

OCCUPATIONAL SPECIFIC DISPENSATION FOR MEDICAL OFFICERS, MEDICAL SPECIALISTS, DENTISTS, DENTAL SPECIALISTS, PHARMACOLOGISTS, PHARMACISTS AND EMERGENCY CARE PRACTITIONERS

1. OBJECTIVES

- 1.1. To give effect to paragraph 4 of the Public Service Co-ordinating Bargaining Council Resolution 1 of 2007.
- 1.2. To introduce an occupational specific dispensation and career progression system (OSD) for –
 - 1.2.1. Medical Officer, Medical Specialist, Dentist, Dental Specialist, and certain categories of Clinical Managers (Medical and Dental) (herein referred to as Medical and Dental Practitioners);
 - 1.2.2. Pharmacist, Pharmacy managers and Pharmacist Assistants; and
 - 1.2.3. Emergency Care Practitioners and –Managers
- 1.3. To provide within the OSD for-
 - 1.3.1. Career pathing opportunities based on competencies, experience and performance;
 - 1.3.2. Annual pay progression within the limits of the relevant grades;
 - 1.3.3. Grade progression, where applicable;
 - 1.3.4. Recognition of appropriate experience for the purpose of grade progression; and
 - 1.3.5. Recognition of performance for accelerated progression to higher grades and pay progression within a salary grade.
- 1.4. To attract and retain health professionals to the public health sector.
- 1.5. To introduce differentiated salary scales for identified categories of professionals based on a new remuneration structure.
- 1.6. To incorporate the existing scarce skills allowances where payable to such professionals, into salary.
- 1.7. To provide for transition measures to facilitate the implementation process.
- 1.8. To pay a once-off non-pensionable gratuity with effect from 1 July 2008 (Phase Zero of the OSD implementation).

2. SCOPE

- 2.1. This agreement applies to-
- 2.2. The Employer;
- 2.3. The employees of the Employer employed in terms of the Public Service Act, 1994, as amended, either in a part-time or full-time capacity who are members of the trade union parties to this agreement and who are registered with one the following health professional councils:
 - 2.3.1. The Medical and Dental Board of the Health Professions Council of South Africa (HPCSA) as Medical or Dental Practitioners or Medical or Dental Specialists.
 - 2.3.2. South African Pharmacy Council (SAPC) as Pharmacists or Pharmacists Assistants.
 - 2.3.3. The Professional Board for Emergency Care Practitioners of the HPCSA as Basic Ambulance Assistants, Ambulance Emergency Assistants, Paramedics, Emergency Care Technicians or Emergency Care Practitioners.
- 2.4. The employees of the Employer employed in terms of the Public Service Act, 1994, as amended, either in a part-time or full-time capacity, who are not members of any trade union parties to this agreement, but who fall within the registered scope of the PHSDSBC and who are registered with one of the above mentioned professional boards as indicated in paragraph 2.3.1, 2.3.2 and 2.3.3 above; or
- 2.5. The employees of the Employer employed in terms of the Public Service Act, 1994, as amended, either in a part-time or as full-time capacity who occupy a post in a clinical field where registration as indicated in paragraph 2.3 above is an inherent requirement of such a post.

3. IN GIVING EFFECT TO PARAGRAPH 4 OF PSCBC RESOLUTION 1 OF 2007, PARTIES TO COUNCIL AGREE TO THE FOLLOWING:

3.1. OCCUPATIONAL SPECIFIC DISPENSATION (OSD)

An OSD for employees who occupy a post in a clinical field where registration as indicated in paragraph 2.3 above is an inherent requirement of such a post is introduced with effect from 1 July 2008. The OSD will provide for the following:

3.1.1. PAYMENT OF A ONCE-OFF OSD NON PENSIONABLE GRATUITY

- 3.1.1.1. The Employer will pay professionals covered by this agreement a once-off non-pensionable gratuity for the period 1 July 2008 to 30 June 2009 within 3months from the date of conclusion of this agreement.
- 3.1.1.2. The non-pensionable gratuity will be calculated on a sliding scale according to the following basis:
 - 3.1.1.2.1. For personnel remunerated on **salary levels 2 to 7**: 7% of their annual basic pensionable salary as on 1 January 2009.

3.1.1.2.2. For personnel remunerated on **salary level 8**: 5% of their basic annual pensionable salary as on 1 January 2009.

3.1.1.2.3. For personnel remunerated on **salary levels 9 and 10**: 4% of their basic annual pensionable salary as on 1 January 2009.

