

## Exposition of proposed Allied dispensations wef 1 July 2010 - Version 7

THIS EXPOSITION IS FOR ILLUSTRATIVE PURPOSES - IT SHOULD NOT FORM PART OF  
THE PHSDSBC RESOLUTION

### 1-Year qualified occupations

#### Remuneration and post structure for following occupations:

Dental Assistant  
Occupational Therapy Assistant  
Radiography Assistant  
Orthopaedic and Prosthetic Assistant  
Physiotherapy Assistant  
Forensic Pathology Officer  
Medical Technology Assistant  
Community Rehabilitation Worker  
Forensic Pathology Officer

|         |        |
|---------|--------|
| Grade 1 | 85,305 |
|         | 86,586 |
|         | 87,882 |
|         | 89,202 |
|         | 90,540 |
|         | 91,896 |
|         | 93,276 |
|         | 94,674 |
|         | 96,096 |
|         | 97,536 |

|         |         |               |
|---------|---------|---------------|
| Grade 2 | 100,485 | App: 10 years |
|         | 101,991 |               |
|         | 103,521 |               |
|         | 105,072 |               |
|         | 106,650 |               |
|         | 108,249 |               |
|         | 109,869 |               |
|         | 111,519 |               |
|         | 113,190 |               |
|         | 114,891 |               |
|         | 116,613 |               |

#### Production level

##### **Accelerated grade progression**

##### Grade 1 to 2

Normal Performance - 10 yrs

Above average performance - 5 years (**4 actual assessments**)

##### **Accelerated pay progression**

##### Grade 2

2 Notches per annum for top performers, provided an assessment of at least above average - limited to 20% of employees on this Grade per year

### Remuneration and post structure for following occupations:

Electro-Cardiogram Assistant  
 Electro-Encephalographic Assistant  
 Speech Therapy Assistant  
 Community Speech and Hearing Worker  
 Assistant Nutritionist  
 Medical Technician  
 Environmental Health Assistant  
 Ophthalmology Technician  
 Orthopaedic Footwear Technician (former Orthopaedic Shoemaker)  
 Physiotherapy Technician  
 Supplementary Diagnostic Radiographer  
 Occupational Therapy Technician  
 Occupational Hygienist  
 Radiographic Technician  
 Radiation Laboratory Technician

.....

|         |         |
|---------|---------|
| Grade 1 | 106,650 |
|         | 108,249 |
|         | 109,869 |
|         | 111,519 |
|         | 113,190 |
|         | 114,891 |
|         | 116,613 |
|         | 118,362 |
|         | 120,138 |
|         | 121,941 |

|         |         |               |
|---------|---------|---------------|
| Grade 2 | 125,628 | App: 10 years |
|         | 127,512 |               |
|         | 129,426 |               |
|         | 131,364 |               |
|         | 133,335 |               |
|         | 135,336 |               |
|         | 137,367 |               |
|         | 139,425 |               |
|         | 141,516 |               |
|         | 143,640 |               |
|         | 145,794 |               |
|         | 147,984 |               |
|         | 150,204 |               |
|         | 152,457 |               |

### Production level

#### Accelerated grade progression

Grade 1 to 2

Normal Performance - 10 yrs

Above average performance - 5 years (4 actual assessments)

#### Accelerated pay progression

Grade 2

2 Notches per annum for top performers, provided an assessment of at least above average - limited to 20% of employees on this Grade per year

### 3 & 4 Year qualified occupations

#### Production and supervisory levels at institution level

##### Remuneration and post structure for following occupations:

###### List 1

Biokinetician  
 Podiatrist  
 Clinical Technologist  
 Dental Therapist  
 \* Speech Therapist  
 \* Audiologist  
 \* Speech Therapist & Audiologist  
 \* Nutritionist  
 \* Dietician  
 Environmental Health Practitioner  
 Medical Orthotist & Prosthetist  
 Medical Technologist  
 \* Occupational Therapist  
 \* Diagnostic Radiographer  
 \* Optometrist  
 Dispensing Optician  
 \* Dental Technician  
 \* Physiotherapist  
 Oral Hygienist  
 Forensic Analyst  
 Medical Technical Officers  
 Medical Biological Scientist (Medical Natural Scientist)  
 Radiation Control Officer

