



the dpsa

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Public Service and Administration
REPUBLIC OF SOUTH AFRICA**

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TO ALL HEADS OF THE –

**NATIONAL DEPARTMENT OF HEALTH
PROVINCIAL DEPARTMENTS OF HEALTH
DEPARTMENT OF CORRECTIONAL SERVICES
DEPARTMENT OF DEFENCE AND MILITARY VETERANS**

ANNUAL AND BIENNIAL (TWO-YEARLY PAY PROGRESSION): OSD FOR MEDICAL OFFICERS, DENTISTS, MEDICAL/DENTAL SPECIALISTS, PHARMACISTS, PHARMACIST'S ASSISTANTS AND EMERGENCY SERVICES PERSONNEL

Purpose

1. The purpose of this letter is to identify the OSD posts (and where applicable grades) to which annual or biennial pay progression apply.

Background

2. PHSDCBC Resolution 3 of 2009 (clause 4.1.6) caters for the introduction of biennial pay progression based on 3% or annual pay progression based on 1.5% of basic salary (packages in respect of those remunerated by means of total packages).
3. The following was further clarified in paragraph 15 of dpsa Circular4 of 2009 (dated 19 October 2009):
 - 3.1. The pay progression cycle has been amended for certain categories of employees from annual to biennial pay progression.
 - 3.2. The Minister for the Public Service and Administration directed that the biennial pay progression cycle for affected employees commenced on 1 April 2009 and runs until 31 March 2011, with the next pay progression for qualifying employees to be awarded on 1 July 2011.

Discussion

4. The OSD posts (and where applicable grades) to which annual or biennial pay progression apply are as follows:

4.1. Medical Officer

	Annual pay progression	Biennial pay progression
1	Medical Officer (Intern)	Medical Officer Grades 1 and 2
2	Medical Officer Grade 3	
3	Clinical Manager (Medical) Grades 1 and 2	

4.2. Dentist

	Annual pay progression	Biennial pay progression
1	Dentist Grade 3	Dentist Grades 1 and 2
2	Clinical Manager (Dentist) Grades 1 and 2	

4.3. Medical and Dental Specialist

	Annual pay progression	Biennial pay progression
1	Medical Specialist Grades 1, 2 and 3	
2	Dental Specialist Grades 1, 2 and 3	
3	Clinical Pharmacologist Grades 1, 2 and 3	
4	Stomatologist Grades 1, 2 and 3	
5	Medical Specialist (Sub-Specialty) Grades 1, 2 and 3	
6	Dental Specialist Grades (Sub-Specialty) 1, 2 and 3	
7	Head: Clinical Unit Grades 1 and 2	

8	Head: Clinical Department Grades 1 and 2	
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4.4. Non-Clinical Medical and Dental Managers

	Annual pay progression	Biennial pay progression
1	Assistant Manager: Medical Services	
2	Assistant Manager: Dental Services	
3	Manager: Medical Services	
4	Manager: Dental Services	
5	Senior Manager: Medical Services	
6	Senior Manager: Dental Services	
7	General Manager: Medical Services	
8	General Manager: Dental Services	

4.5. Pharmacist Assistant

	Annual pay progression	Biennial pay progression
1	Pharmacist Assistant (Basic) Grades 1, 2 and 3	Pharmacist Assistant (Post Basic) Grade 1
2	Pharmacist Assistant (Post Basic) Grades 2 and 3	

4.6. Pharmacist

	Annual pay progression	Biennial pay progression
1	Pharmacist Grades 2 and 3	Pharmacist Grade 1
2	Pharmacist Supervisor Grade 2	Pharmacist Supervisor Grade 1
3	Assistant Manager: Pharmaceutical Services	
4	Deputy Manager: Pharmaceutical	

	Services	
5	Manager: Pharmaceutical Services	
6	Clinical Pharmacist Grades 1 and 2	
7	Pharmaceutical Policy Specialist Grades 1 and 2	
8	Senior Pharmaceutical Policy Specialist	

4.7. Emergency services personnel (production and supervisory/managerial levels)

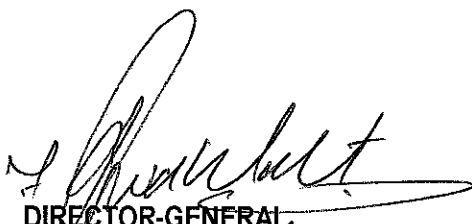
	Annual pay progression	Biennial pay progression
1	Emergency Care Officer Grades 1, 2, 4 and 5	Emergency Care Officer Grade 3
2	Emergency Care Technician Grades 2 and 3	Emergency Care Technician Grade 1
3	Paramedic Grades 3 and 4	Paramedic Grades 1 and 2
4	EMS Shift Leader (all Grades)	
5	EMS Station Manager (all Grades)	
6	EMS Sub-District Manager (all Grades)	
7	EMS District Manager (all Grades)	
8	EMS Operational Manager (all Grades)	
9	EMS Provincial Manager (all Grades)	

4.8. Emergency services personnel (Lecturing)

	Annual pay progression	Biennial pay progression
1	EMS Lecturer (AEA) Grades 2 and 3	EMS Lecturer (AEA) Grade 1
2	EMS Lecturer (ECT) Grades 2 and 3	EMS Lecturer (ECT) Grade 1
3	EMS Lecturer (Paramedic) Grades 3 and 4	EMS Lecturer (Paramedic) Grades 1 and 2

4	EMS Course Co-ordinator (all Grades)	
5	Deputy Principal EMS Training College (all Grades)	
6	Principal EMS Training College (all Grades)	
7	EMS District Manager (all Grades)	
8	EMS Operational Manager (all Grades)	
9	EMS Provincial Manager (all Grades)	

5. It should be noted that the pay progression for employees in the OSD posts Registrar (Medical), Registrar (Dental), Senior Registrar (Medical) and Senior Registrar (Dental) is based on successful completion of prescribed academic years - therefore not based on completion of annual or biennial periods as required for the other OSD posts.
6. The next pay progression for employees eligible for annual pay progression, therefore, will be awarded with effect from 1 July 2010, whereas the next pay progression for those employees eligible for biennial pay progression will be awarded with effect from 1 July 2011.
7. The possibility exists that the categories for biennial pay progression may change, depending the outcome of current negotiations with organised labour in the PHSDSBC regarding a (possible) revised salary dispensation for those OSD categories ring-fenced in the Addendum to PHSDSBC Resolution 3 of 2009. Departments will be informed accordingly.


DIRECTOR-GENERAL
DATE: 14/05/2010.