



Verwysing
Reference
IsaIathiso

4/3/9/12/P

Navrae
Enquiries
Imibuzo

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Departement van Gesondheid
Department of Health
ISEbe IezeMpilo

CIRCULAR H 8 /2004

TO ALL CHIEF DIRECTORS/DIRECTORS/HEADS OF REGIONS AND INSTITUTIONS

REVISED NON-PENSIONABLE RECRUITMENT ALLOWANCE (RURAL ALLOWANCE) AND RETENTION ALLOWANCE (SCARCE SKILLS ALLOWANCE) FOR CERTAIN CATEGORIES OF HEALTH PERSONNEL

1. An agreement was reached with organised labour in the Public Health and Welfare Sectoral Bargaining Council (PHWSBC) regarding the payment of the above allowances to health personnel identified to the relevant collective agreement. Copies of the PHWSBC Resolutions 1 and 2 of 2004 are attached for implementation. Details of the amounts payable as well as the designated personnel to benefit from the allowances are included in the respective resolutions.
2. Two categories of allowances, namely Scarce Skills and Rural Allowances for health personnel have been implemented with effect from 1 July 2003. Although the Resolutions are clear, your attention is drawn to the following:

2.1 Scarce Skills Allowance

- The allowance is only applicable on health professionals employed on a full time basis. Contract appointments on a full time basis are also included. Part-time ($\frac{5}{8}$ + $\frac{6}{8}$) and sessional employees are excluded.
- As Principal and Chief Specialists are part of the Senior Management Service (SMS) the scarce skills allowance is not applicable to them.
- Regional Directors must determine the extent of involvement of the Medical Superintendents with regard to the management of clinical services before payment of the scarce skills allowance can be made to them.
- Community Service Workers are included but Interns are excluded.
- Only professional Nurses who are registered as professional nurses with the SANC and possess qualifications in Operating Theatre Technique, Critical (Intensive) Care and Oncology and are performing said functions qualify for the scarce skills allowance.
- The allowance will be based only on the basic annual salary notch of the employees concerned.
- The implementation date is with effect from 1 July 2003.

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Posbus 2060
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8000
Faks (021) 483-2992

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2.2 Rural Allowance

Rural allowance is implemented to attract and retain health Professionals on a full time basis to the rural areas. A distinction are being made between the rural allowance of the Rural Nodes, PSCBC designated rural areas and other inhospitable areas as indicated below:

2.2.1 ISRDS Nodes Allowance

- Identified as Central Karoo for the Western Cape and the Nodes are:
 - Regional Office Staff stationed at Central Karoo
 - Beaufort West Hospital
 - Beaufort West CHC
 - 3 x Beaufort West Clinics
 - Nelspoort Hospital
- Only applicable on health professions who are actually involved on a full time basis with clinical work. Part-time ($\frac{5}{8} + \frac{6}{8}$) and sessional employees are excluded.
- Community Service Workers and Interns are included.
- Professional Nurses must be registered as a professional nurse with the SANC.
- The allowance will be based on the basic annual salary notch of the employees concerned.
- Medical Interns on level 7 must receive R 19 800 per annum until the basic salaries have increased and 22% of the basic salary will be equal or higher than R 19 800 per annum.
- The implementation date is with effect from 1 July 2003.

2.2.2 PSCBC Designated Rural Allowance

- PSCBC designated areas are indicated on Annexure B.
- Only applicable on health professions who are actually involved on a full-time basis with clinical work. Part-time ($\frac{5}{8} + \frac{6}{8}$) and sessional employees are excluded.
- Community Service Workers and Interns are included.
- Professional Nurses must be registered as a Professional Nurse with the SANC.
- The allowance will be based only on the basic annual salary notch of the employees concerned.
- Medical Interns on level 7 must receive R 19 800 per annum until the basic salaries have increased and 18% of the basic salary will be equal or higher than R 19 800 per annum.
- The implementation date is with effect from 1 July 2003.

2.2.3 Other Inhospitable Areas Allowance

- The Head of Department may determine and designate other inhospitable health institutions with definite recruitment and retention needs for rural allowance depending on the availability of funds.

