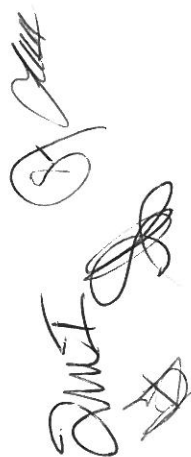


OSD FOR ALLIED AND THERAPEUTIC HEALTH PROFESSIONALS, CAREER PATHS, REMUNERATION AND POST STRUCTURE, APPOINTMENT REQUIREMENTS, RECOGNITION OF EXPERIENCE, GRADE PROGRESSION OPPORTUNITIES AND REQUIREMENTS

PROFESSIONAL CATEGORIES WHERE EITHER A THREE OR FOUR YEAR TERTIARY EDUCATIONAL QUALIFICATION PLUS REGISTRATION WITH THE HEALTH PROFESSIONS COUNCIL OF SOUTH AFRICA (WHERE APPLICABLE) IS A MINIMUM REQUIREMENT FOR EMPLOYMENT

Job Category	Job Level Designation	Grades	Job Level (rank) Code
Dietician	Dietician (Community Service)		
	Dietician	Grade 1 Grade 2 Grade 3	
	* Chief Dietician	Grade 1 Grade 2	
	* Assistant Director (Dietary Services)	Grade 1 Grade 2	
	* Deputy Director (Dietary Services)	Grade 1 Grade 2	
	Nutritionist (Community Service) Nutritionist	Grade 1 Grade 2 Grade 3	
Nutritionist	* Chief Nutritionist	Grade 1 Grade 2	
	* Assistant Director (Nutrition Services)	Grade 1 Grade 2	
	* Deputy Director (Nutrition Services)	Grade 1 Grade 2	

Physiotherapist	Physiotherapist (Community Service)			
	Physiotherapist		Grade 1 Grade 2 Grade 3	
	* Chief Physiotherapist		Grade 1 Grade 2	
	* Assistant Director (Physiotherapy Services)		Grade 1 Grade 2	
	* Deputy Director (Physiotherapy Services)		Grade 1 Grade 2	
	Occupational Therapist (Community Service)		One	
Occupational Therapist	Occupational Therapist		Grade 1 Grade 2 Grade 3	
	* Chief Occupational Therapist		Grade 1 Grade 2	
	* Assistant Director (Occupational Therapy Services)		Grade 1 Grade 2	
	* Deputy Director (Occupational Therapy Services)		Grade 1 Grade 2	
	Diagnostic Radiographer (Community Service)			
	Diagnostic Radiographer		Grade 1 Grade 2 Grade 3	
Diagnostic Radiographer	* Chief Diagnostic Radiographer		Grade 1 Grade 2	
	* Assistant Director: Diagnostic Radiography Services		Grade 1 Grade 2	
	* Deputy Director: Diagnostic Radiography Services		Grade 1 Grade 2	



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Audiologist	Audiologist (Community Service)			
	Audiologist		Grade 1 Grade 2 Grade 3	
	Chief Audiologist		Grade 1 Grade 2	
	Assistant Director (Audiology Services)		Grade 1 Grade 2	
	Deputy Director (Audiology Services)		Grade 1 Grade 2	
	Dental Therapist (Community Service)			
	Dental Therapist		Grade 1 Grade 2 Grade 3	
	* Chief Dental Therapist		Grade 1 Grade 2	
	* Assistant Director (Dental Therapy Services)		Grade 1 Grade 2	
	* Deputy Director (Dental Therapy Services)		Grade 1 Grade 2	
Optometrist	Optometrist (Community Service)			
	Optometrist		Grade 1 Grade 2 Grade 3	
	* Chief Optometrist		Grade 1 Grade 2	
	* Assistant Director (Optometry Services)		Grade 1 Grade 2	
	* Deputy Director (Optometry Services)		Grade 1 Grade 2	

