

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

	Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
			Qualifications	Registration	Experience		
1	Councillor and Psychometrist career path						
1.1	Councillor Grade 1 Psychometrist Grade 1	296,103 300,546 305,055 309,630 314,274 318,987 323,769 328,626	Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Councillor or Psychometrist	Registration with the Health Professional Council of South Africa (HPCSA) as Councillor or Psychometrist	None after registration with the Health Professional Council (HPCSA) as Councillor or Psychometrist	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 <u>Outstanding performance or Performance Significantly Above Expectations in Grade 1.</u> <u>Satisfactory Performance (Performance fully effective and slightly above expectations) for grade progression purposes:</u> ☐ 8 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> 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</u>
1.2	Councillor Grade 2 Psychometrist Grade 2	338,562 343,638 348,792 354,024 359,337 364,725	Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Councillor or Psychometrist	Registration with the Health Professional Council of South Africa (HPCSA) as Councillor or Psychometrist	A minimum of 8 years appropriate experience as Councillor or Psychometrist after registration with the Health	None	

	Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
			Qualifications	Registration	Experience		
		370,197 375,750			Professional Council of South Africa (HPCSA) as Councillor or Psychometrist		<u>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> ☐ 8 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. Accelerated grade progression is applicable with effect from 1 April 2012. <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
1.3	Councillor Grade 3 Psychometrist Grade 3	387,108 392,913 398,808 404,787 410,859 417,021 423,276 429,624	Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Councillor or Psychometrist	Registration with the Health Professional Council of South Africa (HPCSA) as Councillor or Psychometrist	A minimum of 16 years appropriate experience as Councillor or Psychometrist after registration with the Health Professional Council of South Africa (HPCSA) as Councillor or Psychometrist	None	
1.4	Chief Councillor Grade 1 Chief Psychometrist Grade 1	387,108 392,913 398,808 404,787 410,859 417,021	Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Councillor or Psychometrist	Registration with the Health Professional Council of South Africa (HPCSA) as Councillor or Psychometrist	A minimum of 3 years appropriate experience as Councillor or Psychometrist after registration	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

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			Qualifications	Registration	Experience		
		423,276 429,624		Psychometrist	with the Health Professional Council of South Africa (HPCSA) as Councillor or Psychometrist		<u>Performance Significantly Above Expectations) for grade progression purposes (Accelerated grade progression):</u> ☐ 5 years actual service in the position of Chief Grade1, 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 Chief Grade1 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>
1.5	Chief Councillor Grade 2 Psychometrist Grade 2	442,611 449,250 455,991 462,831 469,773 476,820 483,972 491,229 498,600	No direct appointment on this Grade	No direct appointment on this Grade	No direct appointment on this Grade	None	<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
1.6	Deputy Director Counselling Grade 1 Deputy Director	476,820 483,972 491,229 498,600 506,079	Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Councillor or Psychometrist	Registration with the Health Professional Council of South Africa (HPCSA)	A minimum of 3 years appropriate experience as Councillor or Psychometrist	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

	Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
			Qualifications	Registration	Experience		
	Psychometrist Services Grade 1	513,669 521,373 529,191		as Councillor or Psychometrist	after registration with Health Professional Council of South Africa (HPCSA) as Councillor or Psychometrist		<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 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 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>
1.7	Deputy Director Counselling Grade 2 Deputy Director Psychometrist Services Grade 2	545,187 553,368 561,666 570,093 578,643 587,322 596,133	No direct appointment on this Grade	No direct appointment on this Grade	No direct appointment on this Grade	None	<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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	Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
			Qualifications	Registration	Experience		
2	Psychologist career path						
2.1	Psychologist (Internship)	296, 103	Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Psychologist (Intern)	Registration with the Health Professional Council of South Africa (HPCSA) Psychologist (Intern)	None after registration with the Health Professional Council of South Africa (HPCSA) as Psychologist (Intern)	None	
2.2	Psychologist (Community Services)	314,274	Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Psychologist (Community Service)	Registration with the Health Professional Council of South Africa (HPCSA) as Psychologist (Community Service)	- None for SA qualified employees after registration as Psychologist (Community Service) - 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 Psychologist (Community Service)	None	

Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
		Qualifications	Registration	Experience		
2.3 Psychologist Grade 1	364,725 370,197 375,750 381,387 387,108 392,913 398,808 404,787	Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Psychologist in a relevant registration category (e.g. Clinical, Counseling, Educational, Industrial, Research Psychology)	Registration with the Health Professional Council of South Africa (HPCSA) as Psychologist in any of the identified registration categories	- None after registration with the Health Professional Council (HPCSA) Psychologist in respect of RSA qualified employees who performed Community Service, as required in South Africa) 1 year relevant experience after registration with the Health Professional Council (HPCSA) Psychologist in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa	None	Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements. 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 <u>Outstanding performance or Performance Significantly Above Expectations in Grade 1.</u> <u>Satisfactory Performance (Performance fully effective and slightly above expectations) for grade progression purposes:</u> ☐ 8 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>
2.4 Psychologist Grade 2	429,624 436,071 442,611 449,250 455,991	Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Psychologist in a relevant	Registration with the Health Professional Council of South Africa (HPCSA)	Minimum of 8 years relevant experience after registration with the Health	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:

Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
		Qualifications	Registration	Experience		
	462,831 469,773 476,820	registration category (e.g. Clinical, Counseling, Educational, Industrial, Research Psychology)	as Psychologist in any of the identified categories	Professional Council (HPCSA) as Psychologist in respect of RSA qualified employees who performed Community Service, as required in South Africa • Minimum of 9 years relevant experience after registration with the Health Professional Council (HPCSA) as Psychologist in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa		<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> ☐ 8 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>

Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
		Qualifications	Registration	Experience		
2.5 Psychologist Grade 3	498,600 506,079 513,669 521,373 529,191 537,129 545,187 553,368 561,666 570,093 578,643 587,322	Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Psychologist in a relevant registration category (e.g. Clinical, Counseling, Educational, Industrial, Research Psychology)	Registration with the Health Professional Council of South Africa (HPCSA) as Psychologist in any of the identified categories	- Minimum of 16 years relevant experience after registration with the Health Professional Council (HPCSA) as Psychologist in respect of RSA qualified employees who performed Community Service, as required in South Africa - Minimum of 17 years relevant experience after registration with the Health Professional Council (HPCSA) as Psychologist in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa	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 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

	Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
			Qualifications	Registration	Experience		
2.6	Principal Psychologist Grade 1	529,191 537,129 545,187 553,368 561,666 570,093 578,643 587,322	Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Psychologist in a relevant registration category (e.g. Clinical, Counseling, Educational, Industrial, Research Psychology)	Registration with the Health Professional Council of South Africa (HPCSA) as Psychologist in any of the identified categories	A minimum of 3 years appropriate experience as Clinical psychologist after registration with the Health Professional Council of South Africa (HPCSA) as Psychologist in any of the identified categories	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 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> ☐ 8 years actual service 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. Accelerated grade progression is applicable with effect from 1 April 2012.

	Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
			Qualifications	Registration	Experience		
2.7	Principal Psychologist Grade 2	605,073 614,148 623,361 632,709 642,201 651,834 661,611 671,535 681,606 691,833	No direct appointment on this Grade	No direct appointment on this Grade	No direct appointment on this Grade	None	<u>Accelerated pay progression</u> ☐ 2 Notches per assessment cycle (per annum) ☐ Based on assessment of at least <u>Outstanding</u> performance 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



	Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
			Qualifications	Registration	Experience		
2.8	Chief Psychologist Grade 1	767,826 779,343 791,031 802,896 814,938	Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Psychologist in a relevant registration category (e.g. Clinical, Counseling, Educational, Industrial, Research Psychology)	Registration with the Health Professional Council of South Africa (HPCSA) as Psychologist in any of the identified categories	A minimum of 3 years appropriate experience as Clinical Psychologist after registration with the Health Professional Council of South Africa (HPCSA) as Clinical Psychologist	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> ☐ 3 years actual service after compliance with the appointment requirements in the grade, with at least 2 annual assessment ratings of <u>Outstanding performance</u> or <u>Performance Significantly Above Expectations</u> in <u>Grade 1</u>. <u>Satisfactory Performance (Performance fully effective and slightly above expectations) for grade progression purposes:</u> ☐ 5 years actual service 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>
2.9	Chief Psychologist Grade 2	839,568 852,162 864,942 877,920 891,087 904,455	No direct appointment on this Grade	No direct appointment on this Grade	No direct appointment on this Grade	None	<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 Promotion Promotion to higher vacant advertised post.