3. Implementation

The allowances came into effect from 1 July 2003 and should be paid without any further delay. The last supplementary salary runs for the 2003/4 tax year will be from 20 - 22 February 2004. You are therefore requested to ensure that all transactions are captured and approved on PERSAL by not later than 16 February 2004. Amendments have been made on PERSAL and the following codes must be used at function # 5.3.1:

- Code 0531 - Scarce Skills Allowance
(Health Professionals)
- Code 0530 - ISRDS Node Allowance
(Health Professionals)
- Code 0348 - PSCBC Rural Allowance
(Health Professionals)
- *Code 0532 - Inhospitable Area Allowance
(Health Professionals)

* This code should not be used until areas have been determined by the Head of Department.

4. General

- 4.1 The payment of the scarce skills allowance and rural allowances should be reviewed or terminated in the event of a transfer / promotion provided that on transfer / promotion the allowance was being paid. In this regard the necessary control measures should be put in place.
- 4.2 This office must provide the Department of National Health with progress reports on 6 and 13 February 2004 and your co-operation in this regard will be appreciated.



HEAD OF DEPARTMENT

DATE: 8.2.04

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DEPARTMENT OF HEALTH
DEPARTEMENT VAN GESONDHEID
Private Bag X828
PRETORIA, 0001

Republic of South Africa



DEPARTMENT OF HEALTH
REPUBLIC OF SOUTH AFRICA

UMNYANGO WEZEMPILO
LEFAPHA LA MAPHELO
Privaatsak X828
PRETORIA, 0001

Republiek van Suid-Afrika

Fax : (012) 312-0506

Enquiry : MR. D VAN DER VYFER

Telephone : (012) 312-0739

Reference : G 5/1/7

To all Heads of Provincial Departments of Health
And Human Resources Managers

REVISED NON-PENSIONABLE RECRUITMENT ALLOWANCE (RURAL ALLOWANCE) AND RECRUITMENT AND RETENTION ALLOWANCES (SCARCE SKILLS ALLOWANCE) FOR CERTAIN CATEGORIES OF HEALTH PERSONNEL

An agreement was reached with organised labour in the Public Health and Welfare Bargaining Council regarding the payment of the above-mentioned allowances to health personnel as identified in the relevant collective agreement. Copies of PHWSBC Resolutions 1 and 2 of 2004 are attached for implementation by Provincial Departments of Health. The allowances came into effect from 1 July 2003. Details of the amounts payable as well as the designated personnel to benefit from the allowances are included in the respective resolutions.

The signing of the agreements is a significant achievement in the process to endeavour to recruit and retain certain categories of personnel in the public health sector. It followed a process of extensive consultation with a variety of stake holders and it is clear that significant expectations were created with personnel who will benefit from the revised and newly introduced allowances. It is therefore paramount that all endeavours should be made to ensure that the allowances are paid without any further delay, also to prevent any further exodus of personnel. Being mindful of the huge work load this will place on Provincial Human Resources components, Heads of Departments as well as their Heads of Human Resources are requested to assign a high priority to the payment of these allowances. In this regard Provinces are reminded that Departments were informed that the last supplementary salary runs for the 2003/4 tax year will take place from 20 to 22 February 2004. In practise it means that all transactions should be captured and approved by not later than the week of 16 February 2004. Furthermore PERSAL has also informed Departments that the last date for supplementary runs for March 2004 will take place on 26 March 2004. Transactions captured after this date will reflect on the 2004/5 budget. It is however the objective to use the amount allocated by National Treasury for the 2003/4 financial year to effect the payment in the current financial year. For obvious reasons it would be advisable not to effect the back payment of allowances in the 2004/5 financial year. Departments are therefore requested to implement special arrangements to ensure that all transactions are captured and approved by not later than 16 February 2004 so that the amounts be reflected on the March 2004 salary slips, please.



Unite against HIV/AIDS

In order to advise the Minister on progress with the implementation, Provinces are requested to provide the National Department on 6 and 13 February 2004 with progress reports. Details of any possible delays in payment of the relevant allowances should be communicated to the office of the Director: Human Resources Management (fax 012- 3120566) before 6 February 2004, please.