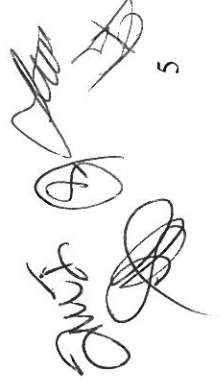
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Dispensing Opticians	Dispensing Optician (Community Service)			
	Dispensing Optician		Grade 1 Grade 2 Grade 3	
	* Chief Dispensing Optician		Grade 1 Grade 2	
	* Assistant Director (Dispensing Optica)		Grade 1 Grade 2	
	* Deputy Director (Dispensing Optica)		Grade 1 Grade 2	
Medical Technologist	Medical Technologist (Community Service)			
	Medical Technologist		Grade 1 Grade 2 Grade 3	
	* Chief Medical Technologist		Grade 1 Grade 2	
	* Assistant Director (Medical Technology Services)		Grade 1 Grade 2	
	* Deputy Director (Medical Technology Services)		Grade 1 Grade 2	
Clinical Technologist	Clinical Technologist (Community Service)			
	Clinical Technologist		Grade 1 Grade 2 Grade 3	
	* Chief Clinical Technologist		Grade 1 Grade 2	
	* Assistant Director (Clinical Technology Services)		Grade 1 Grade 2	
	* Deputy Director (Clinical Technology Services)		Grade 1 Grade 2	



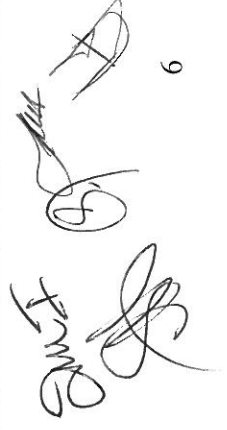


Medical Technical Officer	Medical Technical Officer (Community Service)			
	Medical Technical Officer		Grade 1 Grade 2 Grade 3	
	* Chief Medical Technical Officer		Grade 1 Grade 2	
	* Assistant Director (Medical Technical Services)		Grade 1 Grade 2	
	* Deputy Director (Medical Technical Services)		Grade 1 Grade 2	
Medical Orthotist and Prosthetist	Medical Orthotist and Prosthetist (Community Service)			
	Medical Orthotist and Prosthetist		Grade 1 Grade 2 Grade 3	
	* Chief Medical Orthotist and Prosthetist		Grade 1 Grade 2	
	* Assistant Director (Orthotist and Prosthetics Services)		Grade 1 Grade 2	
	* Deputy Director (Orthotist and Prosthetics Services)		Grade 1 Grade 2	
Biokineticist	Biokineticist (Community Service)			
	Biokineticist		Grade 1 Grade 2 Grade 3	
	* Chief Biokineticist		Grade 1 Grade 2	
	* Assistant Director (Biokinetic Services)		Grade 1 Grade 2	
	* Deputy Director (Biokinetic Services)		Grade 1 Grade 2	



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Podiatrist	Podiatrist (Community Service)			
	Podiatrist		Grade 1 Grade 2 Grade 3	
	* Chief Podiatrist		Grade 1 Grade 2	
	* Assistant Director (Podiatry Services)		Grade 1 Grade 2	
	* Deputy Director (Podiatry Services)		Grade 1 Grade 2	
Environmental Health Practitioner	Environmental Health Practitioner (Community Service)			
	Environmental Health Officer		Grade 1 Grade 2 Grade 3	
	* Chief Environmental Health Practitioner		Grade 1 Grade 2	
	* Assistant Director (Environmental Health Services)		Grade 1 Grade 2	
	* Deputy Director (Environmental Health Services)		Grade 1 Grade 2	
Speech Therapist	Speech Therapist (Community Service)			
	Speech Therapist		Grade 1 Grade 2 Grade 3	
	Chief Speech Therapist		Grade 1 Grade 2	
	Assistant Director (Speech Therapy Services)		Grade 1 Grade 2	
	Deputy Director (Speech Therapy Services)		Grade 1 Grade 2	