###### List 2 - Specialties

\* Nuclear Medicine Radiographer  
 \* Radiation Oncology Radiographer  
 \* Ultrasound Radiographer  
 \* Mammography Radiographer

Community Service  
(where applicable)

118,362

Production  
(See list 1)

Grade 1

|         |
|---------|
| 161,814 |
| 164,244 |
| 166,707 |
| 169,209 |
| 171,750 |
| 174,324 |
| 176,940 |
| 179,592 |
| 182,286 |
| 185,019 |

Grade 2 App: 10 years

|         |
|---------|
| 190,611 |
| 193,470 |
| 196,374 |
| 199,323 |
| 202,311 |
| 205,347 |
| 208,428 |
| 211,554 |
| 214,728 |
| 217,950 |

Grade 3 App: 20 years

|         |
|---------|
| 224,535 |
| 227,904 |
| 231,324 |
| 234,792 |
| 238,314 |
| 241,890 |
| 245,520 |
| 249,204 |
| 252,942 |
| 256,734 |
| 260,586 |
| 264,495 |
| 268,464 |
| 272,490 |

##### Production

###### Accelerated grade progression

Grade 1 to 2; 2 to 3

Normal Performance - 10 yrs

Above average performance - 5 years (4 actual assessments)

###### Accelerated pay progression

Grade 3

2 Notches per annum for top performers, provided an assessment of at least above average - limited to 20% of employees on this Grade per year

**Specialty Production posts**  
(See list 2)

Nuclear Medicine Radiographer  
Radiation Oncology Radiographer  
Ultrasound Radiographer

|                |         |                                                |
|----------------|---------|------------------------------------------------|
| <b>Grade 1</b> | 202,311 | App: Reg in relevant specialised reg. category |
|                | 205,347 | No experience after reg in spec. reg. cat.     |
|                | 208,428 | However 4 years after reg.                     |
|                | 211,554 | as Diagnostic Radiographer                     |
|                | 214,728 |                                                |
|                | 217,950 |                                                |
|                | 221,217 |                                                |
|                | 224,535 |                                                |
|                | 227,904 |                                                |
|                | 231,324 |                                                |

|                |         |                                              |
|----------------|---------|----------------------------------------------|
| <b>Grade 2</b> | 238,314 | App: 14 years after reg                      |
|                | 241,890 | as Diagnostic Radiographer                   |
|                | 245,520 | of which 10 yr after reg. in spec. reg. cat. |
|                | 249,204 |                                              |
|                | 252,942 |                                              |
|                | 256,734 |                                              |
|                | 260,586 |                                              |
|                | 264,495 |                                              |
|                | 268,464 |                                              |
|                | 272,490 |                                              |

|                |         |                                              |
|----------------|---------|----------------------------------------------|
| <b>Grade 3</b> | 280,725 | App: 24 years after reg                      |
|                | 284,937 | as Diagnostic Radiographer                   |
|                | 289,212 | of which 20 yr after reg. in spec. reg. cat. |
|                | 293,550 |                                              |
|                | 297,954 |                                              |
|                | 302,421 |                                              |

**Production (Specialty posts)**

**Accelerated grade progression**

Grade 1 to 2, 2 to 3

Normal Performance - 10 yrs

Above average performance - 5 years (4 actual assessments)

**Accelerated pay progression**

Grade 2

2 Notches per annum for top performers, provided an assessment of at least above average - guide should be limited to 20% of employees on this Grade per year (however max 25%)

Chief .....  
(1st Supervisory level)

|         |         |              |
|---------|---------|--------------|
| Grade 1 | 238,314 | App: 3 years |
|         | 241,890 |              |
|         | 245,520 |              |
|         | 249,204 |              |
|         | 252,942 |              |
|         | 256,734 |              |
|         | 260,586 |              |
| Grade 2 | 264,495 |              |
|         | 272,490 |              |
|         | 276,579 |              |
|         | 280,725 |              |
|         | 284,937 |              |
|         | 289,212 |              |
|         | 293,550 |              |
| Grade 3 | 297,954 |              |
|         | 302,421 |              |
|         |         |              |
|         |         |              |
|         |         |              |
|         |         |              |
|         |         |              |

