, GRADE AND SALARY STRUCTURE

	POST	GRADE (IF APPLICABLE)	JOB PURPOSE (SHORT DESCRIPTION)	SALARY SCALE – SEE APPENDIX 1	POST CLASS CODE (Table 038)	JOB TITLE CODE (Table 824)
GENERAL NURSING						
1	Professional Nurse (Community Service)		Provide comprehensive nursing treatment and care to patients in a cost effective, efficient and equitable manner under supervision during community service year	PN-A1	82000	82000
2	Professional Nurse (General Nursing)	Professional Nurse Grade 1 (General Nursing)	<input type="checkbox"/> Provide comprehensive nursing treatment and care to patients in a cost effective, efficient and equitable manner <input type="checkbox"/> Act as shift leader in Unit (where necessary)	PN-A2	82001	82001
		Professional Nurse Grade 2 (General Nursing)	<input type="checkbox"/> Provide more complex and advanced comprehensive nursing treatment and care to patients in a cost effective, efficient and equitable manner <input type="checkbox"/> Act as shift leader in Unit (where necessary)	PN-A3		82002
		Professional Nurse Grade 3 (General Nursing)	<input type="checkbox"/> Provide more complex and advanced comprehensive nursing treatment and care to patients in a cost effective, efficient and equitable manner <input type="checkbox"/> Act as shift leader in Unit (where necessary)	PN-A4		82003
3	Operational Manager Nursing (General Unit)	Operational Manager Nursing (General Unit) Grade 1	<input type="checkbox"/> To ensure that a comprehensive nursing treatment and care service is delivered to patients in a cost effective, efficient and equitable manner by the Unit. <input type="checkbox"/> Ensure compliance to professional and ethical practice.	PN-A5	82004	82004
		Operational Manager Nursing (General Unit) Grade 2	<input type="checkbox"/> To ensure that a comprehensive nursing treatment and care service is delivered to patients in a cost effective, efficient and equitable manner by the Unit. <input type="checkbox"/> Ensure compliance to professional and ethical practice.	PN-A6		82005
4	Clinical Programme Coordinator	Clinical Programme Coordinator Grade 1	<input type="checkbox"/> To manage and coordinate the activities of the relevant programmes	PN-A5	82006	82006
		Clinical Programme Coordinator Grade 2	<input type="checkbox"/> To manage and coordinate the activities of the relevant programmes	PN-A6		82007
5	Assistant Manager Nursing (Area)		<input type="checkbox"/> To ensure that a comprehensive nursing treatment and care service is delivered to patients in a cost effective, efficient and equitable manner by the Nursing Department, including the overall management of nursing services (i.e. operational, HR and Finance of the nursing department). <input type="checkbox"/> Ensure compliance to professional and ethical practice.	PN-A7	82008	82008

6	Assistant Manager Nursing (Head of Nursing Services)		<input type="checkbox"/> To ensure that a comprehensive nursing treatment and care service is delivered to patients in a cost effective, efficient and equitable manner by Small District Hospitals, including the overall management of nursing services (i.e. operational, HR and Finance of the hospital/institution). <input type="checkbox"/> Ensure compliance to professional and ethical practice.	PN-A7	82009	82009
7	Deputy Manager Nursing (Level 1&2 Hospitals)		<input type="checkbox"/> To ensure that a comprehensive nursing treatment and care service is delivered to patients in a cost effective, efficient and equitable manner by Large District and Secondary Hospitals, including the overall management of nursing services (i.e. operational, HR and Finance of the hospital/institution). <input type="checkbox"/> Ensure compliance to professional and ethical practice.	PN-A8	82010	82010
8	Manager Nursing (Level 3 Hospital)		<input type="checkbox"/> To ensure that a comprehensive nursing treatment and care service is delivered to patients in a cost effective, efficient and equitable manner by Central Hospitals, including the overall management of nursing services (i.e. operational, HR and Finance of the hospital/institution). <input type="checkbox"/> Ensure compliance to professional and ethical practice.	PN-A9	82011	82011
9	Senior Manager of Nursing Services (Level 3 Hospital)		<input type="checkbox"/> To ensure that a comprehensive nursing treatment and care service is delivered to patients in a cost effective, efficient and equitable manner by Central Hospitals, including the overall management of nursing services (i.e. operational, HR and Finance of the hospital/institution). <input type="checkbox"/> Ensure compliance to professional and ethical practice	PN-A10 (Level 13 - SMS Grade A)	82012	82012
10	Senior Manager of Nursing Services (Provincial Head Offices)		To give direction to and co-ordinate nursing services within the Department of Health and to manage and direct corporate nursing planning.	PN-A10 (Level 13 - SMS Grade A)	82013	82013
SPECIALTY NURSING						
Specialty Nursing (in the identified specialty fields)						
11	Professional Nurse (Specialty Nursing)	Professional Nurse Grade 1 (Specialty Nursing)	<input type="checkbox"/> Provide comprehensive nursing treatment and care to patients in a specialty unit in a cost effective, efficient and equitable manner. <input type="checkbox"/> Act as shift leader in Unit (where necessary)	PN-B1	82014	82014
		Professional Nurse Grade 2 (Specialty Nursing)	<input type="checkbox"/> Provide more complex and advanced comprehensive nursing treatment and care to patients in a specialty unit in a cost effective, efficient and equitable manner. <input type="checkbox"/> Act as shift leader in Unit (where necessary)	PN-B2		82015
12	Operational Manager Nursing (Specialty Unit)		<input type="checkbox"/> To ensure that a comprehensive nursing treatment and care service is delivered to patients in a cost effective, efficient and equitable manner by the specialty Unit. <input type="checkbox"/> Ensure compliance to professional and ethical practice.	PN-B3	82016	82016

13	Assistant Manager (Specialty Unit)		<input type="checkbox"/> To ensure that a comprehensive nursing treatment and care service is delivered to patients in a cost effective, efficient and equitable manner by the specialty Unit. <input type="checkbox"/> Ensure compliance to professional and ethical practice.	PN-B4	82017	82017
Primary Health Care						
14	Clinical Nurse Practitioner (Primary Health Care)	Clinical Nurse Practitioner Grade 1 (Primary Health Care)	<input type="checkbox"/> Provide a quality and comprehensive primary health care nursing service to patients at a primary health care facility. <input type="checkbox"/> Act as shift leader in Unit (where necessary)	PN-B1	82018	82018
		Clinical Nurse Practitioner Grade 2 (Primary Health Care)	<input type="checkbox"/> Provide a quality and comprehensive primary health care nursing service to patients at a primary health care facility. <input type="checkbox"/> Act as shift leader in Unit (where necessary)	PN-B2		82019
15	Operational Manager Nursing (Primary Health Care)		<input type="checkbox"/> To ensure that a comprehensive primary health care nursing service is delivered to patients in a cost effective, efficient and equitable manner at a primary health care facility. <input type="checkbox"/> Ensure compliance to professional and ethical practice	PN-B3	82020	82020
16	Assistant Manager Nursing (Primary Health Care)		<input type="checkbox"/> To ensure that a comprehensive nursing treatment and care service is delivered to patients in a cost effective, efficient and equitable manner by the specialty Unit. <input type="checkbox"/> Ensure compliance to professional and ethical practice	PN-B4	82021	82021
Clinical Nurse Specialist (in the identified specialty fields) – dispensation to be implemented at a later stage						
17	Clinical Nurse Specialist (Level 3 Hospitals)	Clinical Nurse Specialist Grade 1 (Level 3 Hospitals)	<input type="checkbox"/> Still to be developed	PN-C1		
		Clinical Nurse Specialist Grade 2 (Level 3 Hospitals)	<input type="checkbox"/> Still to be developed	PN-C2		
NURSING EDUCATION						
18	Lecturer	Lecturer Grade 1	<input type="checkbox"/> Provide effective and efficient education and training to student nurses at a nursing college	PN-D1	82022	82022
		Lecturer Grade 2	<input type="checkbox"/> Provide more complex and advanced effective and efficient education and training to student nurses at a nursing college	PN-D2		82023
19	Head of Department (Nursing College)		<input type="checkbox"/> To manage and coordinate the provisioning of education and training of nurses in a department of nursing education.	PN-D3	82024	82024
20	Head of Nursing School (Hospitals)		<input type="checkbox"/> To manage and coordinate the provisioning of education and training of nurses in a department of nursing education, in a hospital environment.	PN-D3	82025	82025
21	Vice Principal (Single Nursing College)		<input type="checkbox"/> To manage the education and training of nurses provided by a Single Nursing College, including the overall management of the particular College (i.e. operational management; HR-, Financial-, Supply Chain- and Support Service Management).	PN-D4	82026	82026

22	Principal of Nursing College (Single Nursing Campus)		<input type="checkbox"/> To manage the education and training of nurses provided by a Nursing College, including the overall management of the College (i.e. operational management; HR-, Financial-, Supply Chain- and Support Service Management).	PN-D5	82027	82027
23	Vice Principal of Nursing College (Head of Nursing Campus)		<input type="checkbox"/> To manage the education and training of nurses provided by a Nursing College, including the overall management of the Nursing Campus (i.e. operational management; HR-, Financial-, Supply Chain- and Support Service Management).	PN-D5	82028	82028
24	Principal of Nursing College (2 or more Nursing Campuses)		<input type="checkbox"/> To manage the education and training of nurses provided by a Nursing College, including the overall management of a Nursing College consisting of 2 or more campuses (i.e. operational management; HR-, Financial-, Supply Chain- and Support Service Management).	PN-D6 (Level 13 - SMS Grade A)	82029	82029
25	Director: Nursing Colleges (Provincial Head Office)		<input type="checkbox"/> To give direction to and co-ordinate nursing education within the Department of Health	PN-D6 (Level 13 - SMS Grade A)	82030	82030

