

Teachers, nurses and other identified professionals in the public service to have significantly improved career prospects.

Government's current offer has as a total package increased very significantly over its original offer, in response to the demands of labour.

The Occupation Specific Dispensation will significantly enhance the remuneration and career prospects of educators, health professionals, legal professionals and the other categories mentioned below. We will be able to recognise good performance, qualifications and length of service in a way that rewards the worth of these professionals appropriately.

We anticipate that with the special packages which we are proposing - the Occupation Specific Dispensation (OSD) - teachers, subject to negotiation in the sector bargaining council, who are currently at starting level, with a four year qualification, will see their basic salary going from the current salary of R99 540 to R114 423, when the OSD comes into effect on January 1 next year. This excludes the considerable benefits to which public servants are entitled - pension, medical aid and housing.

In the meantime, if the 7.25% increase is accepted, they will in the interim move to R106, 757 for the current half year. The increase to R114 423 represents a percentage increase - on salary alone - of 14.95%.

A teacher with 10 years service is anticipated to move from a current basic salary, with the OSD from R109 962 to R126 067 (benefits excluded).

A principal on level 10 with five years experience is anticipated with the OSD to go from R191 742 to R219 904 (benefits excluded).

Nurses, with the OSD, are anticipated to get salary increases starting 1 July 2007. A professional nurse with a four year qualification, four years experience on the 5th notch of level six (as an example) is anticipated to go from a basic salary of R78, 477 to R125, 942. The total package (which includes service bonus, pay progression, pension, housing allowance and subsidy for Government Employees Medical Aid) will go from the current R121, 708 to R183, 781 - a 51% increase on total package.

The anticipated roll out across the public sector is anticipated as follows:

- The implementation of revised salary structures (occupation specific dispensation) for the following professions in this financial year:
 - All categories of nurses with effect from 01 July 2007;

- Legally qualified professionals in Justice with effect from 01 July 2007; and
- School based educators (teachers and principals) with effect from 01 January 2008
- Office based educators and educator specialists with effect from 1 April 2008
- Medical doctors, dentists and dental specialists, pharmacists and emergency medical services from 1 July 2008
- Correctional officials from 1 July 2008
- Medical support services from 1 July 2009
- Engineers, architects, environmentalists and other identified professionals jointly agreed to in the relevant sector with effect from 1 July 2009

These new salary scales indicate government's commitment to attracting and retaining skills in the identified occupations. We are committed to ensuring that those who have a vocation to serve in these fields are properly rewarded. The Public Service must become the employer of choice for the finest talents that this country produces.

Issued by the Minister for the Public Service and Administration.

For further information please call 082 497 3220