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**Department:
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File : 18/2/P

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

1. The DPSA's letter 18/2/P dated 14 May 2010 regarding annual and biennial (two-yearly) pay progression in the OSD for Medical Officers, Medical Specialists, Dentists, Dental Specialists, Pharmacologists, Pharmacists and Emergency Care Practitioners refers.
2. It was indicated in the above mentioned letter that the possibility existed that the categories (posts/grades) for biennial pay progression might change, depending the outcome of negotiations with organised labour in the PHSDSBC regarding a possible revised salary dispensation for those OSD categories of staff ring-fenced in the Addendum to PHSDSBC Resolution 3 of 2009.
3. The categories to which annual and biennial (two-yearly) pay progression apply, as contained in the letter referred to above, have indeed changed with conclusion of PHSDSBC Resolution 1 of 2010 (so-called Addendum agreement). Subsequently, annual or biennial pay progression apply as follows in terms of PHSDSBC Resolution 1 of 2010 with effect from 1 April 2010:
 - 3.1. Annual pay progression apply to all categories (posts/grades) for the following occupations
 - 3.1.1 Medical Officer
 - 3.1.2 Dentist
 - 3.1.3 Medical Specialist

Staatsdiens en Administrasie . Ditirelo tsa Puso le Tsamaiso . Ditshebeltso tsa Mmuso le Tsamaiso . uMnyango wemiSebenzi kaHulumeni nokuPhata

Muhasho wa Tshumelo ya Muvuso na Vhulanguli . Kgoro ya Ditirelo tsa Mmušo . Ndzawulo ya Vutirela-Mfumo na Valawuri

LiTiko le Tebasebenti baHulumende nekuPhatsa . ISebe leNkonzo kaRhulumente noLawulo . UmNyango wemiSebenzi kaRhulumente nokuPhata

- 3.1.4 Dental Specialist
- 3.1.5 Stomatologist
- 3.1.6 Clinical Pharmacologist
- 3.1.7 Non-Clinical Medical Managers
- 3.1.8 Non-Clinical Dental Managers
- 3.1.9 Pharmacist

3.2. 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	

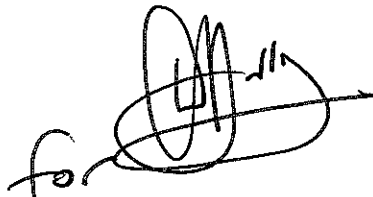
3.3. Emergency services personnel (production and supervisory/managerial levels)

	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)	

3.4. 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)	

4. 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, annual or biennial periods, as required for the other OSD posts, do not apply to them.
5. Departments should note that the amendment from biennial to annual pay progression with effect from 1 April 2010 for certain categories, had the result that affected employees who initially would have qualified for pay progression with effect from 1 July 2011 (per the biennial arrangements), qualified for annual pay progression with effect from 1 July 2010 (per the revised arrangement).



DIRECTOR-GENERAL

DATE: 28/11/2011