Your co-operation to ensure that the allowances are paid as soon as possible, would be appreciated.


ACTING DIRECTOR-GENERAL
DATE: 2004/01/29



Unite against HIV/AIDS

PUBLIC HEALTH & WELFARE SECTOR BARGAINING COUNCIL (PH&WSBC)

AGREEMENT NO 01 OF 2004

AGREEMENT: INSTITUTION OF A NON-PENSIONABLE SCARCE SKILLS ALLOWANCE: DESIGNATED HEALTH PROFESSIONALS WORKING IN PUBLIC HEALTH SECTOR HOSPITALS / INSTITUTIONS AS MANAGED BY THE HEALTH EMPLOYER

The employer and employee parties agree on the terms set out below:

1. OBJECTIVES

- 1.1 To attract and retain health professionals with scarce skills on a full time basis to the Public Health Sector as managed by the Health Employer;
- 1.2. To institute a non-pensionable scarce skills allowance for designated health professional categories working in clinical service delivery* of Public Health Sector hospitals/ institutions and are not part of the Senior Management Service;
- 1.3. To identify the initial occupational groups as the first recipients of the scarce skills allowance;
- 1.4. To determine the percentage of the allowance and the method of payment; and
- 1.5. To agree that the scarce skills allowance be a fixed percentage linked to the annual salary notch.

2. SCOPE:

This agreement applies to the employer and employees

- 2.1. in the Public Health Sector as managed by the Health Employer, but excluding those health professionals in other sectors and
- 2.2. fall within the registered scope of the PH&WSBC.

*includes those in the management of the function of their specialities

3. PARTIES TO COUNCIL AGREE THAT:

- (a) The allowance shall be payable to the occupational groups that are designated as Scarce Skills;
- (b) A non-pensionable scarce skills allowance to the value of 10% (ten percent) and 15% (fifteen percent) of the relevant annual salary notch be payable to personnel in the occupational groups that are listed below:

Registered Health Professionals (designated categories)	Percentage (%)
Medical and Dental Specialist Dentist Medical Doctor Pharmacist ✓ ✕ Pharmacologist	15%
Dental Technician Psychologist - <i>CLINICAL</i> Dietician and Nutritionist Occupational Therapist Physiotherapist Radiographer Speech Therapist	10%
Professional Nurses with qualifications in the following specialities and performing functions pertaining to these specialities: - Operating Theatre Technique - Critical Care (Intensive Care) - Oncology	10%

Note: - Only community service workers are included (interns excluded)
 - 'Professional Nurse' generically refers to Nurses registered with the SANC and not to rank.

- (c) The employer will in consultation with the Trade Union parties, on an annual basis, review the existing categories that qualify for Scarce Skills allowance and the designation of any other occupational groups before finalising the review of existing groups and the designation of any other groups for that allowance.

- 4
- d) The determination of percentages of allowances for the different grouping of professional categories will be subject to an annual collective bargaining process with the intention of achieving equity.
 - (e) The payment of the Scarce Skills allowance will be reviewed or terminated in the following cases-
 - (i) in the event of transfer/promotion to a post not designated as Scarce Skills the allowance should be terminated provided that on transfer/promotion the allowance was being paid; and
 - (ii) in the event of reclassification of the designated occupational group, the allowance will be reviewed or terminated after giving the affected employees three (3) month's notice.
 - (f) The allowance will be based only on the basic salary and is payable with the monthly salary and will not be taken into consideration when calculating benefits;
 - (g) The Scarce Skills allowance is only payable to designated employees appointed on a full-time basis;
 - (h) Professional Nurses who have an additional qualification in the identified specialities and perform functions pertaining to those specialities will receive scarce skills allowance as reflected in the table in 3(b) above.
 - (i) This agreement will be re-negotiated every three years from the date of implementation.
 - (j) No amendment to this agreement shall be of any force or effect unless a collective bargaining agreement is reached in the PH&WSBC
 - (k) This agreement replaces any resolution on this matter.

4. IMPLEMENTATION DATE:

The implementation date of this agreement shall be 1 July 2003.

