



**CAREER STREAMS, SALARY SCALES, APPOINTMENT REQUIREMENTS, RECOGNITION OF EXPERIENCE ON APPOINTMENT AND GRADE PROGRESSION/PROMOTION REQUIREMENTS**

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS		RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION/PROMOTION REQUIREMENTS
			QUALIFICATIONS	EXPERIENCE		
1.1	Professional Nurse (Community Service)	PN-A1 R 86,256	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse	None	None	None
1.2	Professional Nurse Grade 1 (General Nursing)	PN-A2 R 106,086 R 109,269 R 112,548 R 115,923 R 119,400 R 122,982	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse	None	One notch for every fully completed two years experience, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 1.2.	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:  <u>Above average performance for grade progression purposes:</u> A combination of 5 years actual service and/or appropriate/recognisable post-registration General Nursing experience. 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  Grade progression shall become effective from 1 April following the date on which the official met all requirements
1.3	Professional Nurse Grade 2 (General Nursing)	PN-A3 R 130,473 R 134,388	Basic qualification accredited with the SANC in terms of Government	A minimum of 10 years appropriate/recognisable experience in nursing after	For experience above the experience set for appointment - one notch for	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as


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			QUALIFICATIONS	EXPERIENCE		
		R 138,420 R 142,572 R 146,850 R 151,257	Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse	registration as Professional Nurse with the SANC in General Nursing	every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 1.3.	well as the following experiential competency:  <b>Above average performance for grade progression purposes:</b> A combination of 15 years actual service and/or appropriate/recognisable post-registration experience in General Nursing. At least 4 years of this period must be actual service as Professional Nurse Grade 2 (General Nursing)  <b>Average performance for grade progression purposes:</b> A combination of 20 years actual service and /or appropriate/recognisable post-registration experience in General Nursing  <b>Grade progression shall become effective from 1 April following the date on which the official met all requirements</b>  Promotion to higher vacant advertised post
1.4	Professional Nurse Grade 3 (General Nursing)	PN-A4 R 160,470 R 165,285 R 170,244 R 175,350 R 180,642 R 186,030 R 191,610 R 197,358 R 203,280	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse	A minimum of 20 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing	For experience above the experience set for appointment - one notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 1.4.	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:  <b>Above average performance for grade progression</b>
1.5	Operational Manager Nursing (General Unit) Grade 1 (Also applicable to Clinical Programme Coordinators - where it	PN-A5 R 186,030 R 191,610 R 197,358 R 203,280	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that	A minimum of 7 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing	None	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:  <b>Above average performance for grade progression</b>

  
  
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			QUALIFICATIONS	EXPERIENCE		
	is inherent job requirement for the incumbent to maintain registration with SANC)	R 209,379	allows registration with the SANC as a Professional Nurse.			<p><b>PURPOSES:</b> 5 years actual service as Operational Manager: Nursing (General Unit) Grade 1</p> <p><b>Average performance for grade progression purposes:</b> 10 years actual service as Operational Manager: Nursing (General Unit) Grade 1</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all requirements</p> <p>Promotion to higher vacant advertised post</p>
1.6	Operational Manager Nursing (General Unit) Grade 2 (Also applicable to Clinical Programme Coordinators – where it is inherent job requirement for the incumbent to maintain registration with SANC)	PN-A6 R 215,661 R 222,132 R 228,795 R 235,659 R 242,730	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse.	Grade not to be used for advertisement/appointment purposes.	None	Promotion to higher vacant advertised post
1.7	Assistant Manager Nursing (Area/Head of Nursing Services)	PN-A7 R 235,659 R 242,730 R 250,011 R 257,511 R 265,236 R 273,192	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse.	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	None	Promotion to higher vacant advertised post
1.8	Deputy Manager Nursing (Level 1 & 2 Hospitals)	PN-A8 R 358,218 R 368,964 R 380,034 R 391,434 R 403,176	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse.	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	None	Promotion to higher vacant advertised post

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			QUALIFICATIONS	EXPERIENCE		
1.9	Manager Nursing (Level 3 Hospital)	PN-A9 R 403,176 R 415,272 R 427,731 R 440,562 R 453,780	SANC as a Professional Nurse. Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse.	appropriate/recognisable experience at management level 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	None	Promotion to higher vacant advertised post
1.10	Senior Manager of Nursing Services (Provincial Head Offices/Level 3 Hospitals)	PN-A10 R 502,725 R 510,210 R 517,808 R 525,519 R 533,343 R 541,284 Annual pay progression for SMS levels.	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. Post-basic qualification in nursing management registered with the SANC.	A minimum of 11 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 6 years of the period referred to above must be appropriate/recognisable experience at management level	None	Promotion to higher vacant advertised post
2.1	Professional Nurse Grade 1 (Specialty Nursing)	PN-B1 R 160,470 R 165,285 R 170,244 R 175,350 R 180,612 R 186,030	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse plus a post-basic nursing qualification, with duration of at least 1 year, accredited with the SANC in terms of Government Notice No R 212 in the relevant specialty.	A minimum of 4 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing	For experience above the experience set for appointment - one notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 2.1.	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:  <b>Above average performance for grade progression purposes:</b> A combination of 9 years actual service and/or appropriate/recognisable post-registration experience in General Nursing. 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 specialty. Further, at least 4 years of this period must be actual service as Professional Nurse Grade 1 (Specialty Nursing)