**Chief level!**

**Accelerated grade progression**

Grade 1 to 2

Normal Performance - 8 yrs

Above average performance - 5 years (4 actual assessments)

**Accelerated pay progression**

Grade 2

2 Notches per annum for top performers, provided an assessment of at least above average - limited to 20% of employees on this Grade per year

Assistant Director: .....  
(2nd Supervisory level)

|         |         |              |
|---------|---------|--------------|
| Grade 1 | 264,495 | App: 3 years |
|         | 268,464 |              |
|         | 272,490 |              |
|         | 276,579 |              |
|         | 280,725 |              |
|         | 284,937 |              |
|         | 289,212 |              |
| Grade 2 | 293,550 |              |
|         | 302,421 |              |
|         | 306,957 |              |
|         | 311,559 |              |
|         | 316,233 |              |
|         | 320,976 |              |
|         | 325,791 |              |
| Grade 3 | 330,678 |              |
|         | 335,637 |              |
|         |         |              |
|         |         |              |
|         |         |              |
|         |         |              |
|         |         |              |

**Asst Director level!**

**Accelerated grade progression**

Grade 1 to 2

Normal Performance - 8 yrs

Above average performance - 5 years (4 actual assessments)

**Accelerated pay progression**

Grade 2

2 Notches per annum for top performers, provided an assessment of at least above average - limited to 20% of employees on this Grade per year

Deputy Director: ...  
(3rd Supervisory level)

|         |         |              |
|---------|---------|--------------|
| Grade 1 | 442,611 | App: 3 years |
|         | 449,250 |              |
|         | 455,991 |              |
|         | 462,831 |              |
|         | 469,773 |              |
|         | 476,820 |              |
|         | 483,972 |              |
| Grade 2 | 491,229 |              |
|         | 506,079 |              |
|         | 513,669 |              |
|         | 521,373 |              |
|         | 529,191 |              |
|         | 537,129 |              |
|         | 545,187 |              |
| Grade 3 | 553,368 |              |
|         | 561,666 |              |
|         | 570,093 |              |
|         | 578,643 |              |
|         |         |              |
|         |         |              |
|         |         |              |

**Package (CTE) - 70%  
constitutes pensionable salary**

**Deputy Director level!**

**Accelerated grade progression**

Grade 1 to 2

Normal Performance - 8 yrs

Above average performance - 5 years (4 actual assessments)

**Accelerated pay progression**

Grade 2

2 Notches per annum for top performers, provided an assessment of at least above average - limited to 20% of employees on this Grade per year

## Production and supervisory levels at District/Provincial head office level

Policy Developer:.....  
Therapeutic & Medical Support Services Programme Coordinator

Grade 1 App: 3 years

|         |
|---------|
| 238,314 |
| 241,890 |
| 245,520 |
| 249,204 |
| 252,942 |
| 256,734 |
| 260,586 |
| 264,495 |

Grade 2

|         |
|---------|
| 272,490 |
| 276,579 |
| 280,725 |
| 284,937 |
| 289,212 |
| 293,550 |
| 297,954 |
| 302,421 |

Policy Developer:.....  
Programme Coordinator

**Accelerated grade progression**

Grade 1 to 2

Normal Performance - 8 yrs

Above average performance - 5 years (4 actual assessments)

**Accelerated pay progression**

Grade 2

2 Notches per annum for top performers, provided an assessment of at least above average - limited to 20% of employees on this Grade per year

Assistant Director: .....Policy  
ASD: Therapeutic & Medical Support Services

Grade 1 App: 3 years

|         |
|---------|
| 264,495 |
| 268,464 |
| 272,490 |
| 276,579 |
| 280,725 |
| 284,937 |
| 289,212 |
| 293,550 |