Dental Technician	Dental Technician (Community Service)			
	Dental Technician		Grade 1 Grade 2 Grade 3	
	* Chief Dental Technician		Grade 1 Grade 2	
	* Assistant Director (Dental Technical Services)		Grade 1 Grade 2	
	* Deputy Director (Dental Technical Services)		Grade 1 Grade 2	
	Speech Therapist and Audiologist (Community Service)			
Speech Therapist and Audiologist	Speech Therapist and Audiologist		Grade 1 Grade 2 Grade 3	
	* Chief Speech Therapist and Audiologist		Grade 1 Grade 2	
	* Assistant Director (Speech Therapy and Audiology Services)		Grade 1 Grade 2	
	* Deputy Director (Speech Therapy and Audiology Services)		Grade 1 Grade 2	
	Radiation Control Officer (Community Service)			
	Radiation Control Officer		Grade 1 Grade 2 Grade 3	
Radiation Control Officer	* Chief Radiation Control Officer		Grade 1 Grade 2	
	* Assistant Director (Radiation Control Services)		Grade 1 Grade 2	
	* Deputy Director (Radiation Control Services)		Grade 1 Grade 2	



Medical Biological Scientist	Medical Biological Scientist (Community Service)		
	Medical Biological Scientist	Grade 1 Grade 2 Grade 3	
	* Chief Medical Biological Scientist	Grade 1 Grade 2	
	* Assistant Director (Medical Biological Sciences)	Grade 1 Grade 2	
	* Deputy Director (Medical Biological Sciences)	Grade 1 Grade 2	
	Forensic Analyst (Community Service)		
Forensic Analyst	Forensic Analyst	Grade 1 Grade 2 Grade 3	
	* Chief Forensic Analyst	Grade 1 Grade 2	
	* Assistant Director (Forensic Analysis Services)	Grade 1 Grade 2	
	* Deputy Director (Forensic Analysis Services)	Grade 1 Grade 2	
	Occupational Hygienist (Community Service)		
	Occupational Hygienist	Grade 1 Grade 2 Grade 3	
Occupational Hygienist	* Chief Occupational Hygienist	Grade 1 Grade 2	
	* Assistant Director (Occupational Hygienist)	Grade 1 Grade 2	
	* Deputy Director (Occupational Hygienist)	Grade 1 Grade 2	





Community service is applicable where required in terms of the Health Professions Act.

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

* Provision is also made for the following posts:

- ☐ Policy Developer, Assistant Director: Policy and Deputy Director: Policy on these levels
 - Posts of Policy Developer and Assistant Director: Policy only to be utilized at District (or equivalent) and provincial head office levels
 - Posts of Deputy Director: Policy only to be utilized at provincial head office level
- ☐ Therapeutic and Medical Support Services Program Coordinator, Assistant Director: Therapeutic and Medical Support Services and Deputy Director: Therapeutic and Medical Support Services on these levels

PROFESSIONAL CATEGORIES IN RADIOGRAPHY WHERE A FURTHER TERTIARY EDUCATIONAL QUALIFICATION, PLUS REGISTRATION IN A HIGHER REGISTRATION CATEGORY WITH THE HEALTH PROFESSIONS COUNCIL OF SOUTH AFRICA, IS A MINIMUM REQUIREMENT FOR EMPLOYMENT

Nuclear Medicine Radiographer	Nuclear Medicine Radiographer	Grade 1 Grade 2 Grade 3	
Radiation Oncology Radiographer	Radiation Oncology Radiographer	Grade 1 Grade 2 Grade 3	
Ultrasound Radiographer	Ultrasound Radiographer	Grade 1 Grade 2 Grade 3	