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			QUALIFICATIONS	EXPERIENCE		
2.2	Professional Nurse Grade 2 (Specialty Nursing)	PN-B2 R 197,358 R 203,280 R 209,379 R 215,661 R 222,132 R 228,795 R 235,859 R 242,730	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse plus a post-basic nursing qualification, with duration of at least 1 year, accredited with the SANC in terms of Government Notice No R 212 in the relevant specialty.	A minimum of 14 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. 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.	For experience above the experience set for appointment - one notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 2.2	<p><b>Average performance for grade progression purposes:</b></p> <p>A period of 14 years actual service and/or appropriate/recognisable post-registration experience in General Nursing. 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 specialty.</p> <p><b>Grade progression shall become effective from 1 April following the date on which the official met all requirements</b></p> <p>Promotion to higher vacant advertised post</p>
2.3	Operational Manager Nursing (Specialty Unit)	PN-B3 R 235,659 R 242,730 R 250,011 R 257,511 R 265,236	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse plus a post-basic nursing qualification, with duration of at least 1 year.	A minimum of 9 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 after obtaining the 1-year post-basic qualification in the relevant specialty.	None	Promotion to higher vacant advertised post

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			QUALIFICATIONS	EXPERIENCE		
2.4	Assistant Manager Nursing (Speciality Unit)	PN-B4 R 257,511 R 265,236 R 273,192 R 281,388 R 289,830	accredited with the SANC in terms of Government Notice No R 212 in the relevant speciality. Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse plus a post-basic nursing qualification, with duration of at least 1 year, accredited with the SANC in terms of Government Notice No R 212 in the relevant speciality.	A minimum of 10 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. 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 speciality. At least 3 years of the period referred to above must be appropriate/recognisable experience at management level.	None	Promotion to higher vacant advertised post
3.1	Clinical Nurse Practitioner Grade 1 (Primary Health Care)	PN-B1 R 160,470 R 165,285 R 170,244 R 175,350 R 180,812 R 186,030	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse plus a post-basic nursing qualification, with duration of at least 1 year, accredited with the SANC in terms of Government Notice No R 48 in the relevant speciality.	A minimum of 4 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing	For experience above the experience set for appointment - one notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 3.1	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:  <u>Above average performance for grade progression purposes:</u> A combination of 8 years actual service and/or appropriate/recognisable post-registration experience in General Nursing. 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. 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> A period of 14 years actual service and/or appropriate/recognisable post-registration experience in


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			QUALIFICATIONS	EXPERIENCE		
3.2	Clinical Nurse Practitioner Grade 2 (Primary Health Care)	PN-B2 R 197,358 R 203,280 R 209,379 R 215,661 R 222,132 R 228,795 R 235,659 R 242,730	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse plus a post-basic nursing qualification, with duration of at least 1 year, accredited with the SANC in terms of Government Notice No R 48 in the relevant speciality.	A minimum of 14 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing. 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 speciality.	For experience above the experience set for appointment - one notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 3.2	General Nursing. 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.  Grade progression shall become effective from 1 April following the date on which the official met all requirements  Promotion to higher vacant advertised post
3.3	Operational Manager Nursing (Primary Health Care)	PN-B3 R 235,659 R 242,730 R 250,011 R 257,511 R 265,236	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse plus a post-basic nursing qualification, with duration of at least 1 year, accredited with the SANC in terms of Government Notice No R 48 in the relevant speciality.	A minimum of 9 years appropriate/recognisable nursing experience 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 after obtaining the 1-year post-basic qualification in the relevant speciality.	None	Promotion to higher vacant advertised post
3.4	Assistant Manager	PN-B4	Basic qualification	A minimum of 10 years	None	Promotion to higher vacant advertised post

