

ANNEXURE A1 PHSDSBC Resolution 1 of 2010

THIS ANNEXURE A1 REPLACES ANNEXURE A1 TO PHSDSBC RESOLUTION 3 OF 2009

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
<b>Medical Officer career path</b>							
<b>Post: Medical Officer</b>							
1.1	Medical Officer (Intern)	MO-1 253,998 257,808		Appropriate qualification that allows registration with the HPCSA as Medical Practitioner (Intern)	Registration with the HPCSA as Medical Practitioner (Intern)	None after registration with the HPCSA as Medical Practitioner (Intern)	None
<b>Post: Medical Officer (Community Service)</b>							
1.2	Medical Officer (Community Service)	MO-2 340,557	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner (Community Service)	Registration with the HPCSA as Medical Practitioner (Community Service)	None after registration with the HPCSA as Medical Practitioner (Community Service)	None	None
<b>No changes on the current dispensation for Medical Officer Intern and Community Service</b>							
<b>Post: Medical Officer</b>							
1.3	Medical Officer Grade 1	MO-3 423,846 430,206 436,656 443,208 449,856 456,606	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner	Registration with the HPCSA as Medical Practitioner	None after registration with the HPCSA as Medical Practitioner	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance for grade progression purposes:</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A combination of 3 years actual service and/or recognisable experience after registration with the HPCSA as Medical Practitioner.</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service as Medical Officer Grade 1</li> </ul> <p><b><u>Average performance for grade progression purposes:</u></b></p>

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		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							<p>A combination of 5 years actual service and/or recognisable experience after registration with the HPCSA as Medical Practitioner</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
1.4	Medical Officer Grade 2	MO-4 484,623 491,892 499,269 506,757 514,359 522,072 529,905	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner	Registration with the HPCSA as Medical Practitioner	A minimum of 5 years appropriate experience as Medical Officer after registration with the HPCSA as Medical Practitioner.	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance for grade progression purposes:</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A combination of 8 years actual service and/or recognisable experience after registration with the HPCSA as Medical Practitioner.</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service as Medical Officer Grade 2</li> </ul> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>A combination of 10 years actual service and/or recognisable experience after registration with the HPCSA as Medical Practitioner</p> <p><b>Grade progression shall become</b></p>

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		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							effective from the 1st day of the month following the date on which the official met all the requirements
1.5	Medical Officer Grade 3	MO-5 562,422 570,858 579,420 588,114 596,934 605,886 614,976 624,198 633,561 643,065 652,710 662,502 672,438 682,527 692,763 703,155	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner	Registration with the HPCSA as Medical Practitioner	A minimum of 10 years appropriate experience as Medical Officer after registration with the HPCSA as Medical Practitioner.	None	<p><b><u>Accelerated pay progression</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department</li> </ul> <p><b><u>Promotion</u></b></p> <p>Promotion to higher vacant advertised post</p>
Changes on the current dispensation for Medical Officer Grade 1, Grade 2 and Grade 3-							
1. Salary scale with effect from 1 April 2010							
Post: Clinical Manager (Medical)							
1.6	Clinical Manager (Medical) Grade 1	MO-6 605,886 614,976 624,198 633,561 643,065 652,710 662,502 672,438	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner	Registration with the HPCSA as Medical Practitioner	A minimum of 4 years appropriate experience as Medical Officer after registration with the HPCSA as Medical Practitioner.	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance for grade progression purposes:</u></b></p>

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		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							<p>5 years actual service as Clinical Manager (Medical) Grade 1 (including service as Chief Medical Officer)</p> <p><u>Average performance for grade progression purposes:</u></p> <p>8 years actual service as Clinical Manager (Medical) Grade 1 (including service as Chief Medical Officer)</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>
1.7	Clinical Manager (Medical) Grade 2	MO-7 692,763 703,155 713,700 724,407 735,273 746,301 757,494	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner	Registration with the HPCSA as Medical Practitioner	Grade not to be used for advertisement/ appointment purposes.	None	<p><u>Accelerated pay progression</u></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department</li> </ul> <p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>
<p>Changes on the current dispensation for Clinical Manager (Medical) Grade 1 and Grade 2-</p> <p>1. Salary scale with effect from 1 April 2010.</p> <p>2. Years of experience under Appointment Requirements from 6 years to 4 years on Grade 1</p>							
1.8	Senior Clinical Manager (Medical) Grade 1	MO-8 703,155 713,700	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner	Registration with the HPCSA as Medical Practitioner	A minimum of 6 years appropriate experience as	None	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained