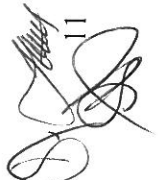
	Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
			Qualifications	Registration	Experience		
1	CAREER PATH: OPERATIONAL						
1.1	 Community Service (Where applicable)	118,362	Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) in the relevant profession to perform Community Service (where applicable).	Registration with HPCSA to perform Community Service in the relevant profession (where applicable).	• None for SA qualified employees • Foreign qualified employees, of whom it is not required to perform statutory community service, and who have less than 1 (one) full year post registration experience, is appointed on the same level (and salary) as (Community Service)	Not applicable	None
1.2	 (Production level) Grade 1	161,814 164,244 166,707 169,209 171,750 174,324 176,940 179,592 182,286 185,019	Appropriate qualification that allows for the required registration with the HPCSA in the relevant profession (where applicable)).	Registration with the Health Professional Council of South African (HPCSA) in the relevant profession (where applicable).	• None after registration with the Health Professional Council of South Africa (HPCSA) in the relevant profession (where applicable) in respect of RSA qualified employees who performed Community Service, as required in South Africa • One year relevant experience after registration with the Health Professional Council of South Africa (HPCSA) in the relevant profession (where applicable) in respect of foreign qualified	Not applicable	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>



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ANNEXURE B3

1.3	 (Production level) Grade 2	190,611 193,470 196,374 199,323 202,311 205,347 208,428 211,554 214,728 217,950	Appropriate qualification that allows for the registration with the HPCSA in the relevant profession (where applicable)).	Registration with the Health Professional Council of South African HPCSA in the relevant profession (where applicable)).	employees, of whom it is not required to perform Community Service, as required in South Africa • Minimum of 10 years relevant experience after registration with the Health Professional Council of South Africa (HPCSA) in the relevant profession (where applicable) in respect of RSA qualified employees who performed Community Service, as required in South Africa • Minimum of 11 years relevant experience after registration with the Health Professional Council of South Africa (HPCSA) in the relevant profession (where applicable) in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa	Not applicable	☐ 10 years actual service and/or recognizable experience after compliance with the appointment requirements for this Grade. Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements. Accelerated grade progression is applicable with effect from 1 April 2012. 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 2. <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 for this Grade Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements. Accelerated grade progression is applicable with effect from 1 April 2012.
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1.4	 (Production level) Grade 3	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	Appropriate qualification that allows for the required registration with the HPCSA in the relevant profession (where applicable)).	Registration with the Health Professional Council of South African HPCSA) in the relevant profession (where applicable)).	• Minimum of 20 years relevant experience after registration with the Health Professional Council of South Africa (HPCSA) in the relevant profession (where applicable) in respect of RSA qualified employees who performed Community Service, as required in South Africa • Minimum of 21 years relevant experience after registration with the Health Professional Council of South Africa (HPCSA) in the relevant profession (where applicable) in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa	Not applicable	<u>Accelerated pay progression</u> ☐ 2 Notches per assessment cycle (per annum) ☐ Based on assessment of at least Outstanding performance or Performance Significantly Above Expectations ☐ Limited to maximum of 20% per annum of the number of employees on this Grade in the Department <u>Promotion</u> ☐ Promotion to higher vacant advertised post
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ANNEXURE B3

1.5	Chief Grade 1	238,314 241,890 245,520 249,204 252,942 256,734 260,586 264,495	Appropriate qualification that allows registration with the HPCSA in the relevant profession (where applicable).	Registration with the HPCSA in the relevant profession (where applicable).	A minimum of 3 years appropriate experience in the relevant profession after registration with the HPCSA (where applicable)	None	Compliance with the educational qualifications, statutory requirements (where applicable) 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 in the position of Chief Grade 1, with at least 4 annual assessment ratings of <u>Outstanding performance</u> or <u>Performance Significantly Above Expectations</u>. <u>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</u> ☐ 8 years actual service in the position of Chief Grade 1. 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 may not be effected before 1 April 2012</u> <u>Accelerated pay progression</u> ☐ 2 Notches per assessment cycle (per annum) ☐ Based on assessment of at least <u>Outstanding performance</u> or <u>Performance Significantly Above Expectations</u> ☐ Limited to maximum of 20% per annum of the number of employees on this Grade in the Department <u>Promotion</u> Promotion to higher vacant advertised post
1.6	Chief Grade 2	272,490 276,579 280,725 284,937 289,212 293,550 297,954 302,421	No direct appointment on this Grade	No direct appointment on this Grade	No direct appointment on this Grade	Not applicable	