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			QUALIFICATIONS	EXPERIENCE		
	Nursing (Primary Health Care)	R 257,511 R 265,236 R 273,192 R 281,388 R 289,830	accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse plus a post-basic nursing qualification, with duration of at least 1 year, accredited with the SANC in terms of Government Notice No R 48 in the relevant speciality.	appropriate/ recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. 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 speciality. At least 3 years of the period referred to above must be appropriate/ recognisable experience at management level.		
4.1	Clinical Nurse Specialist Grade 1 (Level 3 Hospitals)	PN-C1 R 235,659 R 242,730 R 250,011 R 257,511 R 265,236	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse plus a post-basic nursing qualification, with duration of at least 1 year, accredited with the SANC in terms of Government Notice No R 48 in the relevant speciality.  Advanced post basic degree (equivalent to Masters Degree) accredited with the SANC in one of the specialities.	To be determined once the relevant qualification and registration requirements have been finalised	Dispensation to be introduced at a later stage	Dispensation to be introduced at a later stage
4.2	Clinical Nurse Specialist Grade 2 (Level 3 Hospitals)	PN-C2 R 358,218 R 368,964	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/	To be determined once the relevant qualification and registration requirements have been finalised	Dispensation to be introduced at a later stage	Dispensation to be introduced at a later stage


  
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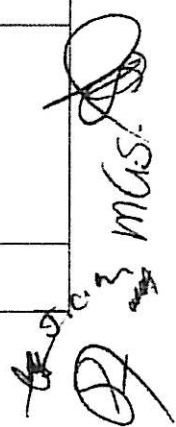


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			QUALIFICATIONS	EXPERIENCE		
6.1	Lecturer Grade 1	R 380,034 R 391,434 R 403,176	<p>degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse plus a post-basic nursing qualification, with duration of at least 1 year, accredited with the SANC in terms of Government Notice No R 48 in the relevant specialty.</p> <p>Advanced post basic degree (equivalent to Masters Degree) accredited with the SANC in one of the specialties.</p> <p>Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse</p> <p>Post basic qualification in Nursing Education registered with the SANC</p>	<p>A minimum of 4 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing</p>	<p>For experience above the experience set for appointment - one notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 5.1</p>	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b>Above average performance for grade progression purposes:</b> A combination of 9 years actual service and/or appropriate/recognisable post-registration experience in General Nursing. At least 5 years of this period must be appropriate/recognisable experience in nursing education after obtaining the relevant 1-year post-basic qualification. Further, at least 4 years of this period must be actual service as Lecturer Grade 1</p> <p><b>Average performance for grade progression purposes:</b> A period of 14 years actual service and/or appropriate/recognisable post-registration experience in General Nursing. At least 10 years of this period must be appropriate/recognisable experience in nursing education after obtaining the relevant 1 year post-basic</p>

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			QUALIFICATIONS	EXPERIENCE		
5.2	Lecturer Grade 2	PN-D2 R 197,358 R 203,280 R 209,379 R 215,661 R 222,132 R 228,795 R 235,659 R 242,730 R 250,011 R 257,511	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse  Post basic qualification in Nursing Education registered with the SANC	A minimum of 14 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing. 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	For experience above the appointment - one notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 5.2	Grade progression shall become effective from 1 April following the date on which all requirements were met by the official  Promotion to higher vacant advertised post
5.3	Head of Department (Nursing College)  Head of Nursing School (Hospitals)	PN-D3 R 242,730 R 250,011 R 257,511 R 265,236 R 273,192 R 281,388	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse  Post basic qualification in Nursing Education registered with the SANC	A minimum of 8 years appropriate/recognisable nursing experience 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 in Nursing Education after obtaining the 1 year post-basic qualification	None	Promotion to higher vacant advertised post
5.4	Vice Principal (Single Nursing Collage)	PN-D4 R 358,218 R 368,984 R 380,034 R 391,434 R 403,176	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the	A minimum of 10 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing. At least 6 years of the period referred to above must be	None	Promotion to higher vacant advertised post

  
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			QUALIFICATIONS	EXPERIENCE		
5.5	Principal of Nursing College (Single Campus)	PN-D5 R 403,176 R 415,272 R 427,731 R 440,562 R 453,780	SANC as a Professional  Post basic qualification in Nursing Education registered with the SANC  Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional  Post basic qualification in Nursing Education registered with the SANC	appropriate/recognisable experience in Nursing Education after obtaining the 1 year post-basic qualification  A minimum of 11 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing. 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	None	Promotion to higher vacant advertised post
5.6	Vice Principal of Nursing College (Head of Nursing Campus)	PN-D5 R 403,176 R 415,272 R 427,731 R 440,562 R 453,780	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional  Post basic qualification in Nursing Education registered with the SANC	A minimum of 11 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing. 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	None	Promotion to higher vacant advertised post
5.7	Principal of Nursing College (2 or more Campuses)/Director: Nursing Colleges (Provincial Head Office)	PN-D6 R 502,725 R 510,210 R 517,806 R 525,519 R 533,343 R 541,284	Basic qualification accredited with the SANC in terms of Government Notice 425 (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional	A minimum of 13 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing. At least 9 years of the period referred to above must be appropriate/recognisable experience in Nursing Education	None	Promotion to higher vacant advertised post

