

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		
1.1	Medicine Control Officer Grade 1 Medicine Registration Officer Grade 1	* 296,103 300,546 ** 305,055 309,630 314,274 318,987 323,769 328,626 333,558 338,562 * Commencing salary for appointees with 3-year degree in Chemistry ** Commencing salary for appointees with B-Pharm degree	Appropriate minimum 3-year degree in Chemistry or B-Pharm degree (or equivalent)	Not applicable	None	None	Compliance with the educational qualifications 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> <u>Minimum 3- year degree in Chemistry & BPharm degree</u> ☐ 5 years actual service and recognizable experience after compliance with the stipulated qualifications, 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> <u>Minimum 3- year degree in Chemistry</u> ☐ 10 years actual service and/or recognizable experience after compliance with the required minimum required qualifications <u>BPharm degree</u> ☐ 8 years actual service and/or recognizable experience after compliance with the required qualifications required minimum qualifications Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements.

	Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
			Qualifications	Registration	Experience		
1.2	Medicine Control Officer Grade 2 Medicine Registration Officer Grade 2	354,024 359,337 364,725 370,197 375,750 381,387 387,108 392,913	Appropriate minimum 3-year degree in Chemistry or B –Pharm degree (or equivalent) or Registration Pharmacist	Not applicable	3- year degree in Chemistry A minimum of 10 years appropriate experience. B –Pharm degree A minimum of 8 years appropriate experience Registration as Pharmacist None	None	Accelerated grade progression may not be effected before 1 April 2012 Compliance with the educational qualifications 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 and relevant experience after complying with the relevant appointment requirements set for Grade 2 (per qualification/registration category), with at least 4 annual assessment ratings of Outstanding performance or Performance Significantly Above Expectations on the Grade. Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes: ☐ 8 years actual service and/or recognizable experience after complying with the relevant appointment requirements set for Grade 2 (per qualification/registration category) 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




	Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
			Qualifications	Registration	Experience		
1.3	Medicine Control Officer Grade 3 Medicine Registration Officer Grade 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	Appropriate minimum 3-year degree in Chemistry or B –Pharm degree (or equivalent) or Registration as Pharmacist	Not applicable	3- year degree in Chemistry A minimum of 18 years appropriate experience. B –Pharm degree A minimum of 16 years appropriate experience Registration as Pharmacist A minimum of 8 years appropriate experience	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
1.4	Deputy Director: Medicine Control Grade 1 Deputy Director: Medicine Registration Grade 1	476,820 483,972 491,229 498,600 506,079 513,669 521,373 529,191	Appropriate minimum 3- year degree in Chemistry or B –Pharm degree (or equivalent) or Registration as Pharmacist	None	A minimum of 3 years appropriate experience.	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 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.


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Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
		Qualifications	Registration	Experience		
1.5	Deputy Director: Medicine Control Grade 2 Deputy Director: Medicine Registration 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	None	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 number of employees on this Grade in the Department <u>Promotion</u> Promotion to higher vacant advertised post