5. PRESCRIBED BENCHMARK JOB DESCRIPTIONS

	JOB TITLE	ATTACHED ANNEXURE
<u>GENERAL NURSING</u>		
1	Professional Nurse (Community Service)	A
2	Professional Nurse (General Nursing)	B
3	Operational Manager Nursing (General Unit)	C
4	Clinical Programme Coordinator	D
5	Assistant Manager Nursing (Area)	E
6	Assistant Manager Nursing (Head of Nursing Services)	F
7	Deputy Manager Nursing (Levels 1&2 Hospitals)	G
8	Manager Nursing (Level 3 Hospitals)	H

	JOB TITLE	ATTACHED ANNEXURE
9	Senior Manager of Nursing Services (Level 3 Hospitals)	I
10	Senior Manager of Nursing Services (Provincial Head Offices)	J
<u>SPECIALTY NURSING</u>		
<u>Specialty (in the identified specialty fields)</u>		
11	Professional Nurse (Specialty Nursing)	K
12	Operational Manager Nursing (Specialty Unit)	L
13	Assistant Manager Nursing (Specialty Unit)	M
<u>Primary Health Care</u>		
14	Clinical Nurse Practitioner (Primary Health Care)	O
15	Operational Manager Nursing (Primary Health Care)	P
16	Assistant Manager Nursing (Primary Health Care)	Q
<u>Specialist Nursing (in the identified specialty fields) – To be implemented at a later stage</u>		
17	Clinical Nurse Specialist (Level 3 hospitals)	R (still to be developed)
<u>NURSING EDUCATION</u>		
18	Lecturer	S
19	Head of Department (Nursing College)	T
20	Head of Nursing School (Hospitals)	U

	JOB TITLE	ATTACHED ANNEXURE
21	Vice Principal (Single Nursing College)	V
22	Principal of Nursing College (Single Nursing Campus)	W
23	Vice Principal of Nursing College (Head of Nursing Campus)	X
24	Principal of Nursing College (2 or more Nursing Campuses)	Y
25	Director: Nursing Colleges (Provincial Head Office)	Z

6. APPOINTMENT REQUIREMENTS – appointment from outside the Public Service

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
GENERAL NURSING							
1	Professional Nurse (Community Service)	PN-A1	Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC to undergo community service	Registration with the SANC as Professional Nurse (Community service)	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate an understanding of nursing legislation and related legal and ethical nursing practises. <input type="checkbox"/> Perform a clinical nursing practice in accordance with the scope of practice and nursing standards as determined by the relevant health facility. <input type="checkbox"/> Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. 	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required <input type="checkbox"/> Work as part of the multi-disciplinary team to ensure good nursing care <input type="checkbox"/> Work effectively, co-operatively amicably with persons of diverse intellectual, cultural, racial or religious differences. <input type="checkbox"/> Able to plan and organise own work and that of support personnel to ensure proper nursing care. <input type="checkbox"/> Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patients needs, requirements and expectations (Batho Pele). 	None

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
2	Professional Nurse Grade 1 (General Nursing)	PN-A2	Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse	Registration with the SANC as Professional Nurse	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate an understanding of nursing legislation and related legal and ethical nursing practises. <input type="checkbox"/> Perform a clinical nursing practice in accordance with the scope of practice and nursing standards as determined by the relevant health facility. <input type="checkbox"/> Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility 	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required <input type="checkbox"/> Work as part of the multi-disciplinary team to ensure good nursing care <input type="checkbox"/> Work effectively, co-operatively amicably with persons of diverse intellectual, cultural, racial or religious differences. <input type="checkbox"/> Able to plan and organise own work and that of support personnel to ensure proper nursing care. <input type="checkbox"/> Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patients needs, requirements and expectations (Batho Pele). 	None

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
3	Professional Nurse Grade 2 (General Nursing)	PN-A3	Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse	Registration with the SANC as Professional Nurse	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate an understanding of nursing legislation and related legal and ethical nursing practises. <input type="checkbox"/> Perform a clinical nursing practice in accordance with the scope of practice and nursing standards as determined by the relevant health facility. <input type="checkbox"/> Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. 	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required <input type="checkbox"/> Work as part of the multi-disciplinary team to ensure good nursing care <input type="checkbox"/> Work effectively, co-operatively amicably with persons of diverse intellectual, cultural, racial or religious differences. <input type="checkbox"/> Able to plan and organise own work and that of support personnel to ensure proper nursing care. <input type="checkbox"/> Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patients needs, requirements and expectations (Batho Pele). 	A minimum of 10 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
4	Professional Nurse Grade 3 (General Nursing)	PN-A4	Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse	Registration with the SANC as Professional Nurse	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate an understanding of nursing legislation and related legal and ethical nursing practises. <input type="checkbox"/> Perform a clinical nursing practice in accordance with the scope of practice and nursing standards as determined by the relevant health facility. <input type="checkbox"/> Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. 	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required <input type="checkbox"/> Work as part of the multi-disciplinary team to ensure good nursing care <input type="checkbox"/> Work effectively, co-operatively amicably with persons of diverse intellectual, cultural, racial or religious differences. <input type="checkbox"/> Able to plan and organise own work and that of support personnel to ensure proper nursing care. <input type="checkbox"/> Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patients needs, requirements and expectations (Batho Pele). 	A minimum of 20 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
5	Operational Manager Nursing (General Unit) Grade 1	PN-A5	Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse	Registration with the SANC as Professional Nurse	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practises and how this impacts on service delivery. <input type="checkbox"/> Ensure clinical nursing practice by the nursing team (unit) in accordance with the scope of practice and nursing standards as determined by the relevant health facility. <input type="checkbox"/> Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. <input type="checkbox"/> Demonstrate an basic understanding of HR and financial policies and practices 	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate effective communication with patients, supervisors, other health professionals and junior colleagues, including more complex report writing when required. <input type="checkbox"/> Work as part of a multi-disciplinary team at unit level to ensure good nursing care by the nursing team. <input type="checkbox"/> Work effectively and amicably, at a supervisory level, with persons of diverse intellectual, cultural, racial or religious differences. <input type="checkbox"/> Able to manage own work, time and that of junior colleagues to ensure proper nursing service in the unit. <input type="checkbox"/> Display a concern for patients, promoting, advocating and facilitating proper treatment and care and ensuring that the unit adheres to the principles of Batho Pele. <input type="checkbox"/> Able to develop contacts, build and maintain a network of professional relations in order to enhance service delivery. <input type="checkbox"/> Demonstrate basic computer literacy as a support tool to enhance service delivery. 	A minimum of 7 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
6	Operational Manager Nursing (General Unit) Grade 2	PN-A6	Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse	Registration with the SANC as Professional Nurse	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practises and how this impacts on service delivery. <input type="checkbox"/> Ensure clinical nursing practice by the nursing team (unit) in accordance with the scope of practice and nursing standards as determined by the relevant health facility. <input type="checkbox"/> Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. <input type="checkbox"/> Demonstrate an basic understanding of HR and financial policies and practices 	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate effective communication with patients, supervisors, other health professionals and junior colleagues, including more complex report writing when required. <input type="checkbox"/> Work as part of a multi-disciplinary team at unit level to ensure good nursing care by the nursing team. <input type="checkbox"/> Work effectively and amicably, at a supervisory level, with persons of diverse intellectual, cultural, racial or religious differences. <input type="checkbox"/> Able to manage own work, time and that of junior colleagues to ensure proper nursing service in the unit. <input type="checkbox"/> Display a concern for patients, promoting, advocating and facilitating proper treatment and care and ensuring that the unit adheres to the principles of Batho Pele. <input type="checkbox"/> Able to develop contacts, build and maintain a network of professional relations in order to enhance service delivery. <input type="checkbox"/> Demonstrate basic computer literacy as a support tool to enhance service delivery. 	Grade not to be used for advertisement purposes

