

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	Medical Physicist career path						
1.1	Medical Physicist (Internship)	178,485 181,161	An appropriate qualification that allows for Registration with the HPCSA as a Medical Physicist (Intern)	Registration with the HPCSA as a Medical Physicist (Intern)	None	None	
1.2	Medical Physicist (Grade 1)	338,562 343,638 348,792 354,024 359,337 364,725 370,197 375,750	An appropriate qualification that allows for Registration with the HPCSA as a Medical Physicist	Registration with the HPCSA as a Medical Physicist	None after registration with the HPCSA as a Medical Physicist	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> ☐ 8 years actual service and/or recognizable experience after compliance with the appointment re-

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1.3	Medical Physicist Grade 2	387,108 392,913 398,808 404,787 410,859 417,021 423,276 429,624	An appropriate qualification that allows for Registration with the HPCSA as a Medical Physicist	Registration with the HPCSA as a Medical Physicist	8 years appropriate experience after registration with the HPCSA as a Medical Physicist	None	quirements 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 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

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1.4	Medical Physicist Grade 3	442,611 449,250 455,991 462,831 469,773 476,820 483,972 491,229 498,600	An appropriate qualification that allows for Registration with the HPCSA as a Medical Physicist	Registration with the HPCSA as a Medical Physicist	16 years appropriate experience after registration with the HPCSA as a Medical Physicist	None	met all the requirements. <u>Accelerated grade progression is applicable with effect from 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
1.5	Assistant Manager: Medical Physics	476,820 483,972 491,229 498,600 506,079 513,669 521,373 529,191 537,129 545,187	An appropriate qualification that allows for Registration with the HPCSA as a Medical Physicist	Registration with the HPCSA as a Medical Physicist	A minimum of 3 years appropriate experience after registration as Medical Physicist	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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1.6	Deputy Manager: Medical Physics	529,191 537,129 545,187 553,368 561,666 570,093 578,643 587,322 596,133	An appropriate qualification that allows for Registration with the HPCSA as a Medical Physicist	Registration with the HPCSA as a Medical Physicist	A minimum of 3 years appropriate experience after registration as Medical Physicist	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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