Grade 2

|         |
|---------|
| 302,421 |
| 306,957 |
| 311,559 |
| 316,233 |
| 320,976 |
| 325,791 |
| 330,678 |
| 335,637 |

|         |
|---------|
| 442,611 |
| 449,250 |
| 455,991 |
| 462,831 |
| 469,773 |
| 476,820 |
| 483,972 |
| 491,229 |

ASD: ..... Policy

ASD: Therapeutic & Medical Support Services

**Accelerated grade progression**

Grade 1 to 2

Normal Performance - 8 yrs

Above average performance - 5 years (4 actual assessments)

**Accelerated pay progression**

Grade 2

2 Notches per annum for top performers, provided an assessment of at least above average - limited to 20% of employees on this Grade per year

Deputy Director: ..... Policy  
DD: Therapeutic & Medical Support Services

Grade 1 App: 3 years

|         |
|---------|
| 442,611 |
| 449,250 |
| 455,991 |
| 462,831 |
| 469,773 |
| 476,820 |
| 483,972 |
| 491,229 |

Grade 2

|         |
|---------|
| 506,079 |
| 513,669 |
| 521,373 |
| 529,191 |
| 537,129 |
| 545,187 |
| 553,368 |
| 561,666 |
| 570,093 |
| 578,643 |

**Package (CTE) - 70% constitutes pensionable salary**

DD: .....Policy

DD: Therapeutic and Medical Support Services

**Accelerated grade progression**

Grade 1 to 2

Normal Performance - 8 yrs

Above average performance - 5 years (4 actual assessments)

**Accelerated pay progression**

Grade 2

2 Notches per annum for top performers, provided an assessment of at least above average - limited to 20% of employees on this Grade per year

*Sum B*

## Psychologists

Entire dispensation - Package (CTE) - 70%  
constitutes pensionable salary

### Registered Councillors and Psychometrists

Councillor  
Psychometrist

|      |         |
|------|---------|
| Gr 1 | 296,103 |
|      | 300,546 |
|      | 305,055 |
|      | 309,630 |
|      | 314,274 |
|      | 318,987 |
|      | 323,769 |
|      | 328,626 |

**Appointment requirements:**  
4 Year qualification  
Registration as Councillor or Psychometrist

|      |         |              |
|------|---------|--------------|
| Gr 2 | 338,562 | App: 8 years |
|      | 343,638 |              |
|      | 348,792 |              |
|      | 354,024 |              |
|      | 359,337 |              |
|      | 364,725 |              |
|      | 370,197 |              |
|      | 375,750 |              |

|      |         |               |
|------|---------|---------------|
| Gr 3 | 387,108 | App: 16 years |
|      | 392,913 |               |
|      | 398,808 |               |
|      | 404,787 |               |
|      | 410,859 |               |
|      | 417,021 |               |
|      | 423,276 |               |
|      | 429,624 |               |

**Councillor**  
**Psychometrist**  
**Accelerated grade progression**  
Grade 1 to 2  
Normal Performance - 8 yrs  
Above average performance - 5 years (4 actual assessments)  
Grade 1 to 2  
Normal Performance - 8 yrs  
Above average performance - 5 years (4 actual assessments)  
**Accelerated pay progression**  
Grade 3  
2 Notches per annum for top performers, provided an assessment of at least above average - limited to 20% of employees on this Grade per year

*2007*

Chief Councillor  
Chief Psychometrist

|         |              |
|---------|--------------|
| 387,108 | App: 3 years |
| 392,913 |              |
| 398,808 |              |
| 404,787 |              |
| 410,859 |              |
| 417,021 |              |
| 423,276 |              |
| 429,624 |              |

|         |
|---------|
| 442,611 |
| 449,250 |
| 455,991 |
| 462,831 |
| 469,773 |
| 476,820 |
| 483,972 |
| 491,229 |
| 498,600 |

|                                                                                                                                             |
|---------------------------------------------------------------------------------------------------------------------------------------------|
| <u>Chief Councillor</u>                                                                                                                     |
| <u>Chief Psychometrist</u>                                                                                                                  |
| <b>Accelerated grade progression</b>                                                                                                        |
| Grade 1 to 2                                                                                                                                |
| Normal Performance - 8 yrs                                                                                                                  |
| Above average performance - 5 years (4 actual assessments)                                                                                  |
| <b>Accelerated pay progression</b>                                                                                                          |
| Grade 2                                                                                                                                     |
| 2 Notches per annum for top performers, provided an assessment of at least above average limited to 20% of employees on this Grade per year |

