

The Republic of South Sudan



Ministry of Health
Office of the Undersecretary



18th February 2019

MOH/RSS/J/1/22

To: All Health Partners
UN Humanitarian Agencies Supporting Health Services
State Ministries for Health
County Health Departments

Dear Colleagues

**Subject: Payment of Incentives to Government Health Workers Under Major
PHC and Hospital Programmes**

The Ministry of Health is committed to improving the delivery of health services to the people of South Sudan, ensuring that services are available, of the high quality and accessible free at the point of use. Over the past few years, the Ministry of Health has worked with its partners to implement on wide range of reforms to improve the management, funding, reporting and sustainability of the sector. These have manifested clear improvement in health services especially at the Primary and Secondary health services delivery level.

In respect of the current economic slowdown affecting South Sudan, it is well known that the cost of goods has increased significantly in SSP terms. The Government of the Republic of South Sudan is currently working to find solutions to the economic downturn and to effect this has had on the value of salaries. As an interim measure, the Ministry hereby instructs NGOs working under the major Primary Health Care (PHC) and Secondary level of health services delivery projects to adopt the attached, updated, **'Health Workers harmonisation Incentive Scale 14/02/2019**

The scale should be used for the payment of all South Sudanese health services delivery staff working under the health projects. Health workers' incentive should continue to be paid in accordance with prior circulars. Adjustment to these incentives should be based on official communication to address the inflation and retain health workers in health facilities as coordinated with the Ministry of Health. When the increased basic salaries for lower-grade staff are introduced, the scale will be adjusted such that total pay is held constant for reporting purposes. The Ministry of Health, in collaboration with respective line Ministries will continue to discuss these issues with partners with a view to developing longer-term policy approaches to the current challenges. As usual, these will be communicated officially.

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Category	Position Type	Entry grade	Monthly incentive rate	Additional hardship allowance (if applicable)
Clinicians	Medical Doctor*	8	\$ 602	\$ 70
	Public health officer	9	\$ 273	\$ 70
	Clinical officer / Medical Assistant	9	\$ 389	\$ 70
Nurses and midwives	Public health nurse	9	\$ 218	\$ 70
	Master of nursing/midwifery	8	\$ 477	\$ 70
	Bachelor of nursing/midwifery	9	\$ 311	\$ 70
	Nurse anaesthetist	8	\$ 446	\$ 70
	Registered/diploma nurse	9	\$ 282	\$ 70
	Registered/diploma midwife	9	\$ 294	\$ 70
	Enrolled/certified nurse	10	\$ 188	\$ 50
	Enrolled/certified midwife	10	\$ 189	\$ 50
	Community health worker / midwife	12	\$ 40	\$ 30
	Mother and child health worker**	12	\$ 40	\$ 30
	Nursing assistant/aide	12	\$ 40	\$ 30
Nutrition and pharmacy	Laboratory technician/technologists	9	\$ 236	\$ 70
	Laboratory assistant	14	\$ 26	\$ 30
	Registered pharmacist	9	\$ 236	\$ 70
	Pharmacy technician	9	\$ 236	\$ 70
	Dispenser	14	\$ 28	\$ 30
	Nutritionist***	9	\$ 98	\$ 50
	nutrition asisstant	12	\$ 31	\$ 30
Other technical staff	Dental technician	9	\$ 98	\$ 50
	EPI/Cold chain technician	9	\$ 236	\$ 70
	EPI officer/vaccinator	14	\$ 72	\$ 30
	Ophthalmic Technician	9	\$ 236	\$ 70
	Ophthalmic Assistant	12	\$ 31	\$ 30
	Physiotherapist (or technician)	9	\$ 104	\$ 50
Support staff	Support Staff (cleaner)	17	\$ 15	\$ 30
CHD staff	County Medical Officer	8	\$ 509	\$ 70
	Disease Surveillance Officer	9	\$ 226	\$ 70
	M&E Officer	10	\$ 189	\$ 50
	County Nursing Officer	9	\$ 226	\$ 70
	Nutrition Officer	10	\$ 188	\$ 50

* Consultants rates still to be agreed

** BHI workers to be paid at BHI rate not the Community Health Worker rate (for CHWs based facilities)

*** Nutritionists who are qualified as clinical officers/physicians/nurses can be paid at those rates