13 April 2012

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ANNEXURE B3

1.7	Assistant Director Grade 1	264,495 268,464 272,490 276,579 280,725 284,937 289,212 293,550	Appropriate qualification that allows registration with the HPCSA in the relevant profession (where applicable).	Registration with the HPCSA in the relevant profession (where applicable).	A minimum of 3 years appropriate experience after registration with the HPCSA in the relevant profession (where applicable), of which 5 years must be appropriate experience in Management	None	Compliance with the educational qualifications, statutory requirements (where applicable) 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 in the position of Assistant Director Grade 1, with at least 4 annual assessment ratings of Outstanding performance or Performance Significantly Above Expectations. <u>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</u> ☐ 8 years actual service in the position of Assistant Director Grade 1. 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 may not be effected before 1 April 2012</u>
1.8	Assistant Director Grade 2	302,421 306,957 311,559 316,233 320,976 325,791 330,678 335,637	No direct appointment on this Grade	No direct appointment on this Grade	No direct appointment on this Grade	Not applicable	<u>Accelerated pay progression</u> ☐ 2 Notches per assessment cycle (per annum) ☐ Based on assessment of at least above average ☐ Limited to maximum of 20% of employees on this Grade in the Department <u>Promotion</u> ☐ Promotion to higher vacant advertised post

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ANNEXURE

CAREER PATH: SPECIALTY POSTS IN RADIOGRAPHY							
3							
3.1	Nuclear Medicine Radiographer Grade 1 Radiation Oncology Radiographer Grade 1 Ultrasound Radiographer Grade 1	202,311 205,347 208,428 211,554 214,728 217,950 221,217 224,535 227,904 231,324	Appropriate qualification that allows for the registration with the HPCSA in – ☐ Nuclear Medicine Radiography ☐ Radiation Oncology Radiography ☐ Ultrasound Radiography	Registration with the Health Professional Council of South African (HPCSA) in – ☐ Nuclear Medicine Radiography ☐ Radiation Oncology Radiography ☐ Ultrasound Radiography	4 Years appropriate experience after registration with the Health Professional Council of South Africa (HPCSA) as Diagnostic Radiographer	Not applicable	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>
3.2	Nuclear Medicine Radiographer Grade 2 Radiation Oncology Radiographer Grade 2	238,314 241,890 245,520 249,204 252,942 256,734 260,586 264,495 268,464	Appropriate qualification that allows for the registration with the HPCSA in – ☐ Nuclear Medicine Radiography	Registration with the Health Professional Council of South African (HPCSA) in – ☐ Nuclear Medicine Radiography	14 Years appropriate experience after registration with the Health Professional Council (HPCSA) as Diagnostic Radiographer, of which 10 years must be after registration in – ☐ Nuclear Medicine	Not applicable	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>