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
	Clinical Programme Coordinator (Grade 1)	PN-A5	<p>Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse</p> <p>(This dispensation is only applicable to posts of Clinical Programme Coordinator where it is an inherent requirement of the post incumbent to maintain registration with the SANC)</p>	Registration with the SANC as Professional Nurse	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practises and how this impacts on service delivery. <input type="checkbox"/> Ensure clinical nursing practice by the nursing team (unit) in accordance with the scope of practice and nursing standards. <input type="checkbox"/> Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. <input type="checkbox"/> Demonstrate an basic understanding of HR and financial policies and practices 	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate effective communication with patients, supervisors, other health professionals and junior colleagues, including more complex report writing when required. <input type="checkbox"/> Work as part of a multi-disciplinary team to ensure good nursing care by the nursing team. <input type="checkbox"/> Work effectively and amicably, at a supervisory level, with persons of diverse intellectual, cultural, racial or religious differences. <input type="checkbox"/> Able to manage own work, time and that of junior colleagues to ensure proper nursing service. <input type="checkbox"/> Display a concern for patients, promoting, advocating and facilitating proper treatment and care and ensuring that the principles of Batho Pele are adhered to. <input type="checkbox"/> Able to develop contacts, build and maintain a network of professional relations in order to enhance service delivery. <input type="checkbox"/> Demonstrate basic computer literacy as a support tool to enhance service delivery. 	A minimum of 7 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
	Clinical Programme Coordinator (Grade 2)	PN-A6	<p>Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse</p> <p>(This dispensation is only applicable to posts of Clinical Programme Coordinator where it is an inherent requirement of the post incumbent to maintain registration with the SANC)</p>	Registration with the SANC as Professional Nurse	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practises and how this impacts on service delivery. <input type="checkbox"/> Ensure clinical nursing practice by the nursing team in accordance with the scope of practice and nursing standards. <input type="checkbox"/> Promote quality of nursing care as directed by the professional scope of practice and standards. <input type="checkbox"/> Demonstrate an basic understanding of HR and financial policies and practices 	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate effective communication with patients, supervisors, other health professionals and junior colleagues, including more complex report writing when required. <input type="checkbox"/> Work as part of a multi-disciplinary team at unit level to ensure good nursing care by the nursing team. <input type="checkbox"/> Work effectively and amicably, at a supervisory level, with persons of diverse intellectual, cultural, racial or religious differences. <input type="checkbox"/> Able to manage own work, time and that of junior colleagues to ensure proper nursing service. <input type="checkbox"/> Display a concern for patients, promoting, advocating and facilitating proper treatment and care and ensuring that the principles of Batho Pele are adhered to. <input type="checkbox"/> Able to develop contacts, build and maintain a network of professional relations in order to enhance service delivery. <input type="checkbox"/> Demonstrate basic computer literacy as a support tool to enhance service delivery. 	Grade not to be used for advertisement purposes

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
7	Assistant Manager Nursing (Area)	PN-A7	Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse	Registration with the SANC as Professional Nurse	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practises and how this impacts on service delivery. <input type="checkbox"/> Ensure that the clinical nursing practice by the nursing team (area/facility) is rendered in accordance with the scope of practice and nursing standards as determined by the relevant health facility. <input type="checkbox"/> Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. <input type="checkbox"/> Demonstrate an basic understanding of HR and financial policies and practices <input type="checkbox"/> Demonstrate a basic understanding of the legislative framework governing the public service 	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate effective communication with supervisors, other health professionals and support services personnel and junior colleagues, including more complex report writing when required. <input type="checkbox"/> Ability to direct a multi-disciplinary team at to ensure good nursing care at area/ facility level. <input type="checkbox"/> Work effectively and amicably, at management level, with persons of diverse intellectual, cultural, racial or religious differences. <input type="checkbox"/> Able to manage own work and that of units reporting to the post, and to ensure appropriate interventions to enhance nursing services at are/ facility level. <input type="checkbox"/> Able to developing and maintaining a nursing service environment that promotes the rights of patients, advocating and facilitating proper treatment and care and ensuring that the principles of Batho Pele are adhered to. <input type="checkbox"/> Able to develop contacts, build and maintain a network of professional relations in order 	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

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
						to enhance service delivery. <input type="checkbox"/> Demonstrate the required computer literacy to adequately manage information according to the requirements of the facility. <input type="checkbox"/> Able to plan, maintain and control the nursing services budget for the area/ facility.	
8	Assistant Manager Nursing (Head of Nursing Services)	PN-A7	Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse	Registration with the SANC as Professional Nurse	Same as in 7 above	Same as in 7 above	Same as in 7 above

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
9	Deputy Manager Nursing (Levels 1&2 Hospitals)	PN-A8	Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse	Registration with the SANC as Professional Nurse	Competency profile to be determined according to the Middle Management Competency Framework	Competency profile to be determined according to the Middle Management Competency Framework	<ul style="list-style-type: none"> ▣ 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 appropriate/recognisable experience at management level
10	Manager Nursing (Level 3 Hospital)	PN-A9	Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse	Registration with the SANC as Professional Nurse	Competency profile to be determined according to the Middle Management Competency Framework	Competency profile to be determined according to the Middle Management Competency Framework	<ul style="list-style-type: none"> ▣ 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

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
11	Senior Manager of Nursing Services (Provincial Head Offices Level 3 Hospitals)	PN-A10	<input type="checkbox"/> Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse <input type="checkbox"/> Post-basic qualification in nursing management registered with the SANC	Registration with the SANC as Professional Nurse	Competency profile to be determined according to the Senior Management Competency Framework	Competency profile to be determined according to the Senior Management Competency Framework	<input type="checkbox"/> A minimum of 11 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing <input type="checkbox"/> At least 6 years of the period referred to above must be appropriate/recognisable experience at management level

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
<u>SPECIALTY NURSING</u>							
<u>Specialty (in the identified specialty fields)</u>							
12	Professional Nurse Grade 1 (Specialty Nursing)	PN-B1	<ul style="list-style-type: none"> <input type="checkbox"/> Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse <input type="checkbox"/> A post-basic nursing qualification, with a duration of at least 1 year, accredited with the SANC in one of the specialties referred to in the glossary of terms 	Registration with the SANC as Professional Nurse	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate an understanding of nursing legislation and related legal and ethical nursing practises. <input type="checkbox"/> Perform a clinical nursing practice in accordance with the scope of practice and nursing standards as determined by the relevant health facility. <input type="checkbox"/> Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility 	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required <input type="checkbox"/> Work as part of the multi-disciplinary team to ensure good nursing care <input type="checkbox"/> Work effectively, co-operatively amicably with persons of diverse intellectual, cultural, racial or religious differences. <input type="checkbox"/> Able to plan and organise own work and that of support personnel to ensure proper nursing care. <input type="checkbox"/> Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patients needs, requirements and expectations (Batho Pele). 	A minimum of 4 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
13	Professional Nurse Grade 2 (Specialty Nursing)	PN-B2	<ul style="list-style-type: none"> <input type="checkbox"/> Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse <input type="checkbox"/> A post-basic nursing qualification, with a duration of at least 1 year, accredited with the SANC in one of the specialties referred to in the glossary of terms 	Registration with the SANC as Professional Nurse	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate an understanding of nursing legislation and related legal and ethical nursing practises. <input type="checkbox"/> Perform a clinical nursing practice in accordance with the scope of practice and nursing standards as determined by the relevant health facility. <input type="checkbox"/> Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. 	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required <input type="checkbox"/> Work as part of the multi-disciplinary team to ensure good nursing care <input type="checkbox"/> Work effectively, co-operatively amicably with persons of diverse intellectual, cultural, racial or religious differences. <input type="checkbox"/> Able to plan and organise own work and that of support personnel to ensure proper nursing care. <input type="checkbox"/> Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patients needs, requirements and expectations (Batho Pele). 	<ul style="list-style-type: none"> <input type="checkbox"/> A minimum of 14 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing <input type="checkbox"/> At least 10 years of the period referred to above must be appropriate/recognisable experience in the specific speciality after obtaining the 1-year post-basic qualification in the relevant specialty.

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
14	Operational Manager Nursing (Specialty Unit)	PN-B3	<ul style="list-style-type: none"> <input type="checkbox"/> Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse <input type="checkbox"/> A post-basic nursing qualification, with a duration of at least 1 year, accredited with the SANC in one of the specialties referred to in the glossary of terms 	Registration with the SANC as Professional Nurse	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practises and how this impacts on service delivery. <input type="checkbox"/> Ensure clinical nursing practice by the nursing team (unit) in accordance with the scope of practice and nursing standards as determined by the relevant health facility. <input type="checkbox"/> Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. <input type="checkbox"/> Demonstrate an basic understanding of HR and financial policies and practices 	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate effective communication with patients, supervisors, other health professionals and junior colleagues, including more complex report writing when required. <input type="checkbox"/> Work as part of a multi-disciplinary team at unit level to ensure good nursing care by the nursing team. <input type="checkbox"/> Work effectively and amicably, at a supervisory level, with persons of diverse intellectual, cultural, racial or religious differences. <input type="checkbox"/> Able to manage own work, time and that of junior colleagues to ensure proper nursing service in the unit. <input type="checkbox"/> Display a concern for patients, promoting, advocating and facilitating proper treatment and care and ensuring that the unit adheres to the principles of Batho Pele. <input type="checkbox"/> Able to develop contacts, build and maintain a network of professional relations in order to enhance service delivery. <input type="checkbox"/> Demonstrate basic computer literacy as a support tool to enhance service delivery. 	<ul style="list-style-type: none"> <input type="checkbox"/> A minimum of 9 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing <input type="checkbox"/> At least 5 years of the period referred to above must be appropriate/recognisable experience in the specific specialty after obtaining the 1-year post-basic qualification in the relevant specialty.