5. DISPUTE RESOLUTION:

This agreement will be binding on the Parties and any disputes about its interpretation or application shall be dealt with according to the disputes resolution procedure of the PH&WSBC.

RESOLUTION NO 01 OF 2004

AGREEMENT: INSTITUTION OF A NON-PENSIONABLE SCARCE SKILLS ALLOWANCE: DESIGNATED HEALTH PROFESSIONALS WORKING IN PUBLIC HEALTH SECTOR HOSPITALS / INSTITUTIONS AS MANAGED BY THE HEALTH EMPLOYER

THIS DONE AND SIGNED AT PRETORIA

OF THIS 30th DAY OF JANUARY 2004.

ON BEHALF OF THE STATE AS EMPLOYER:

NAME	SIGNATURE
M.E. Tshabalala - Msimang	M. Tshabalala

ON BEHALF OF EMPLOYEE PARTIES:

EMPLOYEE PARTY	NAME	SIGNATURE
DENOSA	T. Erasmus	T. Erasmus
HOSPERSA / NUPSW		
NEHAWU	V. Nhlapo	V. Nhlapo
PSA	A. LOUWRENS	A. Louwrens

RESOLUTION NO 01 OF 2004

REVISED NON-PENSIONABLE RECRUITMENT ALLOWANCE, REFERRED TO AS 'THE RURAL ALLOWANCE': PUBLIC SECTOR HEALTH PROFESSIONALS WORKING IN HOSPITALS / INSTITUTIONS AS MANAGED BY THE HEALTH EMPLOYER IN IDENTIFIED:

- ISRDS NODES; AND
- RURAL AREAS

The employer and employee parties agree on the terms set out below:

1. OBJECTIVES

- 1.1 To attract and retain health professionals on a full time basis to the Public Health Service as managed by the Health Employer to the rural areas
- 1.2 To effect payment in respect of rural allowance in terms of the 13 ISRDS (Rural Nodes) identified as priority areas (Annexure A);
- 1.3 To revise the current non-pensionable recruitment allowance, referred to as 'the rural allowance' (R19 800 per annum) payable to medical officers, dentists, specialists and medical / dental superintendents working in PSCBC designated hospitals / institutions in underserved rural areas (Annexure B);
- 1.4 To allow for the Provincial Heads of Health to determine and designate other inhospitable health institutions with definite recruitment and retention needs dependant on the availability of funds;
- 1.5 To differentiate between institutions in referred to in paras 1.2 and 1.3 and to determine an allowance based on a percentage of the basic annual salary;
- 1.6 To roll the allowance out to include the health professional occupational groups identified in this agreement; and
- 1.7 To agree that the rural allowance be a fixed percentage linked to the annual salary notch.

2. SCOPE:

This agreement applies to the employer and employees

- a) in the Public Health Sector as managed by the Health Employer but excluding those health professionals in other sectors; and
- b) fall within the registered scope of the PH&WSBC.

3. PARTIES TO COUNCIL AGREE THAT:

Ssmith/C/projects/rural allowance/22.01.2004

3.1. The critical areas the Department of Health needs to address with immediate effect are:

a). ISRDS Nodes:

- (i) A non-pensionable rural allowance to the value of twenty two percent (22%), seventeen percent (17%) and twelve percent (12%) respectively of the relevant annual salary notch be payable to identified personnel in the occupational groups that are identified and who are actually involved on a full-time basis with clinical work;

Registered Health Professionals (categories)	ISRDS nodes
	Percentage (%) allowance rate
Dental specialist Dentist Medical Doctor Medical Specialist	22%
Dental Technician Dieticians and Nutritionist Occupational therapist Pharmacologist Physiotherapist Psychologist - <i>Clinical</i> Radiographer Pharmacist Speech therapist	17%
Professional Nurse (excluding Student Professional Nurse)	12%

Notes: - Community service workers and Interns are included.

- 'Professional Nurse' generically refers to Nurses registered with the SANC and not to rank.

- (ii) The position of Medical Interns on salary levels 7 working in PSCBC designated Institutions and other inhospitable areas identified by Provincial Departments of Health should, continue to receive the allowance at the rate of R19 800 per annum as personal until their basic salaries have increased to the extent that the Rural and Inhospitable allowance, calculated as 22% of basic salary, will be equal or higher than R19 800 per annum.