Dep Dir: Counselling  
Dep Dir: Psychometrist Services

|         |              |
|---------|--------------|
| 476,820 | App: 3 years |
| 483,972 |              |
| 491,229 |              |
| 498,600 |              |
| 506,079 |              |
| 513,669 |              |
| 521,373 |              |
| 529,191 |              |

|         |
|---------|
| 545,187 |
| 553,368 |
| 561,666 |
| 570,093 |
| 578,643 |
| 587,322 |
| 596,133 |

|                                                                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|
| <u>Dep. Dir: Counselling</u>                                                                                                                  |
| <u>Dep. Dir: Psychometric Services</u>                                                                                                        |
| <b>Accelerated grade progression</b>                                                                                                          |
| Grade 1 to 2                                                                                                                                  |
| Normal Performance - 8 yrs                                                                                                                    |
| Above average performance - 5 years (4 actual assessments)                                                                                    |
| <b>Accelerated pay progression</b>                                                                                                            |
| Grade 2                                                                                                                                       |
| 2 Notches per annum for top performers, provided an assessment of at least above average - limited to 20% of employees on this Grade per year |

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**Registered Psychologists**

Psychologist (Intern)

296,103

Psychologist (Community Service)

314,274

Psychologist

|      |         |
|------|---------|
| Gr 1 | 364,725 |
|      | 370,197 |
|      | 375,750 |
|      | 381,387 |
|      | 387,108 |
|      | 392,913 |
|      | 398,808 |
|      | 404,787 |

Gr 2 App: 8 years

|         |
|---------|
| 429,624 |
| 436,071 |
| 442,611 |
| 449,250 |
| 455,991 |
| 462,831 |
| 469,773 |
| 476,820 |

Gr 3 App: 16 years

|         |
|---------|
| 498,600 |
| 506,079 |
| 513,669 |
| 521,373 |
| 529,191 |
| 537,129 |
| 545,187 |
| 553,368 |
| 561,666 |
| 570,093 |
| 578,643 |
| 587,322 |

**Appointment requirements:**

Masters degree and registration as Psychologist in one of the following categories after completion of Internship:

Clinical Psychology  
Counselling Psychology  
Educational Psychology  
Industrial Psychology  
Research Psychology

**Psychologist****Accelerated grade progression**

Grade 1 to 2

Normal Performance - 8 yrs

Above average performance - 5 years (4 actual assessments)

Grade 1 to 2

Normal Performance - 8 yrs

Above average performance - 5 years (4 actual assessments)

**Accelerated pay progression**

Grade 3

2 Notches per annum for top performers, provided an assessment of at least above average - limited to 20%

2017

**Principal Psychologist**

|             |         |                     |
|-------------|---------|---------------------|
| <b>Gr 1</b> | 529,191 | <b>App: 3 years</b> |
|             | 537,129 |                     |
|             | 545,187 |                     |
|             | 553,368 |                     |
|             | 561,666 |                     |
|             | 570,093 |                     |
|             | 578,643 |                     |
|             | 587,322 |                     |

|             |         |
|-------------|---------|
| <b>Gr 2</b> | 605,073 |
|             | 614,148 |
|             | 623,361 |
|             | 632,709 |
|             | 642,201 |
|             | 651,834 |
|             | 661,611 |
|             | 671,535 |
|             | 681,606 |
|             | 691,833 |

**Principal Psychologist****Accelerated grade progression****Grade 1 to 2**

Normal Performance - 8 yrs

Above average performance - 5 years (4 actual assessments)

