

PHASE 2 OF TRANSLATION – RECALCULATION OF SALARIES BASED ON RELEVANT EXPERIENCE

INTRODUCTION

1. This is a **once-off** translation that is only applicable to nurses in the occupations Professional Nurse, Staff Nurse and Nursing Assistant who **were in service on 30 June 2007** and who were translated to the following production posts (any grades attached to these posts) by means of the Phase 1 translation process:
 - 1.1 Part A – Professional Nurse Grades 1, 2 or 3 (General Nursing)
 - 1.2 Part B – Professional Nurse Grades 1 and 2 (Specialty Nursing) – **only applicable to those Professional Nurses who are in possession of the prescribed post-basic qualification**
 - 1.3 Part C – Clinical Nursing Practitioner Grades 1 and 2 (Primary Health Care)
 - 1.4 Part D – Lecturer Grades 1 and 2
 - 1.5 Part E – Staff Nurse Grades 1, 2 and 3
 - 1.6 Part F - Nursing Assistant Grades 1, 2 and 3
2. Only full year's service and experience gained after complying with the experience requirement set for the lowest grade attached to the production post **as on 31 March 2007**, staggered in increments of 2 years, are recognized for salary purposes.
3. If the notch in terms of the Phase 2 translation is –
 - 3.1 **higher** than the notch awarded in terms of the Phase 1 translation, **then the notch determined in terms of the Phase 2 translation process applies** with effect from 1 July 2007; and
 - 3.2 is **equal to or lower than** the notch awarded in terms of the Phase 1 translation process, **then the salary determined in terms of the Phase 1 translation process applies** with effect from 1 July 2007.

RECOGNITION BASIS

Part A: Professional Nurses translated to Professional Nurse Grades 1, 2 or 3 (General Nursing) in terms of the Phase 1 process

- All appropriate service/experience gained after registration as Professional Nurse is recognised

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Less than full 2 year's service & experience	Professional Nurse Grade 1 (General Nursing)	106,086 X Prog – 122,982	R106,086
Full 2 year's service and experience			R109,269
Full 4 year's service and experience			R112,548
Full 6 year's service and experience			R115,923
Full 8 year's service and experience			R119,400
Full 10 year's service and experience	Professional Nurse Grade 2 (General Nursing)	130,473 X Prog – 151,257	R130,473
Full 12 year's service and experience			R134,388
Full 14 year's service and experience			R138,420
Full 16 year's service and experience			R142,572
Full 18 year's service and experience			R146,850
Full 20 year's service and experience	Professional Nurse Grade 3 (General Nursing)	160,470 X Prog - 203,280	R160,470
Full 22 year's service and experience			R165,285
Full 24 year's service and experience			R170,244
Full 26 year's service and experience			R175,350
Full 28 year's service and experience			R180,612
Full 30 year's service and experience			R186,030
Full 32 year's service and experience			R191,610
Full 34 year's service and experience			R197,358
Full 36 year's and more service and experience	R203,280		

Part B: Professional Nurses translated to Professional Nurse Grades 1 and 2 (Specialty Nursing) in terms of the Phase 1 process

- The service/experience of only those Professional Nurses who on 30 June 2007 are in possession of the prescribed post-basic nursing qualification in the identified specialty, with a duration of at least 1 year, are recognized in terms of the Phase 1 translation process.
- The minimum experience requirement for appointment in the lowest grade attached to the production post is 4 years or more appropriate service/experience gained after registration as Professional Nurse in General Nursing – therefore only 4 years or more appropriate service/experience gained after such registration is recognized.

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Less than full 4 year's service and experience	Professional Nurse Grade 1 (Specialty Nursing)	160,470 X Prog – 186,030	R160,470
Full 6 year's service and experience			R165,285
Full 8 year's service and experience			R170,244
Full 10 year's service and experience			R175,350
Full 12 year's service and experience			R180,612
Full 14 year's service and experience	Professional Nurse Grade 2 (Specialty Nursing)	197,358 X Prog – 242,730	R197,358
Full 16 year's service and experience			R203,280
Full 18 year's service and experience			R209,379
Full 20 year's service and experience			R215,661
Full 22 year's service and experience			R222,132
Full 24 year's service and experience			R228,795
Full 26 year's service and experience			R235,659
Full 28 year's and more service and experience			R242,730