[Handwritten signatures]

b) PSCBC designated rural areas:

- A non-pensionable rural allowance to the value of eight (8%), twelve (12%) and eighteen (18%) percent of the relevant annual salary notch be payable to designated personnel in the occupational groups that are identified and who are actually involved on a full-time basis with clinical work;

Registered Health Professionals (categories)	PSCBC designated institutions and other inhospitable areas identified by provincial departments of Health
	Percentage (%) allowance rate
Dental specialist Dentist Medical doctor Specialist	18%
Dental Technician Dieticians and Nutritionist Occupational therapist Pharmacologist Physiotherapist Psychologist - CLINICAL Radiographer Pharmacist Speech therapist	12%
Professional Nurse (excluding Student Professional Nurse)	8%

Notes: - Community service workers and interns are included.

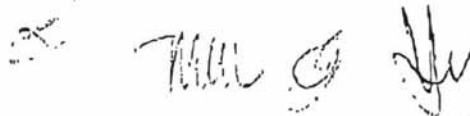
- 'Professional Nurse' generically refers to Nurses registered with the SANC and not to rank.

- (ii) The position of Medical Interns on salary levels 7 working in PSCBC designated institutions and other inhospitable areas identified by Provincial Head of the Department of Health should continue to receive the allowance at the rate of R19 800 per annum as personal until their basic salaries have increased to the extent that the Rural and Inhospitable allowance, calculated as 18% of basic salary, will be equal or higher than R19 800 per annum.

c) OTHER INHOSPITABLE AREAS TO BE DETERMINED BY THE PROVINCIAL HEAD OF HEALTH

These areas will be determined and designated by the Provincial Head of Health for rural allowance depending on the availability of funds.

- 3.2. Medical Doctors and Dentists who are appointed in or transferred to facilities where they for the first time qualify for the payment of a rural allowance; qualify for the 18% Rural and Inhospitable allowance with effect from the date of appointment/ transfer.
- 3.3. The employer will in consultation with the Trade Union parties on an annual basis review the existing categories that qualifies for Rural allowance and the designation of any other occupational groups before finalizing the review of existing groups and the designation of any other groups for that allowance.
- 3.4. The determination of percentages of allowances for the different grouping of professional categories will be a subject of annual collective bargaining process with the intention of achieving equity.
- 3.5. The payment of the rural allowance will be reviewed or terminated in the following cases -
- 3.5.1. in the event of transfer/promotion the allowance should be terminated provided that on transfer/promotion the allowance was being paid; and
- 3.5.2. in the event of reclassification of the institution, the allowance will be reviewed or terminated after giving the affected employees three (3) month's notice.
- 3.6. The allowance will be based only on the basic salary and is payable with the monthly salary and will not be taken into account when calculating benefits;
- 3.7. The Rural Allowance is only payable to designated employees appointed on a full-time basis;
- 3.8. No amendment to this agreement shall be of any force or effect unless a collective bargaining agreement is reached in the PH&WSBC
- 3.9. this agreement will be re-negotiated every three years from the date of



ANNEXURE A**PUBLIC HEALTH AND WELFARE SECTORAL
BARGAINING COUNCIL (PH&WSBC)**

REVISED NON-PENSIONABLE RECRUITMENT ALLOWANCE, REFERRED TO AS
'THE RURAL ALLOWANCE'; PUBLIC SECTOR HEALTH PROFESSIONALS
WORKING IN HOSPITALS / INSTITUTIONS IN IDENTIFIED:

- ISRDS NODES; AND
- RURAL AREAS

ISRDS node	Province
Ukhahlamba	Eastern Cape
Chris Hani	Eastern Cape
O R Tambo	Eastern Cape
Alfred Nzo	Eastern Cape
Ugu	KwaZulu-Natal
Umzinyathi	KwaZulu-Natal
Zululand	KwaZulu-Natal
Umkhanyakude	KwaZulu-Natal
Eastern	Mpumalanga/Limpopo
Sekhukhune Cross Boundary	Mpumalanga/Limpopo
Kalahari-Kgalagadi	Northern Cape/North West
Thabo Mofutsanyane	Free State
Central Karoo	Western Cape