**Accelerated pay progression****Grade 2**

2 Notches per annum for top performers, provided an assessment of at least above average - limited to 20% of employees on this Grade per year

**Chief Psychologist**

|             |         |                     |
|-------------|---------|---------------------|
| <b>Gr 1</b> | 767,826 | <b>App: 3 years</b> |
|             | 779,343 |                     |
|             | 791,031 |                     |
|             | 802,896 |                     |
|             | 814,938 |                     |

|             |         |
|-------------|---------|
| <b>Gr 2</b> | 839,568 |
|             | 852,162 |
|             | 864,942 |
|             | 877,920 |
|             | 891,087 |
|             | 904,455 |

**Chief Psychologist****Accelerated grade progression****Grade 1 to 2**

Normal Performance - 5 yrs

Above average performance - 3 years (2 actual assessments)

**Accelerated pay progression****Grade 2**

2 Notches per annum for top performers, provided an assessment of at least above average - limited to 20% of employees on this Grade per year

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**Medicine Control Officer (National Department of Health)****Entire dispensation - Package (CTE) - 70% constitutes pensionable salary**

Medicine Control Officer  
Medicine Registration Officer

**Gr 1**

|         |
|---------|
| 296,103 |
| 300,546 |
| 305,055 |
| 309,630 |
| 314,274 |
| 318,987 |
| 323,769 |
| 328,626 |
| 333,558 |
| 338,562 |

3-yr Degree  
B-Pharm**Appointment requirements - either:**

3 Yr degree  
B Pharm  
Registration as Pharmacist

**Experience for appointment**

**Grade 1**  
3 yr degree - no experience  
B-Pharm - no experience

**Grade 2**  
3 yr degree - 10 Years  
B-Pharm - 8 years  
Registration as Pharmacist - no experience

**Grade 3**  
3 yr degree - 18 Years

**Gr 2**

|         |
|---------|
| 354,024 |
| 359,337 |
| 364,725 |
| 370,197 |
| 375,750 |
| 381,387 |
| 387,108 |
| 392,913 |

**Gr 3**

|         |
|---------|
| 404,787 |
| 410,859 |
| 417,021 |
| 423,276 |
| 429,624 |
| 436,071 |
| 442,611 |
| 449,250 |
| 455,991 |
| 462,831 |
| 469,773 |
| 476,820 |
| 483,972 |
| 491,229 |
| 498,600 |

Dep Dir: Medicine Control  
Dep Dir: Medicine Registration

**Gr 1**

|         |
|---------|
| 476,820 |
| 483,972 |
| 491,229 |
| 498,600 |
| 506,079 |
| 513,669 |
| 521,373 |
| 529,191 |

App: 3 years

**Gr 2**

|         |
|---------|
| 545,187 |
| 553,368 |
| 561,666 |
| 570,093 |
| 578,643 |
| 587,322 |
| 596,133 |

**Dep Dir: Medicine Control****Accelerated grade progression**

Grade 1 to 2

Normal Performance - 8 yrs  
Above average performance - 5 years (4 actual assessments)

**Accelerated pay progression**

Grade 2

2 Notches per annum for top performers, provided an assessment of at least above average - limited to 20% of employees on this Grade per year

**Medicine Control Officer**  
**Medicine Registration Officer**

**Accelerated grade progression**

Grade 1 to 2

**3 yr qualified**

Normal Performance - 10 yrs  
Above average performance - 5 years (4 actual assessments)

**BPharm**

Normal Performance - 8 yrs  
Above average performance - 5 years (4 actual assessments)

Grade 2 to 3 (All categories)

Normal Performance - 8 yrs  
Above average performance - 5 years (4 actual assessments)

**Accelerated pay progression**

Grade 3

2 Notches per annum for top performers, provided an assessment of at least above average - limited to 20% of employees on

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Smt  
[Signature]  
[Signature]  
[Signature]

Entire dispensation - Package (CTE) - 70% constitutes pensionable salary

Internship

|         |
|---------|
| 178,485 |
| 181,161 |

Annual progression based on successful completion of 1st year of Internship

Medical Physicist

Gr 1

|         |
|---------|
| 338,562 |
| 343,638 |
| 348,792 |
| 354,024 |
| 359,337 |
| 364,725 |
| 370,197 |
| 375,750 |