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		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
	(New OSD job/work level)	724,407 735,273 746,301 757,494	Practitioner		Medical Officer after registration with the HPCSA as Medical Practitioner.		<p>in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance for grade progression purposes:</u></b></p> <p><input type="checkbox"/> 5 years actual service as a Senior Clinical Manager (Medical) Grade 1</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>8 years actual service as a Senior Clinical Manager (Medical) Grade 1 after registration with the HPCSA as Medical Practitioner</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
1.9	Senior Clinical Manager (Medical) Grade 2  (New OSD job/work level)	MO-9 780,390 792,096 803,976 816,033 828,273 840,699	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner	Registration with the HPCSA as Medical Practitioner	Grade not to be used for advertisement/appointment purposes	None	<p><b><u>Accelerated pay progression</u></b></p> <p><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</p> <p><input type="checkbox"/> Based on assessment of at least above average</p> <p><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department</p> <p><b><u>Promotion</u></b></p> <p>Promotion to higher vacant advertised post</p>

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		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
<b>Dentist career path</b>							
<b>Post: Dentist (Community Service)</b>							
2.1	Dentist (Community Service)	MO-2 340,557	Appropriate qualification that allows registration with the HPCSA as Dentist (Community Service)	Registration with the HPCSA as Dentist (Community Service)	None after registration with the HPCSA as Dentist (Community Service)	None	None
<b>No change on the current dispensation for Dentist Community Service</b>							
<b>Post: Dentist</b>							
2.2	Dentist Grade 1	DEN-2 411,411 417,582 423,846 430,206 436,656 443,208 449,856 456,606	Appropriate qualification that allows registration with the HPCSA as Dentist	Registration with the HPCSA as Dentist	None after registration with the HPCSA as Dentist	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance for grade progression purposes:</u></b></p> <p><input type="checkbox"/> A combination of 5 years actual service and/or recognisable after registration with the HPCSA as Dentist.</p> <p><input type="checkbox"/> At least 4 years of this period must be actual service as Dentist Grade 1</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>A combination of 7 years actual service and/or recognisable after registration with the HPCSA as Dentist</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>

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		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
2.3	Dentist Grade 2	DEN-3 484,623 491,892 499,269 506,757 514,359 522,072 529,905	Appropriate qualification that allows registration with the HPCSA as Dentist	Registration with the HPCSA as Dentist	A minimum of 7 years appropriate experience as Dentist after registration with the HPCSA as Dentist.	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance for grade progression purposes:</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A combination of 10 years actual service and/or recognisable after registration with the HPCSA as Dentist.</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service as Dentist Grade 2</li> </ul> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>A combination of 12 years actual service and/or recognisable after registration with the HPCSA as Dentist</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>
2.4	Dentist Grade 3	DEN-4 562,422 570,858 579,420 588,114 596,934	Appropriate qualification that allows registration with the HPCSA as Dentist	Registration with the HPCSA as Dentist	A minimum of 12 years appropriate experience as Dentist after registration with the HPCSA as	None	<p><b><u>Accelerated pay progression</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> </ul>

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		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
		605,886 614,976 624,198 633,561 643,065 652,710 662,502 672,438 682,527 692,763 703,155			Dentist.		<input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department  <b>Promotion</b>  Promotion to higher vacant advertised post
<b>Changes on the current dispensation for Dentist Grade1, Grade 2 and Grade 3-</b> <b>1. Salary scale with effect from 1 April 2010</b>							
<b>Post: Clinical Manager (Dental)</b>							
2.5	Clinical Manager (Dental) Grade 1	DEN-5 605,886 614,976 624,198 633,561 643,065 652,710 662,502 672,438	Appropriate qualification that allows registration with the HPCSA as Dentist	Registration with the HPCSA as Dentist	<b>A minimum of 4 years appropriate experience as Dentist after registration with the HPCSA as Dentist.</b>	None	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:  <u><b>Above average performance for grade progression purposes:</b></u>  5 years actual service as Clinical Manager (Dental) Grade 1 (including service as Chief Dentist)  <u><b>Average performance for grade progression purposes:</b></u>  8 years actual service as Clinical Manager (Dental) Grade 1 (including service as Chief

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		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							Dentist)  Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
2.6	Clinical Manager (Dental) Grade 2	DEN-6 692,763 703,155 713,700 724,407 735,273 746,301 757,494	Appropriate qualification that allows registration with the HPCSA as Dentist	Registration with the HPCSA as Dentist	Grade not to be used for advertisement/ appointment purposes.	None	<b><u>Accelerated pay progression</u></b>  <input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least above average <input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department  <u>Promotion</u>  Promotion to higher vacant advertised post
Changes on the current dispensation for Clinical Manager (Dental) Grade 1 and Grade 2- <ol style="list-style-type: none"> <li>Salary scale with effect from 1 April 2010.</li> <li>Years of experience under Appointment Requirements from 6 years to 4 years on Grade 1</li> </ol>							
2.7	Senior Clinical Manager (Dental) Grade 1 (NEW OSD JOB LEVEL)	DEN-7 703,155 713,700 724,407 735,273 746,301 757,494	Appropriate qualification that allows registration with the HPCSA as Dentist	Registration with the HPCSA as Dentist	A minimum of 6 years appropriate experience after registration with the HPCSA as Dentist.	None	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:  <b><u>Above average performance for grade progression purposes:</u></b>  5 years actual service as a Senior Clinical