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
15	Assistant Manager Nursing (Specialty Area)	PN-B4	<ul style="list-style-type: none"> <input type="checkbox"/> Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse <input type="checkbox"/> A post-basic nursing qualification, with a duration of at least 1 year, accredited with the SANC in one of the specialties referred to in the glossary of terms 	Registration with the SANC as Professional Nurse	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practises and how this impacts on service delivery. <input type="checkbox"/> Ensure clinical nursing practice by the nursing team (unit) in accordance with the scope of practice and nursing standards as determined by the relevant health facility. <input type="checkbox"/> Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. <input type="checkbox"/> Demonstrate an basic understanding of HR and financial policies and practices 	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate effective communication with patients, supervisors, other health professionals and junior colleagues, including more complex report writing when required. <input type="checkbox"/> Work as part of a multi-disciplinary team at unit level to ensure good nursing care by the nursing team. <input type="checkbox"/> Work effectively and amicably, at a supervisory level, with persons of diverse intellectual, cultural, racial or religious differences. <input type="checkbox"/> Able to manage own work, time and that of junior colleagues to ensure proper nursing service in the unit. <input type="checkbox"/> Display a concern for patients, promoting, advocating and facilitating proper treatment and care and ensuring that the unit adheres to the principles of Batho Pele. <input type="checkbox"/> Able to develop contacts, build and maintain a network of professional relations in order to enhance service delivery. <input type="checkbox"/> Demonstrate basic computer literacy as a support tool to enhance service delivery. 	<ul style="list-style-type: none"> <input type="checkbox"/> A minimum of 10 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing <input type="checkbox"/> At least 6 years of the period referred to above must be appropriate/recognisable experience in the specific specialty after obtaining the 1-year post-basic qualification in the relevant specialty. <input type="checkbox"/> At least 3 years of the period referred to above must be appropriate/recognisable experience at management level

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
Primary Health Care							
16	Clinical Nurse Practitioner Grade 1 (Primary Health Care)	PN-B1	<ul style="list-style-type: none"> <input type="checkbox"/> Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse <input type="checkbox"/> Post basic qualification with a duration of at least 1 year in Curative Skills in Primary Health Care accredited with the SANC 	Registration with the SANC as Professional Nurse	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate an understanding of nursing legislation and related legal and ethical nursing practises within a primary health care environment. <input type="checkbox"/> Perform a clinical nursing practice in accordance with the scope of practice and nursing standards as determined for a primary health care facility. <input type="checkbox"/> Promote quality of nursing care as directed by the professional scope of practice and standards as determined for a primary health care facility. <input type="checkbox"/> Demonstrate an basic understanding of HR and financial policies and practices 	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required. <input type="checkbox"/> Work as part of the multi-disciplinary team to ensure good nursing care at primary health care level. <input type="checkbox"/> Work effectively, co-operatively amicably with persons of diverse intellectual, cultural, racial or religious differences. <input type="checkbox"/> Able to plan and organise own work and that of support personnel to ensure proper nursing care. <input type="checkbox"/> Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patients needs, requirements and expectations (Batho Pele). 	A minimum of 4 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
17	Clinical Nurse Practitioner Grade 2 (Primary Health Care)	PN-B2	<ul style="list-style-type: none"> <input type="checkbox"/> Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse <input type="checkbox"/> Post basic with a duration of at least 1 year qualification in Curative Skills in Primary Health Care accredited with the SANC 	Registration with the SANC as Professional Nurse	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate an understanding of nursing legislation and related legal and ethical nursing practises within a primary health care environment. <input type="checkbox"/> Perform a clinical nursing practice in accordance with the scope of practice and nursing standards as determined for a primary health care facility. <input type="checkbox"/> Promote quality of nursing care as directed by the professional scope of practice and standards as determined for a primary health care facility. <input type="checkbox"/> Demonstrate an basic understanding of HR and financial policies and practices 	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required. <input type="checkbox"/> Work as part of the multi-disciplinary team to ensure good nursing care at primary health care level. <input type="checkbox"/> Work effectively, co-operatively amicably with persons of diverse intellectual, cultural, racial or religious differences. <input type="checkbox"/> Able to plan and organise own work and that of support personnel to ensure proper nursing care. <input type="checkbox"/> Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patients needs, requirements and expectations (Batho Pele). 	<ul style="list-style-type: none"> <input type="checkbox"/> A minimum of 14 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing <input type="checkbox"/> 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.

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
18	Operational Manager Nursing (Primary Health Care)	PN-B3	<ul style="list-style-type: none"> <input type="checkbox"/> Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse <input type="checkbox"/> Post basic qualification with a duration of at least 1 year in Curative Skills in Primary Health Care accredited with the SANC 	Registration with the SANC as Professional Nurse	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practises and how this impacts on service delivery. <input type="checkbox"/> Ensure clinical nursing practice by the nursing team (unit) in accordance with the scope of practice and nursing standards as determined by the relevant health facility. <input type="checkbox"/> Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. <input type="checkbox"/> Demonstrate an basic understanding of HR and financial policies and practices 	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate effective communication with patients, supervisors, other health professionals and junior colleagues, including more complex report writing when required. <input type="checkbox"/> Work as part of a multi-disciplinary team at unit level to ensure good nursing care by the nursing team. <input type="checkbox"/> Work effectively and amicably, at a supervisory level, with persons of diverse intellectual, cultural, racial or religious differences. <input type="checkbox"/> Able to manage own work, time and that of junior colleagues to ensure proper nursing service in the unit. <input type="checkbox"/> Display a concern for patients, promoting, advocating and facilitating proper treatment and care and ensuring that the unit adheres to the principles of Batho Pele. <input type="checkbox"/> Able to develop contacts, build and maintain a network of professional relations in order to enhance service delivery. <input type="checkbox"/> Demonstrate basic computer literacy as a support tool to enhance service delivery. 	<ul style="list-style-type: none"> <input type="checkbox"/> A minimum of 9 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing <input type="checkbox"/> 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.

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
19	Assistant Manager Nursing (Primary Health Care)	PN-B4	<ul style="list-style-type: none"> <input type="checkbox"/> Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse <input type="checkbox"/> Post basic qualification with a duration of at least 1 year in Curative Skills in Primary Health Care accredited with the SANC 	Registration with the SANC as Professional Nurse	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practises and how this impacts on service delivery. <input type="checkbox"/> Ensure clinical nursing practice by the nursing team (unit) in accordance with the scope of practice and nursing standards as determined by the relevant health facility. <input type="checkbox"/> Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. <input type="checkbox"/> Demonstrate an basic understanding of HR and financial policies and practices 	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate effective communication with patients, supervisors, other health professionals and junior colleagues, including more complex report writing when required. <input type="checkbox"/> Work as part of a multi-disciplinary team at unit level to ensure good nursing care by the nursing team. <input type="checkbox"/> Work effectively and amicably, at a supervisory level, with persons of diverse intellectual, cultural, racial or religious differences. <input type="checkbox"/> Able to manage own work, time and that of junior colleagues to ensure proper nursing service in the unit. <input type="checkbox"/> Display a concern for patients, promoting, advocating and facilitating proper treatment and care and ensuring that the unit adheres to the principles of Batho Pele. <input type="checkbox"/> Able to develop contacts, build and maintain a network of professional relations in order to enhance service delivery. <input type="checkbox"/> Demonstrate basic computer literacy as a support tool to enhance service delivery. 	<ul style="list-style-type: none"> <input type="checkbox"/> A minimum of 10 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing <input type="checkbox"/> 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. <input type="checkbox"/> At least 3 years of the period referred to above must be appropriate/recognisable experience at management level

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
<u>Specialist Nursing (in the identified specialty fields)</u>							
	Clinical Nurse Specialist Grade 1 (Level 3 Hospitals)	PN-C1	To be determined once the relevant qualification and registration requirements have been finalised	To be determined once the relevant qualification and registration requirements have been finalised	To be determined once the relevant qualification and registration requirements have been finalised	To be determined once the relevant qualification and registration requirements have been finalised	To be determined once the relevant qualification and registration requirements have been finalised
	Clinical Nurse Specialist Grade 2 (Level 3 Hospitals)	PN-C2	To be determined once the relevant qualification and registration requirements have been finalised	To be determined once the relevant qualification and registration requirements have been finalised	To be determined once the relevant qualification and registration requirements have been finalised	To be determined once the relevant qualification and registration requirements have been finalised	To be determined once the relevant qualification and registration requirements have been finalised

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
<u>NURSING EDUCATION</u>							
22	Lecturer Grade 1	PN-D1	<input type="checkbox"/> Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse <input type="checkbox"/> Post basic qualification in Nursing Education registered with the SANC	Registration with the SANC as Professional Nurse in Nursing Education	<input type="checkbox"/> Demonstrate an understanding of nursing legislation and related legal and ethical nursing practises. <input type="checkbox"/> Teaching of clinical nursing practice in accordance with the scope of practice and nursing standards as determined by the relevant training facility. <input type="checkbox"/> Provision of quality nurse training through professional training programmes and curricula as directed by the professional scope of practice and standards as determined by the relevant health training facility.	<input type="checkbox"/> Demonstrate effective communication with students, supervisors and other lecturers, including report writing and presentation skills when required. <input type="checkbox"/> Work as part of the education team to ensure good nurse training <input type="checkbox"/> Work effectively, co-operatively amicably with students and other persons of diverse intellectual, cultural, racial or religious differences. <input type="checkbox"/> Able to plan and organise own work and manage training programmes in order to meet training outcomes as determined by the health training facility. <input type="checkbox"/> Demonstrate the ability to perform research work relevant to nursing education and related subjects to enhance the quality of nursing education. <input type="checkbox"/> Able to apply computer technology and programmes to enhance the level of educational programmes.	A minimum of 4 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
22	Lecturer Grade 2	PN-D2	<ul style="list-style-type: none"> <input type="checkbox"/> Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse <input type="checkbox"/> Post basic qualification in Nursing Education registered with the SANC 	Registration with the SANC as Professional Nurse in Nursing Education	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate an understanding of nursing legislation and related legal and ethical nursing practises. <input type="checkbox"/> Teaching of clinical nursing practice in accordance with the scope of practice and nursing standards as determined by the relevant training facility. <input type="checkbox"/> Provision of quality nurse training through professional training programmes and curricula as directed by the professional scope of practice and standards as determined by the relevant health training facility. 	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate effective communication with students, supervisors and other lecturers, including report writing and presentation skills when required. <input type="checkbox"/> Work as part of the education team to ensure good nurse training <input type="checkbox"/> Work effectively, co-operatively amicably with students and other persons of diverse intellectual, cultural, racial or religious differences. <input type="checkbox"/> Able to plan and organise own work and manage training programmes in order to meet training outcomes as determined by the health training facility. <input type="checkbox"/> Demonstrate the ability to perform research work relevant to nursing education and related subjects to enhance the quality of nursing education. <input type="checkbox"/> Able to apply computer technology and programmes to enhance the level of educational programmes. 	<ul style="list-style-type: none"> <input type="checkbox"/> A minimum of 14 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing <input type="checkbox"/> 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 in Nursing Education

