

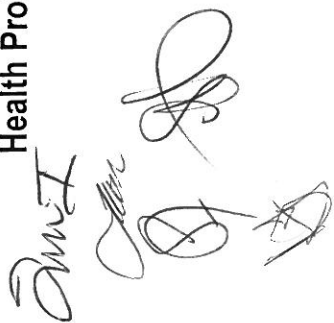
OSD FOR ALLIED AND THERAPEUTIC HEALTH PROFESSIONALS: CAREER PATHS, REMUNERATION AND POST STRUCTURE, APPOINTMENT REQUIREMENTS, RECOGNITION OF EXPERIENCE, GRADE PROGRESSION OPPORTUNITIES AND REQUIREMENTS

PROFESSIONAL CATEGORIES WHERE TWO YEAR QUALIFICATION OR TWO-YEAR IN-SERVICE TRAINING PLUS REGISTRATION WITH THE HEALTH PROFESSIONS COUNCIL OF SOUTH AFRICA (WHERE APPLICABLE) IS A MINIMUM REQUIREMENT FOR EMPLOYMENT

Job Category	Job Level Designation (posts)	Grades	Job Level (rank)Code
Electro-Cardiogram Assistant	Electro-Cardiogram Assistant	Grade1 Grade2	
Electro-Encephalographic Assistant	Electro-Encephalographic Assistant	Grade1 Grade2	
Speech Therapy Assistant	Speech Therapy Assistant	Grade1 Grade2	
Community Speech and Hearing Worker	Community Speech and Hearing Worker	Grade1 Grade2	
Assistant Nutritionist	Assistant Nutritionist	Grade1 Grade2	
Medical Technician	Medical Technician	Grade1 Grade2	
Environmental Health Assistant	Environmental Health Assistant	Grade1 Grade2	
Ophthalmology Technician	Ophthalmology Technician	Grade1 Grade2	
Orthopedic Footwear Technician (former Orthopedic Shoemaker)	Orthopedic Footwear Technician	Grade1 Grade2	
Physiotherapy Technician	Physiotherapy Technician	Grade1 Grade2	
Supplementary Diagnostic Radiographer	Supplementary Diagnostic Radiographer	Grade1 Grade2	
Occupational Therapy Technician	Occupational Therapy Technician	Grade1	

Radiographic Technician		Grade2	
	Radiographic Technician	Grade1	
		Grade2	
Radiation Laboratory Technician		Grade1	
	Radiation Laboratory Technician	Grade2	

Registration with the Health Professions Council of South Africa is applicable to those professions where it is required by the Health Professions Act, 56 of 1974 to perform the duties (scope of practice) of such professions.



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	Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
			Qualifications	Registration	Experience		
1	CAREER PATH						
1.1	Grade 1	106,650 108,249 109,869 111,519 113,190 114,891 116,613 118,362 120,138 121,941	Appropriate qualification (with duration of at least 2 years) or prescribed in - service training (with duration of at least 2 years) that allows for the required registration with the Health Professional Council of South Africa (HPCSA), where applicable in the relevant profession.	Registration with the HPCSA in the relevant profession where applicable	None after obtaining an appropriate qualification or prescribed in - service training that allows for the required registration with the Health Professional Council of South Africa (HPCSA), where applicable in the relevant profession.	None	Compliance with the educational qualifications, statutory requirements, prescribed training and competencies for the grade as contained in the appointment requirements as well as the following experiential competency: <u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes (Accelerated grade progression)</u> ☐ 5 years actual service and recognizable experience after compliance with the appointment requirements in the grade, with at least 4 annual assessment ratings of Outstanding performance or Performance Significantly Above Expectations in Grade 1. <u>Satisfactory Performance (Performance fully effective and slightly above expectations) for grade progression purposes:</u> ☐ 10 years actual service and/or recognizable experience after compliance with the appointment requirements on the grade. Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements. <u>Accelerated grade progression is applicable with effect from 1 April 2012</u>

1.2	Grade 2	<table><tr><td>125,628</td></tr><tr><td>127,512</td></tr><tr><td>129,426</td></tr><tr><td>131,364</td></tr><tr><td>133,335</td></tr><tr><td>135,336</td></tr><tr><td>137,367</td></tr><tr><td>139,425</td></tr><tr><td>141,516</td></tr><tr><td>143,640</td></tr><tr><td>145,794</td></tr><tr><td>147,984</td></tr><tr><td>150,204</td></tr><tr><td>152,457</td></tr></table>	125,628	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	Appropriate qualification (with duration of at least 2 years) or prescribed in - service training (with duration of at least 2 years) that allows for the required registration with the Health Professional Council of South Africa (HPCSA), where applicable in the relevant profession.	Registration with the HPCSA in the relevant profession where applicable	A minimum of 10 years appropriate experience after obtaining an appropriate qualification or prescribed in - service training that allows for the required registration with the Health Professional Council of South Africa (HPCSA), where applicable in the relevant profession.	None	<u>Accelerated pay progression</u> ☐ 2 Notches per assessment cycle (per annum) ☐ Based on assessment of at least <u>Outstanding</u> performance or Performance <u>Significantly Above Expectations</u> ☐ Limited to maximum of 20% per annum of the number of employees, per occupation, on this Grade in the Department <u>Promotion</u> Promotion to higher vacant advertised post
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