2016

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2016

2016

ANNEXURE B3

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CAREER PATH: POLICY DEVELOPMENT						
3						
3.1	Policy Developer: Grade 1 <u>Note:</u> District (or equivalent) and Provincial Head office only	238,314 241,890 245,520 249,204 252,942 256,734 260,586 264,495	Appropriate qualification that allows registration with the HPCSA in the relevant profession (where applicable).	Registration with the HPCSA in the relevant profession (where applicable).	A minimum of 3 years appropriate experience in the relevant profession after registration with the HPCSA (where applicable)	None
	Compliance with the educational qualifications, statutory requirements (where applicable) 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 in the position of Policy Developer Grade 1, with at least 4 annual assessment ratings of Outstanding performance or Performance Significantly Above Expectations. <u>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</u> ☐ 8 years actual service in the position of Policy Developer Grade 1. 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 may not be effected before 1 April 2012</u>					
3.2	Policy Developer: Grade 2 <u>Note:</u> District (or equivalent) and Provincial Head office only	272,490 276,579 280,725 284,937 289,212 293,550 297,954 302,421	No direct appointment on this Grade	No direct appointment on this Grade	No direct appointment on this Grade	Not applicable
	2 Notches per assessment cycle (per annum) ☐ Based on assessment of at least Outstanding performance or Performance Significantly Above Expectations ☐ Limited to maximum of 20% per annum of the number of employees on this Grade in the Department <u>Accelerated pay progression</u> <u>Promotion</u> Promotion to higher vacant advertised post					

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ANNEXURE B3

3.3	Assistant Director: Policy Grade 1 Note: District (or equivalent) and Provincial Head office only	264,495 268,464 272,490 276,579 280,725 284,937 289,212 293,550	Appropriate qualification that allows registration with the HPCSA in the relevant profession (where applicable).	Registration with the HPCSA in the relevant profession (where applicable).	A minimum of 5 years appropriate experience after registration with the HPCSA in the relevant profession (where applicable)	None	Compliance with the educational qualifications, statutory requirements (where applicable) and competencies for the grade as contained in the appointment requirements as well as the following experiential competency Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes (Accelerated grade progression): ☐ 5 years actual service in the position of Assistant Director: Policy Grade 1, with at least 4 annual assessment ratings of Outstanding performance or Performance Significantly Above Expectations. Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes: ☐ 8 years actual service in the position of Assistant Director: Policy Grade 1. Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements. Accelerated grade progression may not be effected before 1 April 2012 Accelerated pay progression ☐ 2 Notches per assessment cycle (per annum) ☐ Based on assessment of at least above average ☐ Limited to maximum of 20% of employees on this Grade in the Department Promotion ☐ Promotion to higher vacant advertised post
3.4	Assistant Director: Policy Grade 2 Note: District (or equivalent) and Provincial Head office only	302,421 306,957 311,559 316,233 320,976 325,791 330,678 335,637	No direct appointment on this Grade	No direct appointment on this Grade	No direct appointment on this Grade	Not applicable	Accelerated grade progression may not be effected before 1 April 2012 Accelerated pay progression ☐ 2 Notches per assessment cycle (per annum) ☐ Based on assessment of at least above average ☐ Limited to maximum of 20% of employees on this Grade in the Department Promotion ☐ Promotion to higher vacant advertised post

19 April 2012

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ANNEXURE B3

3.5	Deputy Director: Policy Grade 1 <u>Note:</u> Provincial Head office only	442,611 449,250 455,991 462,831 469,773 476,820 483,972 491,229	Appropriate qualification that allows registration with HPCSA in the relevant profession (where applicable).	Registration with the HPCSA in the relevant profession (where applicable).	A minimum of 3 years appropriate experience after registration with HPCSA in the relevant profession	None	Compliance with the educational qualifications, statutory requirements (where applicable) 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 in the position of Deputy Director: Policy Grade 1, with at least 4 annual assessment ratings of <u>Outstanding performance or Performance Significantly Above Expectations</u>. <u>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</u> ☐ 8 years actual service in the position of Deputy Director: Policy Grade 1. 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 may not be effected before 1 April 2012</u> <u>Accelerated pay progression</u> ☐ 2 Notches per assessment cycle (per annum) ☐ Based on assessment of at least <u>Outstanding performance or Performance Significantly Above Expectations</u> ☐ Limited to maximum of 20% per annum of the number of employees on this Grade in the Department <u>Promotion</u> Promotion to higher vacant advertised post
3.6	Deputy Director: Policy Grade 2 <u>Note:</u> Provincial Head office only	506,079 513,669 521,373 529,191 537,129 545,187 553,368 561,666 570,093 578,643	No direct appointment on this Grade	No direct appointment on this Grade	No direct appointment on this Grade	None	<u>Accelerated grade progression may not be effected before 1 April 2012</u> <u>Accelerated pay progression</u> ☐ 2 Notches per assessment cycle (per annum) ☐ Based on assessment of at least <u>Outstanding performance or Performance Significantly Above Expectations</u> ☐ Limited to maximum of 20% per annum of the number of employees on this Grade in the Department <u>Promotion</u> Promotion to higher vacant advertised post