Gr 2 App: 8 years

|         |
|---------|
| 387,108 |
| 392,913 |
| 398,808 |
| 404,787 |
| 410,859 |
| 417,021 |
| 423,276 |
| 429,624 |

Gr 3 App: 16 years

|         |
|---------|
| 442,611 |
| 449,250 |
| 455,991 |
| 462,831 |
| 469,773 |
| 476,820 |
| 483,972 |
| 491,229 |
| 498,600 |

Medical Physicist

**Accelerated grade progression**

Grade 1 to 2

Normal Performance - 8 yrs

Above average performance - 5 years (4 actual assessments)

Grade 2 to 3

Normal Performance - 8 yrs

Above average performance - 5 years (4 actual assessments)

**Accelerated pay progression**

Grade 3

2 Notches per annum for top performers, provided an assessment of at least above average - limited to 20%

Asst Manager: Medical Physics

App: 3 years

|         |
|---------|
| 476,820 |
| 483,972 |
| 491,229 |
| 498,600 |
| 506,079 |
| 513,669 |
| 521,373 |
| 529,191 |
| 537,129 |
| 545,187 |

Asst Man: Medical Physics

**Accelerated pay progression**

2 Notches per annum for top performers, provided an assessment of at least above average - limited to 20% of employees on this Grade per year

Dep Manager: Medical Physics

App: 3 years

|         |
|---------|
| 529,191 |
| 537,129 |
| 545,187 |
| 553,368 |
| 561,666 |
| 570,093 |
| 578,643 |
| 587,322 |
| 596,133 |

Dep Man: Medical Physics

**Accelerated pay progression**

2 Notches per annum for top performers, provided an assessment of at least above average - limited to 20% of employees on this Grade per year

*[Handwritten signatures and initials]*

## Radiation Scientists (National Department of Health)

Entire dispensation - Package (CTE) - 70% constitutes pensionable salary

## Radiation Scientist

|      |         |
|------|---------|
| Gr 1 | 338,562 |
|      | 343,638 |
|      | 348,792 |
|      | 354,024 |
|      | 359,337 |
|      | 364,725 |
|      | 370,197 |
|      | 375,750 |

Appointment  
requirements:  
Masters degree

## Gr 2 App: 8 years

|         |
|---------|
| 387,108 |
| 392,913 |
| 398,808 |
| 404,787 |
| 410,859 |
| 417,021 |
| 423,276 |
| 429,624 |

## Gr 3 App: 16 years

|         |
|---------|
| 442,611 |
| 449,250 |
| 455,991 |
| 462,831 |
| 469,773 |
| 476,820 |
| 483,972 |
| 491,229 |
| 498,600 |

## Radiation Scientist

## Accelerated grade progression

Grade 1 to 2

Normal Performance - 8 yrs

Above average performance - 5 years (4 actual assessments)

Grade 2 to 3

Normal Performance - 8 yrs

Above average performance - 5 years (4 actual assessments)

## Accelerated pay progression

Grade 3

2 Notches per annum for top performers, provided an assessment of at least above average - limited to 20% of employees on this Grade per

## Dep Dir: Radiation Sciences

## Gr 1 App: 3 years

|         |
|---------|
| 476,820 |
| 483,972 |
| 491,229 |
| 498,600 |
| 506,079 |
| 513,669 |
| 521,373 |
| 529,191 |

## Gr 2

|         |
|---------|
| 545,187 |
| 553,368 |
| 561,666 |
| 570,093 |
| 578,643 |
| 587,322 |
| 596,133 |

## Dep. Dir: Radiation Sciences

## Accelerated grade progression

Grade 1 to 2

Normal Performance - 8 yrs

Above average performance - 5 years (4 actual assessments)

## Accelerated pay progression

Grade 2

2 Notches per annum for top performers, provided an assessment of at least above average - limited to 20% of employees on this Grade per year

2011