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
23	Head of Department (Nursing College)	PN-D3	<ul style="list-style-type: none"> <input type="checkbox"/> Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse <input type="checkbox"/> Post basic qualification in Nursing Education registered with the SANC 	Registration with the SANC as Professional Nurse in Nursing Education	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate an understanding of nursing legislation and related legal and ethical nursing practises. <input type="checkbox"/> Teaching of clinical nursing practice in accordance with the scope of practice and nursing standards as determined by the relevant training facility. <input type="checkbox"/> Provision of quality nurse training through professional training programmes and curricula as directed by the professional scope of practice and standards as determined by the relevant health training facility. 	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate effective communication with students, supervisors and other lecturers, including report writing and presentation skills when required. <input type="checkbox"/> Work as part of the education team to ensure good nurse training <input type="checkbox"/> Work effectively, co-operatively amicably with students and other persons of diverse intellectual, cultural, racial or religious differences. <input type="checkbox"/> Able to plan and organise own work and manage training programmes in order to meet training outcomes as determined by the health training facility. <input type="checkbox"/> Demonstrate the ability to perform research work relevant to nursing education and related subjects to enhance the quality of nursing education. <p>Able to apply computer technology and programmes to enhance the level of educational programmes.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> A minimum of 9 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing <input type="checkbox"/> 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 in Nursing Education

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
	Head of Nursing School (Hospitals)	PN-D3	<ul style="list-style-type: none"> <input type="checkbox"/> Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse <input type="checkbox"/> Post basic qualification in Nursing Education registered with the SANC 	Registration with the SANC as Professional Nurse in Nursing Education	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate an understanding of nursing legislation and related legal and ethical nursing practises. <input type="checkbox"/> Teaching of clinical nursing practice in accordance with the scope of practice and nursing standards as determined by the relevant training facility. <input type="checkbox"/> Provision of quality nurse training through professional training programmes and curricula as directed by the professional scope of practice and standards as determined by the relevant health training facility. 	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrate effective communication with students, supervisors and other lecturers, including report writing and presentation skills when required. <input type="checkbox"/> Work as part of the education team to ensure good nurse training <input type="checkbox"/> Work effectively, co-operatively amicably with students and other persons of diverse intellectual, cultural, racial or religious differences. <input type="checkbox"/> Able to plan and organise own work and manage training programmes in order to meet training outcomes as determined by the health training facility. <input type="checkbox"/> Demonstrate the ability to perform research work relevant to nursing education and related subjects to enhance the quality of nursing education. <p>Able to apply computer technology and programmes to enhance the level of educational programmes.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> A minimum of 9 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing <input type="checkbox"/> 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 in Nursing Education

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
24	Vice Principal (Single Nursing College)	PN-D4	<input type="checkbox"/> Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse <input type="checkbox"/> Post basic qualification in Nursing Education registered with the SANC	Registration with the SANC as Professional Nurse in Nursing Education	Competency profile to be determined according to the Middle Management Competency Framework	Competency profile to be determined according to the Middle Management Competency Framework	<input type="checkbox"/> A minimum of 10 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing <input type="checkbox"/> At least 6 years of the period referred to above must be appropriate/recognisable experience in Nursing Education after obtaining the 1-year post-basic qualification in Nursing Education

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
25	Principal of Nursing College (Single Nursing Campus)	PN-D5	<input type="checkbox"/> Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse <input type="checkbox"/> Post basic qualification in Nursing Education registered with the SANC	Registration with the SANC as Professional Nurse in Nursing Education	Competency profile to be determined according to the Middle Management Competency Framework	Competency profile to be determined according to the Middle Management Competency Framework	<input type="checkbox"/> A minimum of 11 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing <input type="checkbox"/> At least 7 years of the period referred to above must be appropriate/recognisable experience in Nursing Education after obtaining the 1-year post-basic qualification in Nursing Education

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
26	Vice Principal of Nursing College (Head of Nursing Campus)	PN-D5	<input type="checkbox"/> Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse <input type="checkbox"/> Post basic qualification in Nursing Education registered with the SANC	Registration with the SANC as Professional Nurse in Nursing Education	Competency profile to be determined according to the Middle Management Competency Framework	Competency profile to be determined according to the Middle Management Competency Framework	<input type="checkbox"/> A minimum of 11 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing <input type="checkbox"/> At least 7 years of the period referred to above must be appropriate/recognisable experience in Nursing Education after obtaining the 1-year post-basic qualification in Nursing Education

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
27	Principal of Nursing College (2 or more Nursing Campuses)	PN-D6	<input type="checkbox"/> Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse <input type="checkbox"/> Post basic qualification in Nursing Education registered with the SANC	Registration with the SANC as Professional Nurse in Nursing Education	Competency profile to be determined according to the Senior Management Competency Framework	Competency profile to be determined according to the Senior Management Competency Framework	<input type="checkbox"/> A minimum of 13 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing <input type="checkbox"/> At least 9 years of the period referred to above must be appropriate/recognisable experience in Nursing Education after obtaining the 1-year post-basic qualification in Nursing Education

	JOB TITLE	SCALE	EDUCATIONAL QUALIFICATION	STATUTORY REQUIREMENTS	COMPETENCIES		EXPERIENTIAL COMPETENCY
					FUNCTIONAL	GENERIC	
28	Director: Nursing Colleges (Provincial Head Office)	PN-D6	<input type="checkbox"/> Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse <input type="checkbox"/> Post basic qualification in Nursing Education registered with the SANC	Registration with the SANC as Professional Nurse in Nursing Education	Competency profile to be determined according to the Senior Management Competency Framework	Competency profile to be determined according to the Senior Management Competency Framework	<input type="checkbox"/> A minimum of 13 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing <input type="checkbox"/> At least 9 years of the period referred to above must be appropriate/recognisable experience in Nursing Education after obtaining the 1-year post-basic qualification in Nursing Education

Note:

Appropriate/recognisable experience in the context of these APPOINTMENT REQUIREMENTS also includes experience gained after registration in the particular discipline in a foreign country, and which registration is recognised by the SANC for registration in the particular discipline

7. SALARY RECOGNITION FOR APPROPRIATE/RECOGNISABLE EXPERIENCE ON APPOINTMENT

Only full years experience, as on 31 March of the year preceding date of appointment, are recognised for salary purposes

	JOB LEVEL	SCALE	RECOGNITION BASIS	
			Experience profile	Notch on scale
GENERAL NURSING				
1	Professional Nurse Grade 1 (General Nursing)	PN-A2	Less than 3 years' appropriate/recognisable Nursing experience after registration with the SANC as Professional Nurse	Minimum
			3 Years' or more, but less than 5 years', appropriate/recognisable experience after registration with the SANC as Professional Nurse	2 nd
			5 Years' or more, but less than 7 years', appropriate/recognisable experience after registration with the SANC as Professional Nurse	3 rd
			7 Years' or more, but less than 9 years', appropriate/recognisable experience after registration with the SANC as Professional Nurse	4 th
			9 Years' or more, but less than 10 years', appropriate/recognisable experience after registration with the SANC as Professional Nurse	5 th
2.	Professional Nurse Grade 2 (General Nursing)	PN-A3	10 years' or more, but less than 13 years', appropriate/recognisable experience after registration with the SANC as Professional Nurse	Minimum
			13 Years' or more, but less than 15 years', appropriate/recognisable experience after registration with the SANC as Professional Nurse	2 nd
			15 Years' or more, but less than 17 years', appropriate/recognisable experience after registration with the SANC as Professional Nurse	3 rd
			17 Years' or more, but less than 19 years', appropriate/recognisable experience after registration with the SANC as Professional Nurse	4 th
			19 Years' or more, but less than 20 years', appropriate/recognisable experience after registration with the SANC as Professional Nurse	5 th
3	Professional Nurse Grade 3 (General Nursing)	PN-A4	20 Years' or more, but less than 23 years', appropriate/recognisable experience after registration with the SANC as Professional Nurse	Minimum
			23 Years' or more, but less than 25 years', appropriate/recognisable experience after registration with the SANC as Professional Nurse	2 nd