CAREER PATH: PROGRAMME COORDINATION & UMBRELLA MANAGEMENT

4	CAREER PATH: PROGRAMME COORDINATION & UMBRELLA MANAGEMENT					
4.1	Therapeutic and Medical Support Services Program Coordinator Grade 1	238,314 241,890 245,520 249,204 252,942 256,734 260,586 264,495	Appropriate qualification that allows registration with the HPCSA in the relevant profession (where applicable).	Registration with the HPCSA in the relevant profession (where applicable).	A minimum of 3 years appropriate experience in the relevant profession after registration with the HPCSA (where applicable)	None Compliance with the educational qualifications, statutory requirements (where applicable) 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 in the position of Therapeutic and Medical Support Services Program Coordinator Grade 1, with at least 4 annual assessment ratings of <u>Outstanding performance or Performance Significantly Above Expectations.</u> <u>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</u> ☐ 8 years actual service in the position of Therapeutic and Medical Support Services Program Coordinator Grade 1. 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 may not be effected before 1 April 2012</u>
4.2	Therapeutic and Medical Support Services Program Coordinator Grade 2	272,490 276,579 280,725 284,937 289,212 293,550 297,954 302,421	No direct appointment on this Grade	No direct appointment on this Grade	No direct appointment on this Grade	<u>Accelerated pay progression</u> ☐ 2 Notches per assessment cycle (per annum) ☐ Based on assessment of at least <u>Outstanding performance or Performance Significantly Above Expectations</u> ☐ Limited to maximum of 20% per annum of the number of employees on this Grade in the Department

21/11/12

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22 June 2007

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4.5	Deputy Director: Therapeutic and Medical Support Services Grade 1	330,678 335,637	Appropriate qualification that allows registration with HPCSA in the relevant profession (where applicable).	Registration with the HPCSA in the relevant profession (where applicable).	A minimum of 3 years appropriate experience after registration with HPCSA in the relevant profession	None	<u>Promotion</u> ☐ Promotion to higher vacant advertised post Compliance with the educational qualifications, statutory requirements (where applicable) 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 in the position of Deputy Director: Therapeutic and Medical Support Services Grade 1, with at least 4 annual assessment ratings of Outstanding performance or Performance Significantly Above Expectations. <u>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</u> ☐ 8 years actual service in the position of Deputy Director: Therapeutic and Medical Support Services Grade 1. 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 may not be effected before 1 April 2012</u> <u>Accelerated pay progression</u> ☐ 2 Notches per assessment cycle (per annum) ☐ Based on assessment of at least Outstanding performance or Performance Significantly Above Expectations ☐ Limited to maximum of 20% per annum of the
4.6	Deputy Director: Therapeutic and Medical Support Services Grade 2	506,079 513,669 521,373 529,191 537,129 545,187	No direct appointment on this Grade	No direct appointment on this Grade	No direct appointment on this Grade	None	

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ANNEXURE					number of employees on this Grade in the Department
					Promotion Promotion to higher vacant advertised post
		553,368			
		561,666			
		570,093			
		578,643			

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