Part C: Professional Nurses translated to Clinical Nursing Practitioner Grades 1 and 2 (Primary Health Care) in terms of the Phase 1 process

- The minimum experience requirement for appointment in the lowest grade attached to the production post is 4 years or more appropriate service/experience gained after registration as Professional Nurse in General Nursing – therefore only 4 years or more appropriate service/experience gained after such registration is recognized

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

Part D: Professional Nurses translated to Lecturer Grades 1 and 2 in terms of the Phase 1 process

- The minimum experience requirement for appointment in the lowest grade attached to the production post is 4 years or more appropriate service/experience gained after registration as Professional Nurse in General Nursing – therefore only 4 years or more appropriate service/experience gained after such registration is recognized

Service/experience profile on <u>31 March 2007</u>	Revised production grade	Scale (Rpa)	Notch (Rpa)
Less than full 4 year's service and experience	Lecturer Grade 1	160,470 X Prog – 186,030	R160,470
Full 6 year's service and experience			R165,285
Full 8 year's service and experience			R170,244
Full 10 year's service and experience			R175,350
Full 12 year's service and experience			R180,612
Full 14 year's service and experience	Lecturer Grade 2	191,610 X Prog – 257,511	R197,358
Full 16 year's service and experience			R203,280
Full 18 year's service and experience			R209,379
Full 20 year's service and experience			R215,661
Full 22 year's service and experience			R215,661
Full 24 year's service and experience			R222,132
Full 26 year's service and experience			R228,795
Full 28 year's and more service and experience			R235,659
Full 30 year's service and experience			R242,730
Full 32 year's service and experience			R250,011
Full 34 year's and more service and experience			R257,511

Part E: Staff Nurses translated to Staff Nurse Grades 1, 2 and 3 in terms of the Phase 1 process

- All appropriate service/experience gained after enrollment as Nurse is recognised

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Less than full 2 year's service & experience	Staff Nurse Grade 1	70,140 X Prog - 78,939	R70,140
Full 2 year's service and experience			R72,243
Full 4 year's service and experience			R74,409
Full 6 year's service and experience			R76,641
Full 8 year's service and experience			R78,939
Full 10 year's service and experience	Staff Nurse Grade 2	83,745 X Prog - 94,254	R83,745
Full 12 year's service and experience			R86,256
Full 14 year's service and experience			R88,845
Full 16 year's service and experience			R91,509
Full 18 year's service and experience			R94,254
Full 20 year's service and experience	Staff Nurse Grade 3	99,996 X Prog - 122,982	R99,996
Full 22 year's service and experience			R102,996
Full 24 year's service and experience			R106,086
Full 26 year's service and experience			R109,269
Full 28 year's service and experience			R112,548
Full 30 year's service and experience			R115,923
Full 32 year's service and experience			R119,400
Full 34 year's and more service and experience			R122,982

Part F: Nursing Assistants translated to Nursing Assistant Grades 1, 2 and 3 in terms of the Phase 1 process

- All appropriate service/experience gained after enrollment as Nurse Auxiliary is recognised

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Less than full 2 year's service & experience	Nursing Assistant Grade 1	53,757 X Prog - 60,504	R53,757
Full 2 year's service and experience			R55,371
Full 4 year's service and experience			R57,033
Full 6 year's service and experience			R58,743
Full 8 year's service and experience			R60,504
Full 10 year's service and experience	Nursing Assistant Grade 2	64,188 X Prog - 72,243	R64,188
Full 12 year's service and experience			R66,114
Full 14 year's service and experience			R68,097
Full 16 year's service and experience			R70,140
Full 18 year's service and experience			R72,243
Full 20 year's service and experience	Nursing Assistant Grade 3	76,641 X Prog - 94,254	R76,641
Full 22 year's service and experience			R78,939
Full 24 year's service and experience			R81,306
Full 26 year's service and experience			R83,745
Full 28 year's service and experience			R86,256
Full 30 year's service and experience			R88,845
Full 32 year's service and experience			R91,509
Full 34 year's and more service and experience			R94,254