	JOB LEVEL	SCALE	RECOGNITION BASIS	
			Experience profile	Notch on scale
			25 Years' or more, but less than 27 years', appropriate/recognisable experience after registration with the SANC as Professional Nurse	3 rd
			27 Years' or more, but less than 29 years', appropriate/recognisable experience after registration with the SANC as Professional Nurse	4 th
			29 Years' or more appropriate/recognisable experience after registration with the SANC as Professional Nurse	5 th
<u>SPECIALTY NURSING</u>				
<u>Specialty (in the identified specialty fields)</u>				
4	Professional Nurse Grade 1 (Specialty Nursing)	PN-B1	Less than 3 years' appropriate/recognisable experience in the specialty after obtaining the 1-year post-basic qualification in the relevant specialty	Minimum
			3 Years' or more, but less than 5 years', appropriate/recognisable experience in the specialty after obtaining the 1-year post-basic qualification in the relevant specialty	2 nd
			5 Years' or more, but less than 7 years', appropriate/recognisable experience in the specialty after registration in the specific specialty with the SANC	3 rd
			7 Years' or more, but less than 9 years', appropriate/recognisable experience in the specialty after obtaining the 1-year post-basic qualification in the relevant specialty	4 th
			9 Years' or more, but less than 10 years', appropriate/recognisable experience in the specialty after obtaining the 1-year post-basic qualification in the relevant specialty	5 th
5	Professional Nurse Grade 2 (Specialty Nursing)	PN-B2	10 years' or more, but less than 13 years', appropriate/recognisable experience in the specialty after obtaining the 1-year post-basic qualification in the relevant specialty	Minimum
			13 years' or more, but less than 15 years', appropriate/recognisable experience in the specialty after obtaining the 1-year post-basic qualification in the relevant specialty	2 nd
			15 years' or more, but less than 17 years', appropriate/recognisable experience in the specialty after obtaining the 1-year post-basic qualification in the relevant specialty	3 rd
			17 years' or more, but less than 19 years', appropriate/recognisable experience in the specialty after obtaining the 1-year post-basic qualification in the relevant specialty	4 th
			19 years' or more appropriate/recognisable experience in the specialty after obtaining the 1-year post-basic qualification in the relevant specialty	5 th

	JOB LEVEL	SCALE	RECOGNITION BASIS	
			Experience profile	Notch on scale
Primary Health Care				
6	Clinical Nurse Practitioner Grade 1 (Primary Health Care)	PN-B1	Less than 3 years' appropriate/recognisable experience in Primary Health Care after obtaining the 1-year post-basic qualification in the discipline Curative Skills in Primary Health Care	Minimum
			3 Years' or more, but less than 5 years', appropriate/recognisable experience in Primary Health Care after obtaining the 1-year post-basic qualification in the discipline Curative Skills in Primary Health Care	2 nd
			5 Years' or more, but less than 7 years', appropriate/recognisable experience in Primary Health Care after obtaining the 1-year post-basic qualification in the discipline Curative Skills in Primary Health Care	3 rd
			7 Years' or more, but less than 9 years', appropriate/recognisable experience in Primary Health Care after obtaining the 1-year post-basic qualification in the discipline Curative Skills in Primary Health Care	4 th
			9 Years' or more, but less than 10 years', appropriate/recognisable experience in Primary Health Care after obtaining the 1-year post-basic qualification in the discipline Curative Skills in Primary Health Care	5 th
7	Clinical Nurse Practitioner Grade 2 (Primary Health Care)	PN-B2	10 years' or more, but less than 13 years', appropriate/recognisable experience in Primary Health Care after after obtaining the 1-year post-basic qualification in the discipline Curative Skills in Primary Health Care	Minimum
			13 years' or more, but less than 15 years', appropriate/recognisable experience in Primary Health Care after after obtaining the 1-year post-basic qualification in the discipline Curative Skills in Primary Health Care	2 nd
			15 years' or more, but less than 17 years', appropriate/recognisable experience in Primary Health Care after obtaining the 1-year post-basic qualification in the discipline Curative Skills in Primary Health Care	3 rd
			17 years' or more, but less than 19 years', appropriate/recognisable experience in Primary Health Care after obtaining the 1-year post-basic qualification in the discipline Curative Skills in Primary Health Care	4 th
			19 years' or more appropriate/recognisable experience in Primary Health Care after obtaining the 1-year post-basic qualification in the discipline Curative Skills in Primary Health Care	5 th
Specialist Nursing (in the identified specialty fields) - Dispensation to be introduced at a later stage				
8	Clinical Nurse Specialist Grade 1 (Central/Academic Hospitals)	PN-C1	To be developed at a later stage	

	JOB LEVEL	SCALE	RECOGNITION BASIS	
			Experience profile	Notch on scale
9	Clinical Nurse Specialist Grade 2 (Central/Academic Hospitals)	PN-C2	To be developed at a later stage	
<u>NURSING EDUCATION</u>				
10	Lecturer Grade 1	PN-D1	Less than 3 years' appropriate/recognisable experience in Nursing Education after obtaining the 1-year post-basic qualification in the discipline Nursing Education	Minimum
			3 Years' or more, but less than 5 years', appropriate/recognisable experience in Nursing Education after obtaining the 1-year post-basic qualification in the discipline Nursing Education	2 nd
			5 Years' or more, but less than 7 years', appropriate/recognisable experience in Nursing Education after obtaining the 1-year post-basic qualification in the discipline Nursing Education	3 rd
			7 Years' or more, but less than 9 years', appropriate/recognisable experience in Nursing Education after obtaining the 1-year post-basic qualification in the discipline Nursing Education	4 th
			9 Years' or more, but less than 10 years', appropriate/recognisable experience in Nursing Education after obtaining the 1-year post-basic qualification in the discipline Nursing Education	5 th
11	Lecturer Grade 2	PN-D2	10 Years' or more, but less than 13 years', appropriate/recognisable experience in Nursing after obtaining the 1-year post-basic qualification in the discipline Nursing Education	Minimum

	JOB LEVEL	SCALE	RECOGNITION BASIS	
			Experience profile	Notch on scale
			13 Years' or more, but less than 15 years', appropriate/recognisable experience in Nursing Education after obtaining the 1-year post-basic qualification in the discipline Nursing Education	2 nd
			15 Years' or more, but less than 17 years', appropriate/recognisable experience in Nursing Education after obtaining the 1-year post-basic qualification in the discipline Nursing Education	3 rd
			17 Years' or more, but less than 19 years', appropriate/recognisable experience in Nursing Education after obtaining the 1-year post-basic qualification in the discipline Nursing Education	4 th
			19 Years' or more appropriate/recognisable experience in Nursing Education after obtaining the 1-year post-basic qualification in the discipline Nursing Education	5 th

Note:

Appropriate/recognisable experience in the context of these SALARY RECOGNITION BASES includes appropriate/recognisable experience gained after registration in the particular discipline in a foreign country, and which is recognised by the SANC for registration in the particular discipline in the RSA.

8. POST AND ORGANISATIONAL ESTABLISHMENT ARRANGEMENTS

	JOB TITLE	INDICATORS
GENERAL NURSING		
1	Professional Nurse (Community Service)	<ul style="list-style-type: none"> <input type="checkbox"/> Posts of Professional Nurse (Community Service) are created on departments' establishments once the Minister of Health has promulgated Community Service for Professional Nurses <input type="checkbox"/> The National Department of Health will provide guidelines on the creation of these posts once Community Service for Professional Nurses has been promulgated
2	Professional Nurse Grade 1 (General Nursing)	<ul style="list-style-type: none"> <input type="checkbox"/> Professional Nurse Grades 1, 2 and 3 (General Nursing) constitute production levels <input type="checkbox"/> Only posts of Professional Nurse (General Nursing) are created on departments' establishments. <input type="checkbox"/> Professional Nurses with the rank of Professional Nurse Grade 1 (General Nursing) are kept in service against posts of Professional Nurse (General Nursing)
3	Professional Nurse Grade 2 (General Nursing)	<ul style="list-style-type: none"> <input type="checkbox"/> Professional Nurse Grades 1, 2 and 3 (General Nursing) constitute production levels <input type="checkbox"/> Only posts of Professional Nurse (General Nursing) are created on departments' establishments. <input type="checkbox"/> Professional Nurses with the rank of Professional Nurse Grade 2 (General Nursing) are kept in service against posts of Professional Nurse (General Nursing)

