

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	Radiation Scientist career path						
1.1	Radiation Scientist Grade 1	338,562 343,638 348,792 354,024 359,337 364,725 370,197 375,750	Appropriate Masters Degree	None	None	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. Accelerated grade progression is applicable with effect

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	Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
			Qualifications	Registration	Experience		
1.2	Radiation Scientist Grade 2	387,108 392,913 398,808 404,787 410,859 417,021 423,276 429,624	Appropriate Masters Degree	None	A minimum of 8 years appropriate experience after compliance with the required educational qualifications	None	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 <u>Outstanding performance or Performance Significantly Above Expectations in Grade 2.</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.

	Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
			Qualifications	Registration	Experience		
1.3	Radiation Scientist Grade 3	442,611 449,250 455,991 462,831 469,773 476,820 483,972 491,229 498,600	Appropriate Masters Degree	None	A minimum of 16 years appropriate experience after compliance with the required educational qualifications	None	<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





	Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
			Qualifications	Registration	Experience		
1.4	Deputy Director: Radiation Scientist Grade 1	476,820 483,972 491,229 498,600 506,079 513,669 521,373 529,191	Appropriate Masters Degree	None	A minimum of 3 years appropriate experience as Radiation Scientist after compliance with the required educational qualifications	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 <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 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>

Handwritten signatures and initials, including a large signature that appears to be 'E. M. M.' and several other initials.

	Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
			Qualifications	Registration	Experience		
1.5	Deputy Director: Radiation Scientist 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 <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