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			QUALIFICATIONS	EXPERIENCE		
6.1	Staff Nurse Grade 1	Pay progression annually for SMS	Post basic qualification in Nursing Education registered with the SANC	In Nursing Education after obtaining the 1 year post-basic qualification	One notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 6.1	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: <u>Above average performance for grade progression purposes:</u> A combination of 5 years actual service and /or appropriate/recognisable post-registration experience. At least 4 years of this period must be actual service as Staff Nurse Grade 1  <u>Average performance for grade progression purposes:</u> A combination of 10 years actual service and/or appropriate/recognisable post-registration experience.  <u>Grade progression shall become effective from 1 April following the date on which all requirements were met by the official</u>
		SN1 R 70,140 R 72,243 R 74,409 R 76,641 R 78,939	Qualification that allows registration with the SANC as Staff Nurse (Enrolled Nurse)	None		
6.2	Staff Nurse Grade 2	SN2 R 83,745 R 86,256 R 88,845 R 91,509 R 94,254	Qualification that allows registration with the SANC as Staff Nurse (Enrolled Nurse)	A minimum of 10 years appropriate/ recognisable experience in nursing after registration with the SANC as Staff Nurse	For experience above the experience set for appointment - one notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 6.2	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: <u>Above average performance for grade progression purposes:</u> A combination of 15 years actual service and /or appropriate/recognisable post-registration experience. At least 4 years of this period must be actual service as Staff Nurse Grade 2  <u>Average performance for grade progression purposes:</u> A combination of 20 years actual service and/or appropriate/recognisable post-registration experience.  <u>Grade progression shall become effective from</u>

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			QUALIFICATIONS	EXPERIENCE		
6.3	Staff Nurse Grade 3	SN3 R99,996 R 102,996 R 106,086 R 109,269 R 112,548 R 115,923 R 119,400 R 122,982	Qualification that allows registration with the SANC as Staff Nurse (Enrolled Nurse)	A minimum of 20 years appropriate/recognisable experience in nursing after registration with the SANC as Staff Nurse	For experience above the experience set for appointment - one notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 6.3	1 April following the date on which all requirements were met by the official  Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements. Mobility to a different occupational category is subject to the availability of vacant funded posts.
7.1	Nursing Assistant Grade 1	NA1 R 53,757 R 55,371 R 57,033 R 58,743 R 60,504	Qualification that allows registration with the SANC as Nursing Assistant (Enrolled Nursing Assistant)	None	One notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 6.3	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency purposes: <u>Above average performance for grade progression purposes:</u> 5 years actual service as Nursing Assistant Grade 1 <u>OR</u> A combination of 5 years actual service and/or appropriate/recognisable post-registration experience. At least 4 years of this period must be actual service as



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PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS		RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION/POSTPROMOTION REQUIREMENTS
			QUALIFICATIONS	EXPERIENCE		
7.2	Nursing Assistant Grade 2	NA2 R 64,188 R 66,114 R 68,097 R 70,140 R 72,243	Qualification that allows registration with the SANC as Nursing Assistant (Enrolled Nursing Assistant)	A minimum of 10 years appropriate/recognisable experience in nursing after registration with the SANC as Nursing Assistant	7.1  For experience above the experience set for appointment - one notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a maximum of four notches above the minimum of the salary scale in paragraph 7.2	<u>Average performance for grade progression purposes:</u> A combination of 10 years actual service and/or appropriate/recognisable post-registration experience.  <u>Grade progression shall become effective from 1 April following the date on which all requirements were met by the official</u>  Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: <u>Above average performance for grade progression purposes:</u> A combination of 15 years actual service and/or appropriate/recognisable post-registration experience. At least 4 years of this period must be actual service as Nursing Assistant Grade 2  <u>Average performance for grade progression purposes:</u> A combination of 20 years actual service and/or appropriate/recognisable post-registration experience.  <u>Grade progression shall become effective from 1 April following the date on which all requirements were met by the official</u>
7.3	Nursing Assistant Grade 3	NA3 R 76,641 R 78,939 R 81,306 R 83,745 R 86,256 R 88,845 R 91,509 R 94,254	Qualification that allows registration with the SANC as Nursing Assistant (Enrolled Nursing Assistant)	A minimum of 20 years appropriate/recognisable experience in nursing after registration with the SANC as Staff Nurse	For experience above the experience set for appointment - one notch for every fully completed two years, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to a	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements. Mobility to a different occupational category is subject to the availability of vacant funded posts.

*J.C.M.*  
*M.G.S.*



PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS		RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION/POST PROMOTION REQUIREMENTS
			QUALIFICATIONS	EXPERIENCE		
					maximum of four notches above the minimum of the salary scale in paragraph 7.3.	

  
 J.C.M.  
 M.G.S.