	JOB TITLE	INDICATORS
4	Professional Nurse Grade 3 (General Nursing)	<ul style="list-style-type: none"> <input type="checkbox"/> Professional Nurse Grades 1, 2 and 3 (General Nursing) constitute production levels <input type="checkbox"/> Only posts of Professional Nurse (General Nursing) are created on departments' establishments. <input type="checkbox"/> Professional Nurses with the rank of Professional Nurse Grade 3 (General Nursing) are kept in service against posts of Professional Nurse (General Nursing)
5	Operational Manager Nursing Grade 1 (General Unit)	<ul style="list-style-type: none"> <input type="checkbox"/> Only posts of Operational Manager Nursing (General Unit) are created on departments' establishments. <input type="checkbox"/> Operational Managers Nursing Grade 1 (General Unit) are kept in service against posts of Operational Manager Nursing (General Unit)
6	Operational Manager Nursing Grade 2 (General Unit)	<ul style="list-style-type: none"> <input type="checkbox"/> Only posts of Operational Manager Nursing (General Unit) are created on departments' establishments. <input type="checkbox"/> Operational Managers Nursing Grade 2 (General Unit) are kept in service against posts of Operational Manager Nursing (General Unit)
7	Clinical Programme Coordinator Grade 1	<ul style="list-style-type: none"> <input type="checkbox"/> Only posts of Clinical Programme Coordinator are created on departments' establishments. <input type="checkbox"/> Clinical Programme Coordinator Grade 1 are kept in service against posts of Clinical Programme Coordinator
8	Clinical Programme Coordinator Grade 2	<ul style="list-style-type: none"> <input type="checkbox"/> Only posts of Clinical Programme Coordinator are created on departments' establishments. <input type="checkbox"/> Clinical Programme Coordinator Grade 2 are kept in service against posts of Clinical Programme Coordinator
<u>SPECIALTY NURSING</u>		
<u>Specialty (in the identified specialty fields)</u>		
9	Professional Nurse Grade 1 (Specialty Nursing)	<ul style="list-style-type: none"> <input type="checkbox"/> Professional Nurse Grades 1 and 2 (Specialty Nursing) constitutes production levels <input type="checkbox"/> Only posts of Professional Nurse (Specialty Nursing) are created on departments' establishments. <input type="checkbox"/> Professional Nurses with the rank of Professional Nurse Grade 1 (Specialty Nursing) are kept in service against posts of Professional Nurse (Specialty Nursing) <input type="checkbox"/> Posts of Professional Nurse (Specialty Nursing) may be created in a District Hospital, subject to operational requirements.
10	Professional Nurse Grade 2 (Specialty Nursing)	<ul style="list-style-type: none"> <input type="checkbox"/> Professional Nurse Grades 1 and 2 (Specialty Nursing) constitutes production levels <input type="checkbox"/> Only posts of Professional Nurse (Specialty Nursing) are created on departments' establishments. <input type="checkbox"/> Professional Nurses with the rank of Professional Nurse Grade 2 (Specialty Nursing) are kept in service against posts of Professional Nurse (Specialty Nursing) <input type="checkbox"/> Posts of Professional Nurse (Specialty Nursing) may be created in a District Hospital, subject to operational requirements.

JOB TITLE		INDICATORS
<u>Primary Health Care</u>		
11	Clinical Nurse Practitioner Grade 1 (Primary Health Care)	<ul style="list-style-type: none"> <input type="checkbox"/> Clinical Nurse Practitioner Grades 1 and 2 (Primary Health Care) constitute production levels <input type="checkbox"/> Only posts of Clinical Nurse Practitioner (Primary Health Care) are created on departments' establishments. <input type="checkbox"/> Professional Nurses with the rank of Clinical Nurse Practitioner Grade 1 (Primary Health Care) are kept in service against posts of Clinical Nurse Practitioner (Primary Health Care)
12	Clinical Nurse Practitioner Grade 2 (Primary Health Care)	<ul style="list-style-type: none"> <input type="checkbox"/> Clinical Nurse Practitioner Grades 1 and 2 (Primary Health Care) constitute production levels <input type="checkbox"/> Only posts of Clinical Nurse Practitioner (Primary Health Care) are created on departments' establishments. <input type="checkbox"/> Professional Nurses with the rank of Clinical Nurse Practitioner Grade 2 (Primary Health Care) are kept in service against posts of Clinical Nurse Practitioner (Primary Health Care)
<u>Specialist Nursing (in the identified specialty fields) – to be implemented at a later stage</u>		
13	Clinical Nurse Specialist Grade 1 (Level 3 Hospitals)	<input type="checkbox"/>
14	Clinical Nurse Specialist Grade 2 (Level 3 Hospitals)	<input type="checkbox"/>
<u>NURSING EDUCATION</u>		
15	Lecturer Grade 1	<ul style="list-style-type: none"> <input type="checkbox"/> Lecturer Grades 1 and 2 constitute production levels <input type="checkbox"/> Only posts of Lecturer are created on departments' establishments. <input type="checkbox"/> Professional Nurses with the rank of Lecturer Grade 1 are kept in service against posts of Lecturer
16	Lecturer Grade 2	<ul style="list-style-type: none"> <input type="checkbox"/> Lecturer Grades 1 and 2 constitute production levels <input type="checkbox"/> Only posts of Lecturer are created on departments' establishments. <input type="checkbox"/> Professional Nurses with the rank of Lecturer Grade 2 are kept in service against posts of Lecturer

9. STAFFING NORMS/INDICATORS

JOB TITLE		INDICATORS
<u>GENERAL NURSING</u>		
1	Assistant Manager Nursing (Head of Nursing Services)	If a hospital has 7 to 14 wards, departments may consider the creation of 2 posts of Assistant Manager Nursing (Area) and 1 post of Deputy Manager Nursing (District and Secondary Hospitals)

10. NATURAL CAREER PATH WITHIN THE OCCUPATION

These career paths are subject to compliance with the prescribed requirements for these job levels/occupations

	NURSING CATEGORY	JOB LEVELS/OCCUPATIONS
1.	Professional Nurse (General Nursing)	<ul style="list-style-type: none"> <input type="checkbox"/> Professional Nurse Grade1 (General Nursing) <input type="checkbox"/> Professional Nurse Grade 2 (General Nursing) <input type="checkbox"/> Professional Nurse Grade 3 (General Nursing) <input type="checkbox"/> Operational Manager Nursing (General Unit) Grade 1 <input type="checkbox"/> Operational Manager Nursing (General Unit) Grade 2 <input type="checkbox"/> Clinical Programme Coordinator Grade 1 <input type="checkbox"/> Clinical Programme Coordinator Grade 2 <input type="checkbox"/> Assistant Manager Nursing (Area) <input type="checkbox"/> Assistant Manager Nursing (Head of Nursing Services) <input type="checkbox"/> Deputy Manager Nursing (Level 1 & 2 Hospitals) <input type="checkbox"/> Manager Nursing (Level 3 Hospital) <input type="checkbox"/> Senior Manager of Nursing Services (Provincial Head Offices/Level 3 Hospitals)
2.	Professional Nurse (Specialty Nursing)	<ul style="list-style-type: none"> <input type="checkbox"/> Professional Nurse Grade 1 (Specialty Nursing) <input type="checkbox"/> Professional Nurse Grade 2 (Specialty Nursing) <input type="checkbox"/> Operational Manager Nursing (Specialty Unit) <input type="checkbox"/> Assistant Manager Nursing (Specialty Area) <input type="checkbox"/> Deputy Manager Nursing (Level 1 & 2 Hospitals) <input type="checkbox"/> Manager Nursing (Level 3 Hospitals) <input type="checkbox"/> Senior Manager of Nursing Services (Provincial Head Offices/Level 3 Hospitals)
3.	Clinical Nurse Practitioner (Primary Health Care)	<ul style="list-style-type: none"> <input type="checkbox"/> Clinical Nurse Practitioner Grade 1 (Primary Health Care) <input type="checkbox"/> Clinical Nurse Practitioner Grade 2 (Primary Health Care) <input type="checkbox"/> Operational Manager Nursing (Primary Health Care) <input type="checkbox"/> Assistant Manager Nursing (Primary Health Care) <input type="checkbox"/> Deputy Manager Nursing (Level 1 & 2 Hospitals) <input type="checkbox"/> Manager Nursing (Level 3 Hospitals) <input type="checkbox"/> Senior Manager of Nursing Services (Provincial Head Offices/Level 3 Hospitals)
4.	Clinical Nurse Specialist	Dispensation to be introduced at a later stage
5.	Lecturer	<ul style="list-style-type: none"> <input type="checkbox"/> Lecturer Grade 1 <input type="checkbox"/> Lecturer Grade 2 <input type="checkbox"/> Head of Department (Nursing College)/Head of Nursing Schools (Hospitals) <input type="checkbox"/> Principal of Nursing College (Single Nursing Campus) <input type="checkbox"/> Vice Principal of Nursing College (Head of Nursing Campus) <input type="checkbox"/> Principal of Nursing College (2 or more Nursing Campuses) <input type="checkbox"/> Manager of Nursing Services

11. REQUIREMENTS FOR PROMOTION TO HIGHER JOB LEVELS (GRADE PROGRESSION) OR TO HIGHER VACANT POSTS (POST PROMOTION)

	JOB LEVEL		WAY OF PROMOTION	CRITERIA
	From	To		
<u>GENERAL NURSING</u>				
1	Professional Nurse (Community Service)	Professional Nurse Grade 1 (General Nursing)	Appointment in vacant posts (non-community service posts)	Compliance with the educational qualifications, statutory requirements, competencies and experiential competency for the post as contained in item 6
2	Professional Nurse Grade 1 (General Nursing)	Professional Nurse Grade 2 (General Nursing)	<input type="checkbox"/> Grade progression <input type="checkbox"/> Grade progression is acceded from 1 April of the year following the date on which the employee meets the prescribed requirements	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in item 6 as well as the following experiential competency : <u>Above average performance for grade progression purposes:</u> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 5 years actual service and/or appropriate/recognisable post-registration General Nursing experience. <input type="checkbox"/> 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
3	Professional Nurse Grade 2 (General Nursing)	Professional Nurse Grade 3 (General Nursing)	<input type="checkbox"/> Grade progression <input type="checkbox"/> Grade progression is acceded from 1 April of the year following the date on which the employee meets the prescribed requirements	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in item 6 as well as the following experiential competency : <u>Above average performance for grade progression purposes:</u> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 15 years actual service and/or appropriate/recognisable post-registration experience in General Nursing. <input type="checkbox"/> At least 4 years of this period must be actual service as Professional Nurse Grade 2 (General Nursing) <u>Average performance for grade progression purposes:</u> A combination of 20 years actual service and /or appropriate/recognisable post-registration experience in General Nursing