ANNEXURE B

**PUBLIC HEALTH AND WELFARE SECTORAL
BARGAINING COUNCIL (PH&WSBC)**

RESOLUTION NO OF 2004

REVISED NON-PENSIONABLE RECRUITMENT ALLOWANCE, REFERRED TO AS
'THE RURAL ALLOWANCE': PUBLIC SECTOR HEALTH PROFESSIONALS
WORKING IN HOSPITALS / INSTITUTIONS IN IDENTIFIED:

- ISRDS NODES; AND
- RURAL AREAS

PSCBC DESIGNATED PUBLIC SERVICE INSTITUTIONS

1 JULY 2003

Public Service Health Institution	Area	Node	Mag.dist	Province	Pay point(s)
All Saints	Engcobo			EC	120009
Apples Bosch	Ozwothini			KZN	806134
Bambisana	Lusikisiki			EC	120229
Barkly West	Barkly West			NC	465350 465350 770001
Bedford-Provincial	Bedford			EG	120404
Benedictine	Nongoma			KZN	794113
Bethesda	Ubombo			KZN	793130
Bill Pickard	Prieska			NC	750008 750001 465000
Bloemhof Provincial	Bloemhof			NW	380010
Blouberg	Bochum			NP	314000
Botlokwa Hospital				NP	313000
Botshabelo	Botshabelo			FS	045250
Butterworth	Butterworth			EC	120014
Cala	Cala			EC	120187
Canzibe	Nggeleni			EC	120006
Cathcart	Cathcart			EC	120414
Catherine Booth	Amatikulu			KZN	805126 805127
Céza/Thulasizwe	Mahlabatini			KZN	796102
Charles Jonhson Memorial	Nqutu			KZN	799114

Ssmith/C/projects/rural allowance/22.01.2004



Christ the King	Ixopo		KZN	003050
Christiana Provincial	Christiana		NW	380010 193800
Church of Scotland	Tugela Ferry		KZN	801125 003210
Citrusdal	Citrusdal		WC	410002
Cloete Joubert	Barkly East		EC	120400
Cofimvaba	Cofimvaba		EC	120185
Delareyville	Delareyville		NW	381150
Derdepoort	Derdepoort		NW	370520
Dr CN Phatudi	Naphuno		NP	700650
Donald Frazer Hospital	Thohoyandou		NP	416000
Dr M Mphahlele Memorial	Groothoek		NP	612000
Duiwelskloof	Duiwelskloof		NP	512000
Ekombe	Kranskop		KZN	800108
Elim	Elim		NP	415000
Elizabeth Ross	Witsieshoek		FS	045100
Elliot	Elliot		EC	120437
Ellisras Provincial	Ellisras		NP	113000
Elsie Ballot Provincial	Amersfoort		Mpu	942000
Embhuleni	Eerstehoek		Mpu	912000
Emmaus	Winterton		KZN	009604
Empilweni	Sterkspruit		EC	120189
Ezibeleni	Ezibeleni		EC	120522
Fritz Visser	Noupoort		NC	710003 710001 465000
Ganyesa	Ganyesa		NW	418320
Gelukspan	Radithuso		NW	398320
Garies Hospital	Garies		NC	587010 587000 460005
George Masebe	Suswe		NP	212000
George Stegman	Soutspoor		NW	386340
Glen Grey	Lady Frere		EC	120186
Greenville	Bizana		EC	120234
Helene Franz	Bochum		NP	312000
Hester Malan	Douglas		NC	465400
Hlabisa	Hlabisa		KZN	795107
Holy Cross Mission	Flagstaff		EC	120232
Hoopstad	Hoopstad		FS	045550
H A Grove	Belfast		Mpu	842001
H C Boshoff	Sekhukhune		NP	615000
Isilimela	Port St Johns		EC	120231
Istheleluba	Pongola		KZN	003970