3.1.1.2.4. For personnel remunerated on salary **levels 11 and higher**: 2% of their basic pensionable salary as on 1 January 2009

3.1.2. **UNIQUE REMUNERATION STRUCTURES**

The introduction of unique remuneration structures per occupational category.

3.1.3. **DIFFERENT CAREER STREAMS**

Introduction of different career streams for the respective categories of professionals.

3.1.4. **DIFFERENTIATION IN SALARY SCALES**

Introduction of differentiated salary scales for the respective categories of professionals.

3.1.5. **REQUIREMENTS FOR APPOINTMENT AND SALARY/ GRADE/ CAREER PROGRESSION**

Appointment requirements, grade and career progression requirements for the above-mentioned categories as determined by the Employer, subject to any statutory requirements determined by the relevant health professional council.

3.1.6. **PAY PROGRESSION**

3.1.6.1. The introduction of an annual pay progression dispensation within the limits of the relevant salary scale on condition that the relevant employee has maintained a satisfactory level of performance as set out in the performance management system that will be applicable at the time when such employee becomes eligible for pay progression.

3.1.6.2. The 1st yearly pay progression cycle commenced on 1 April 2009 and will run until 31 March 2010.

3.1.6.3. The actual pay progression will be awarded with effect from 1 July of the year in which the professionals has complied with the prescribed requirements for such pay progression.

3.1.7. **IMPROVEMENT OF CAREER PATHS**

3.1.7.1. The improvement of career paths for the various categories through the introduction of a set of salary grades attached to posts in each category. The salary grades will display longer career progression opportunities, as part of the defined career path, in order both to recruit and retain the professionals in the relevant areas of need and also to cater for the retention of such professionals in clinical practice for longer periods.

3.1.7.2. The OSD will also provide for career paths that facilitate progression to other job categories subject to the requirements and conditions for such progression.

3.1.8. **COMPETENCY REQUIREMENTS**

The Employer will prescribe the competency requirements (generic, functional and experiential) per post level to provide for appropriate salary recognition and grade progression, as indicated in **Annexures A1, A2 and A3** respectively.

3.1.9. **CONSOLIDATION OF SCARCE SKILLS ALLOWANCE**

The Scarce Skills Allowance payable to Medical and Dental Practitioners and Pharmacists in terms of PHWSBC Resolution 1 of 2004, will be incorporated into the remuneration structure with effect from 1 July 2009.

3.1.10. **GRADE PROGRESSION**

3.1.10.1. Creation of posts in the identified occupations as a single post per career stream, with the linking of more than one salary grade (scale) to the post to facilitate grade progression.

3.1.10.2. Progression to the next salary grade (scale) attached to the post, provided that candidates meet all the requirements to progress to the relevant higher grades as indicated in **Annexures A1, A2 and A3** respectively.

3.1.10.3. A system of differentiated periods for grade progression, as indicated in **Annexures A1, A2 and A3** respectively based on performance, to enable professionals who have distinguished themselves from their peers in terms of performance, to progress faster to salary scales attached to higher grades on the relevant level.

3.1.11 **RECOGNITION OF RELEVANT EXPERIENCE FOR SERVING EMPLOYEES OR ON APPOINTMENT FROM OUTSIDE THE PUBLIC HEALTH SECTOR**

3.1.11.1 The Employer will introduce a basis for further salary recognition of relevant post-registration experience for serving employees or on appointment from outside the public health sector in production posts, over and above the basis for recognition of relevant experience contained in the OSD (**Annexures A1, A2 and A3** of the agreement) to further enhance the recruitment of professionals in terms of this agreement with effect from 1 April 2011, subject to the availability of adequate funding.

3.1.11.2 Proposals for further salary recognition for relevant experience will be submitted to the PHSDSBC for negotiation by 1 January 2011.

3.1.12 **SALARY RECOGNITION UPON PROMOTION**

All professionals who are covered by this agreement and who are promoted to a higher post, shall gain at least 1 (one) notch on such promotion.

3.1.13 APPLICATION OF THE DISPENSATION FOR SENIOR MANAGERS IN THE PUBLIC SERVICE

Senior Professionals employed in posts where registration with a health professionals council as indicated in paragraph 2.3 above is an inherent requirement of the posts they occupy and who are remunerated according to the salary dispensation for Senior Managers in the Public Service (SMS grades A to C) are with effect from the date of implementation of this agreement no longer part of the SMS dispensation and their career and salary progression will be determined by the measures applicable in terms of this agreement.