JOB LEVEL				
4	Professional Nurse Grade 3 (General Nursing)	<input type="checkbox"/> Operational Manager Nursing (General Unit) Grade 1 <input type="checkbox"/> Clinical Programme Coordinator Grade 1	Promotion to vacant post	Compliance with the educational qualifications, statutory requirements, competencies and experiential competency for the post as contained in item 6
5	<input type="checkbox"/> Operational Manager Nursing (General Unit) Grade 1 <input type="checkbox"/> Clinical Programme Coordinator Grade 1	<input type="checkbox"/> Operational Manager Nursing (General Unit) Grade 2 <input type="checkbox"/> Clinical Programme Coordinator Grade 2	<input type="checkbox"/> Grade progression <input type="checkbox"/> Grade progression is acceded from 1 April of the year following the date on which the employee meets the prescribed requirements	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in item 6 as well as the following experiential competency : <u>Above average performance for grade progression purposes:</u> 5 years actual service as Operational Manager: Nursing (General Unit) Grade 1/Clinical Programme Coordinator Grade 1 <u>Average performance for grade progression purposes:</u> 10 years actual service as Operational Manager: Nursing (General Unit) Grade 1/Clinical Programme Coordinator Grade 1
6	Operational Manager Nursing (General Unit) Grade 2	<input type="checkbox"/> Assistant Manager Nursing (Area) <input type="checkbox"/> Assistant Manager Nursing (Head of Nursing Services)	Promotion to vacant post	Compliance with the educational qualifications, statutory requirements, competencies and experiential competency for the post as contained in item 6
7	<input type="checkbox"/> Assistant Manager Nursing (Area) <input type="checkbox"/> Assistant Manager Nursing (Head of Nursing Services)	Deputy Manager Nursing (Level 1 & 2 Hospitals)	Promotion to vacant post	Compliance with the educational qualifications, statutory requirements, competencies and experiential competency for the post as contained in item 6
8	Deputy Manager Nursing (Level 1 & 2 Hospitals)	Manager Nursing (Level 3 Hospital)	Promotion to vacant post	Compliance with the educational qualifications, statutory requirements, competencies and experiential competency for the post as contained in item 6
9	Manager Nursing (Level 3 Hospital)	Senior Manager of Nursing Services (Provincial Head Offices/Level 3 Hospital)	Promotion to vacant post	Compliance with the educational qualifications, statutory requirements, competencies and experiential competency for the post as contained in item 6

JOB LEVEL				
<u>SPECIALTY NURSING</u>				
<u>Specialty (in the identified specialty fields)</u>				
10	Professional Nurse Grade 1 (Specialty Nursing)	Professional Nurse Grade 2 (Specialty Nursing)	<input type="checkbox"/> Grade progression <input type="checkbox"/> Grade progression is acceded from 1 April of the year following the date on which the employee meets the prescribed requirements	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in item 6 as well as the following experiential competency : <u>Above average performance for grade progression purposes:</u> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 9 years actual service and/or appropriate/recognisable post-registration experience in General Nursing. <input type="checkbox"/> 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 speciality. <input type="checkbox"/> Further, at least 4 years of this period must be actual service as Professional Nurse Grade 1 (Specialty Nursing) <u>Average performance for grade progression purposes:</u> <ul style="list-style-type: none"> <input type="checkbox"/> A period of 14 years actual service and/or appropriate/recognisable post-registration experience in General Nursing. <input type="checkbox"/> 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 speciality.
12	Professional Nurse Grade 2 (Specialty Nursing)	Operational Manager Nursing (Specialty Unit)	Promotion to vacant post	Compliance with the educational qualifications, statutory requirements, competencies and experiential competency for the post as contained in item 6
13	Operational Manager Nursing (Specialty Unit)	Assistant Manager Nursing (Specialty Area)	Promotion to vacant post	Promotion to vacant post
14	Assistant Manager Nursing (Specialty Area)	Vacant posts	Promotion to vacant post	Promotion to vacant post

JOB LEVEL				
Primary Health Care				
15	Clinical Nurse Practitioner Grade 1 (Primary Health Care)	Clinical Nurse Practitioner Grade 2 (Primary Health Care)	<input type="checkbox"/> Grade progression <input type="checkbox"/> Grade progression is acceded from 1 April of the year following the date on which the employee meets the prescribed requirements	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in item 6 as well as the following experiential competency : <u>Above average performance for grade progression purposes:</u> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 9 years actual service and/or appropriate/recognisable post-registration experience in General Nursing. <input type="checkbox"/> 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. <input type="checkbox"/> Further, at least 4 years of this period must be actual service as Clinical Nurse Practitioner Grade 1 (Primary Health Care) <u>Average performance for grade progression purposes:</u> <ul style="list-style-type: none"> <input type="checkbox"/> A period of 14 years actual service and/or appropriate/recognisable post-registration experience in General Nursing. <input type="checkbox"/> 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.
16	Clinical Nurse Practitioner Grade 2 (Primary Health Care)	Operational Manager Nursing (Primary Health Care)	Promotion to vacant post	Compliance with the educational qualifications, statutory requirements, competencies and experiential competency for the post as contained in item 6
17	Operational Manager Nursing (Primary Health Care)	Assistant Manager Nursing (Primary Health Care)	Promotion to vacant post	Compliance with the educational qualifications, statutory requirements, competencies and experiential competency for the post as contained in item 6
18	Assistant Manager Nursing (Primary Health Care)	Vacant posts	Promotion to vacant post	Compliance with the educational qualifications, statutory requirements, competencies and experiential competency for the post as contained in item 6
Specialist Nursing (in the identified specialty fields) – Dispensation to be introduced at a later stage				
19	Clinical Nurse Specialist Grade 1 (Central/Academic Hospitals)			To be developed at a later stage

JOB LEVEL				
20	Clinical Nurse Specialist Grade 2 (Central/Academic Hospitals)			To be developed at a later stage
<u>NURSING EDUCATION</u>				
21	Lecturer Grade 1	Lecturer Grade 2	<input type="checkbox"/> Grade progression <input type="checkbox"/> Grade progression is acceded from 1 April of the year following the date on which the employee meets the prescribed requirements	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in item 6 as well as the following experiential competency : <u>Above average performance for grade progression purposes:</u> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 9 years actual service and/or appropriate/recognisable post-registration experience in General Nursing. <input type="checkbox"/> At least 5 years of this period must be appropriate/recognisable experience in nursing education after obtaining the relevant 1-year post-basic qualification. <input type="checkbox"/> Further, at least 4 years of this period must be actual service as Lecturer Grade 1 <u>Average performance for grade progression purposes:</u> <ul style="list-style-type: none"> <input type="checkbox"/> A period of 14 years actual service and/or appropriate/recognisable post-registration experience in General Nursing. <input type="checkbox"/> At least 10 years of this period must be appropriate/recognisable experience in nursing education after obtaining the relevant 1 year post-basic qualification
23	Lecturer Grade 2	<input type="checkbox"/> Head of Department (Nursing College) <input type="checkbox"/> Head of Nursing Schools (Hospitals)	Promotion to vacant post	Compliance with the educational qualifications, statutory requirements, competencies and experiential competency for the post as contained in item 6
24	<input type="checkbox"/> Head of Department (Nursing College) <input type="checkbox"/> Head of Nursing Schools (Hospitals)	Vice- Principal (Single Nursing Campus)	Promotion to vacant post	Compliance with the educational qualifications, statutory requirements, competencies and experiential competency for the post as contained in item 6
25	Vice- Principal (Single Nursing Campus)	Principal (Single Nursing College) / Vice-Principal of Nursing College (Head of Nursing Campus)	Promotion to vacant post	Compliance with the educational qualifications, statutory requirements, competencies and experiential competency for the post as contained in item 6

JOB LEVEL			
26	Principal (Single Nursing College) / Vice-Principal of Nursing College (Head of Nursing Campus)	Principal of Nursing College (2 or more Nursing Campuses) / Director Nursing Colleges (Provincial Head Office) / SMS Positions	Promotion to vacant post Compliance with the educational qualifications, statutory requirements, competencies and experiential competency for the post as contained in item 6

Note:

Appropriate/recognisable experience in the context of these APPOINTMENT REQUIREMENTS includes appropriate/recognisable experience gained after registration in the particular discipline in a foreign country, and which registration is recognised by the SANC for registration in the particular discipline in the RSA

12. TRAINING AND DEVELOPMENT

As determined by departments based on their service delivery obligations.

13. OTHER CONDITIONS OF SERVICE

As determined by the Minister for the Public Service and Administration and conveyed to departments.

14. AMENDMENT CONTROL SHEET

	ITEM AND DESCRIPTION OF AMENDMENT	EFFECTIVE DATE OF AMENDMENT
1		
2		
3		
4		
5		