					003219
Jagersfontein	Jagersfontein			FS	045300
Jane Furse Memorial	Nebo			NP	613000
Jubilee	Hammanskraal			NW	377320
J D Verster	Koster			NW	381306
Kakamas (Ouma Cillie)	Kakamas			NC	570005 570001 740001
Kgapane	Ga-Kgapane			NP	516000
Kwa-Mashu Polyclinic	Kwa Mashu			KZN	808119 809118
Kwa-Mhlanga Hospital	Kwa Mhlanga			Mpu	861000
Lehurutshe	Lehurutshe			NW	397320
Letaba	Letaba			NP	518000
Madwaleni	Elliotdale			EC	120004
Malamulele	Malamulele			NP	417000
Manapo	Witsieshoek			FS	044303
Manguzi	Kwangwanase			KZN	881130 881131
Mankweng	Sovenga			NP	890000
Maphutamalati	Namakgale			NP	515000
Mapulaneng	Bosbokrand			NP	513000
Mary Therese	Mt Frere			EC	120227
Matikwana	Mkhuhlu			NP	600000
Matlala	Tslmanyane			NP	614000
Mbongolwane	Ntumeni			KZN	800129 800130
Mecklenburg Hospital	Driekop			NP	618000
Mjanyana	Mjanyana			EC	120010
Mmametlhake	Skilpadfontein			Mpu	851000
Mt Ayliff	Mt Ayliff			EC	120226
Mogwase	Mogwase			NW	381900
Mokopane	Potgietersrus			NP	211000
Montebello	Dalton			KZN	807141 003224
Moreteleletsi	Boshok			NW	386320
Maroka	Selosesha			FS	045200
Mosvold	Ingwavuma			KZN	791128 791129
Mseleni	Mkuze			KZN	793123 003027
Nelspoort Care and Rehabilitation	Nelspoort			WC	580001
Nessie Knight	Qumbo			EC	120008
Nlemeyer Memorial	Utrecht			KZN	005660 003658

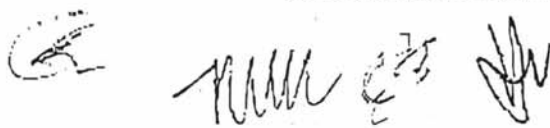
Nkandla	Nkandla			KZN	003226 800124
Nkhesani	Giyani			NP	524000
Nkonjeni/St Francis	Mahlabatini			KZN	796107 796116
Nompumelelo	Peddie			EC	120111 120182 120183
Phalaborwa	Phalaborwa			NP	521000
Philadelphia	Dennilton			Mpu	871000
Postmasburg	Postmasburg			NC	740009 740008 740010
Reivillo	Reivillo			NW	380535
Rietvlei	Stafford's Post			EC	120237
B J Kempen Memorial	Victoria West			NC	900010 900006 900002 465000
Sabie	Sabie			Mpu	771000
Sannieshof Provincial	Sannieshof			NW	381150
Sekororo	Trichardsdal			NP	517000
Seshego	Seshego			NP	315000
Shiluvana	Ritavi			NP	522000
Shongwe Hospital	Shongwe			Mpu	751000
Siloam	Nzelele			NP	414000
Supetu	Mt Frere			EC	120228
Smithfield	Smithfield			FS	045350
Steynsburg	Steynsburg			EC	120475
St Andrews	Harding			KZN	003830
St Apollinaris	Creighton			KZN	009838
St Barnabas	Libode			EC	120003
St Elizabeth's	Lusikisiki			EC	120230
St Lucy's	Tsolo			EC	120007
St Marqeret's	Umzimkulu			EC	120238
St Rita's	Glen Cowie			NP	611000
Sutherland	Sutherland			NC	850003 850004 480005
St Patrick	Bizane			EC	120233
S S Gida	Keiskammahoek			EC	120013
Taung	Taung			NW	416320
Taylor Bequest	Mt Fletcher			EC	120235
Thafalofefe	Butterworth			EC	120015
Themba (Inc Bongani)	Nsikazi			Mpu	731000
Thusong	Ikoseng				381309
Tintswalo	Acornhoek			NP	514000

Handwritten signature and initials, possibly 'Muller' and 'JW'.