3.2. The details of the OSD for the respective occupational categories are as follows:

MEDICAL AND DENTAL PRACTITIONERS: Annexure A1

PHARMACISTS AND PHARMACIST ASSISTANTS: Annexure A2

EMERGENCY CARE PRACTITIONERS Annexure A3

4. STRUCTURING OF SALARY PACKAGES

The Minister of Public Service and Administration will prescribe the measures for the structuring of salary packages where applicable.

5. IMPLEMENTATION DIRECTIVE

To give effect to this agreement, the implementation of the OSD will be a determination and implementation directive issued by the Minister of Public Service and Administration in terms of section 3(3)(c) of the Public Service Act, 1994, (as amended) read with the Public Service Regulations, 2001, as amended, Chapter I, Part I/G. This will contain the following particulars:

5.1. DATE OF IMPLEMENTATION

The agreement will be implemented as follows:

Phase Zero: 1 July 2008: The payment of the once-off non-pensionable gratuity as a percentage of the annual basic pensionable salary as on 1 January 2009.

Phase One: 1 July 2009: The implementation of the career and salary progression measures contained in Annexure A1, A2 and A3 of the agreement.

Phase Two: 1 April 2010: The implementation of the career and salary progression measures contained in Annexure C1 of the agreement.

Phase Three: 1 April 2011: The recognition of further relevant experience in accordance with paragraph 3.1.11 above.

5.2. SCOPE OF OSD

The scope of the OSD as it relates to those categories of professionals defined in the scope of practice as determined by the HPCSA or SAPC and where it is an inherent requirement of the post to continuously maintain such registration with the HPCSA or SAPC.

5.3. CAREER STREAMS

The defining of career streams for the respective occupational categories as contained in the OSD.

5.4. REQUIREMENTS FOR APPOINTMENT

The determination of requirements for appointment, grade progression and post promotion.

5.5. TRANSLATION MEASURES

Measures to facilitate translation from the existing dispensation to appropriate salary scales attached to the OSD based on the following principles:

5.5.1. No person's salary position (notch or package) will be less favourable with the implementation of the revised salary and career progression dispensation..

5.5.2. Translation would be done by means of two phases (steps)

Phase One with effect from 1 July 2009

Minimum translation to the appropriate salary scale attached to posts, as contained in **Annexures B1 to B3** to this agreement. This implies an implementation adjustment in salary to at least the next higher notch on the salary scale attached to the post to which the employee is translated.

Phase Two with effect from 1 April 2010 for Medical and Dental Practitioners

Minimum translation to the appropriate salary scale attached to posts, as contained in **Annexure C1** to this agreement. This implies an implementation adjustment in salary to at least the next higher notch on the salary scale attached to the post to which the employee is translated

5.6. ACCELERATED GRADE PROGRESSION

5.6.1. The OSD provides for the introduction of a system of accelerated grade progression, based on shorter qualifying periods than normal, to higher grades based on **above average performance**.

5.6.2. As the accelerated grade progression for employees will be based on **above average performance for a cumulative period of 3 years in their respective grades**, and also noting that certain departments have not assessed professionals consistently since the introduction of departmental performance management and development systems, the provision for accelerated grade progression will only be effective from 1 July 2013 - based on the performance

assessment cycles 1 April 2009 to 31 March 2010, 1 April 2010 to 31 March 2011, and 1 April 2011 to 31 March 2012, based on assessment in terms of the Performance Management and Development System for professionals covered in terms of this agreement. Employees on production levels where grade progression opportunities exist will in terms of the OSD, first qualify for accelerated grade progression 1 April 2012.

6. DATE OF IMPLEMENTATION

The provisions of this Agreement shall take effect on 1 July 2008.

7. INTERPRETATION AND APPLICATION

7.1. In the event of any conflict between the provisions of this Agreement and any other agreement of the Council, the provisions of this Agreement shall take precedence.

7.2. No amendments to this Agreement shall be force of effect unless reduced to writing and agreed upon by the parties to the Council as a Resolution of the Council.

8. DISPUTE RESOLUTION

Any disputes about the interpretation or application of this agreement shall be dealt with according to the dispute procedure of the Council.

THIS DONE AND SIGNED AT ON THIS THE

DAY OF

ON BEHALF OF THE EMPLOYER PARTY

	NAME	SIGNATURE
STATE AS EMPLOYER		

ON BEHALF OF THE TRADE UNION PARTIES

TRADE UNION	NAME	SIGNATURE
NEHAWU		
DENOSA		
PSA		
HOSPERSA		
NUPSAW		