Tshilidzine Hospital	Thoyo-yandou		NP	412000
Tshwaragano	Kuruman		NW	419326
Umlamli	Sterkspruit		EC	120190
Umpumulo	Mapumulo		KZN	806110
Umzinkulu	Umzinkulu		EC	120236
Untunjambili	Kranskop		KZN	003233 806085
Victoria	Alice		EC	120075
Vredenburg	Vredenburg		WC	920002
Waterval Boven	Waterval Boven		Mpu	842002
Witpoort Hospital	Seleka		NP	114000
W F Knobel	Lonsdale		NP	311000
Zitulele	Mqanduli		EC	120005

PROVINCIAL PROPOSALS TO ADD TO THE EXISTING LIST:

HOSPITAL	AREA	NODE	PROVINCE	PAY POINT NUMBER
Botlokwa	Botlokwa		Limpopo	313000
Donald Frazer	Vhufuli		Limpopo	416000
Mecklenburg	Driekop		Limpopo	618000
Tshilidzini	Shayandima		Limpopo	412000
Witpoort	Ha-Seleka		Limpopo	114000
Thabanoopo	Lebowakgomo		Limpopo	680000
Hayani	Makwarela		Limpopo-	413000
Messina	Musina		Limpopo	400010
Thabazimbi	Thabazimbi		Limpopo	116000
Zeerust	Zeerust		North West	380924
Schweizer-Reyneke	Schweizer-Reyneke		North West	380013
General De la Rey			North West	381310
Amajuba	Volkstrust		Mpumalanga	941000
Bernice Samuel	Delmas		Mpumalanga	821000
Carolina	Carolina		Mpumalanga	911000
Groblersdal	Groblersdal		Mpumalanga	881000
Lydenburg	Lydenburg		Mpumalanga	773000
Matibidi	Bourkes Luck		Mpumalanga	772000
Piet Retief	Piet Retief		Mpumalanga	931000
Tonga	Tonga/Malelane		Mpumalanga	761000
East Griqualand and Usher Memorial	Kokstad		Kwazulu-Natal	003205
Okhahlamba Health Ward	Bergville		Kwazulu-Natal	009604
Murchison	Port Shepstone		Kwazulu-Natal	009606
Taylor Bequest	Matatiele		Kwazulu-Natal	003961



				003862
St Mary's Kwa Magwaza	Nongoma		Kwazulu-Natal	003484
Thulasizwe	Ulundi		Kwazulu-Natal	796103
Beaufort West	Beaufort West	Central Karoo	Western Cape	320002
Ladysmith	Ladysmith		Western Cape	620001
Riversdale	Riversdale		Western Cape	780002
Vredendal	Vredendal		Western Cape	920002
Brewelskloof	Worcester		Western Cape	050001
Otto du Plessis	Bredasdorp		Western Cape	340007
Caledon	Caledon		Western Cape	370002
Ceres	Ceres		Western Cape	400002
Hermanus	Hermanus		Western Cape	520001
Montagu	Montagu		Western Cape	680002
Robertson	Robertson		Western Cape	790001
Swellendam	Swellendam		Western Cape	860099

implementation.

3.10. This agreement replaces any resolution on this matter

4. IMPLEMENTATION DATE:

The implementation date of this agreement shall be 1 July 2003.

5. DISPUTE RESOLUTION:

This agreement will be binding on the Parties and any disputes about its interpretation or application shall be dealt with according to the disputes resolution procedure of the PH&WSBC.

Handwritten signatures of three individuals, likely representing the parties to the agreement.

THIS SIGNED AT PRETORIA

OF THIS 28th DAY OF JANUARY 2004.

ON BEHALF OF THE STATE AS EMPLOYER

NAME	SIGNATURE
M E. Tshabalala-Msimang	M Tshabalala

ON BEHALF OF EMPLOYEE PARTIES

EMPLOYEE PARTY	NAME	SIGNATURE
DENOSA	T. G. M. M. G.	T. G. M. G.
HOSPERSA/NUPSW		
NEHAWU	V. Mhlapo	V. Mhlapo
PSA	A. LEWRENS	A. LEWRENS

[Handwritten signatures]