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		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							Manager (Dental) Grade 1  <u>Average performance for grade progression purposes:</u>  8 years actual service as a Senior Clinical Manager (Dental) 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
2.8	Senior Clinical Manager (Dental) Grade 2 (NEW OSD JOB LEVEL)	DEN-8 780,390 792,096 803,976 816,033 828,273 840,699	Appropriate qualification that allows registration with the HPCSA as Dentist	Registration with the HPCSA as Dentist	Grade not to be used for advertisement/ appointment purposes.	None	<u>Accelerated pay progression</u>  <input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least above average <input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department  <u>Promotion</u>  Promotion to higher vacant advertised post
<b>Medical Specialist career path</b>							
<b>Post: Medical Specialist</b>							
3.1	Registrar (Medical)	DSP-1 423,846 430,206 436,656 443,208	Appropriate qualification that allows registration with the HPCSA as Registrar (Medical)	Registration with the HPCSA as Registrar (Medical)	None after registration with the HPCSA as Registrar (Medical)	None	<u>Pay progression</u>  1 Notch on scale for successful completion of every academic year  <u>Promotion</u>

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		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							Promotion to higher vacant advertised post
<b>No changes on the current dispensation for Registrar (Medical)</b>							
3.2	Medical Specialist Grade 1	MSP-2 570,858 579,420 588,114 596,934 605,886	Appropriate qualification that allows registration with the HPCSA as Medical specialist in a normal Specialty	Registration with the HPCSA as Medical Specialist in a normal Speciality	None after registration with the HPCSA as Medical Specialist in a normal Speciality	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance for grade progression purposes:</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A combination of 3 years actual service and/or recognisable after registration with the HPCSA as Medical Specialist.</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service as Medical Specialist Grade 1</li> </ul> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>A combination of 5 years actual service and/or recognisable after registration with the HPCSA as Medical Specialist</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
3.3	Medical Specialist Grade 2	MSP-3 652,710 662,502 672,438	Appropriate qualification that allows registration with the HPCSA as Medical specialist in a normal Specialty	Registration with the HPCSA as Medical Specialist in a normal Speciality	A minimum of 5 years appropriate experience as Medical Specialist	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as</p>

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		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
		682,527 692,763			after registration with the HPCSA as Medical Specialist in a normal Speciality.		<p>the following experiential competency:</p> <p><b><u>Above average performance for grade progression purposes:</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A combination of 8 years actual service and/or recognisable after registration with the HPCSA as Medical Specialist.</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service as Medical Specialist Grade 2</li> </ul> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>A combination of 10 years actual service and/or recognisable after registration with the HPCSA as Medical Specialist</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
3.4	Medical Specialist Grade 3	MSP- 4 757,494 768,858 780,390 792,096 803,976 816,033 828,273 840,699 853,308	Appropriate qualification that allows registration with the HPCSA as Medical specialist in a normal Specialty	Registration with the HPCSA as Medical Specialist in a normal Speciality	A minimum of 10 years appropriate experience as Medical Specialist after registration with the HPCSA as Medical Specialist in a normal Speciality	None	<p><b><u>Accelerated pay progression</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department</li> </ul>

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		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
		866,109 879,099 892,287 905,673 919,257 933,045 947,040					<u>Promotion</u>  Promotion to higher vacant advertised post
Changes on the current dispensation for Medical Specialist Grade 1, Grade 2 and Grade 3- 1. Salary scale with effect from 1 April 2010.							
<b>Post: Medical Specialist (Sub-Specialty)</b>							
3.5	Senior Registrar (Medical)	MSP- 5 570,858 579,420 588,114 596,934	Appropriate qualification that allows registration with the HPCSA as Senior Registrar	Registration with the HPCSA as Senior Registrar	None after registration with the HPCSA as Senior Registrar	None	<u>Pay progression</u>  1 Notch on scale for successful completion of every academic year  <u>Promotion</u>  Promotion to higher vacant advertised post
3.6	Medical Specialist (Sub-Specialty) Grade 1	MSP-6 662,502 672,438 682,527 692,763 703,155	Appropriate qualification that allows registration with the HPCSA as Medical specialist in a recognised Sub-Specialty	Registration with the HPCSA as Medical Specialist in a recognised Sub-Specialty	None after registration with the HPCSA as Medical Specialist in a recognised Sub-Specialty	None	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:  <u>Above average performance for grade progression purposes:</u>  <input type="checkbox"/> A combination of 3 years actual service and/or recognisable after registration with the HPCSA in the sub-specialty as Medical Specialist. <input type="checkbox"/> At least 2 years of this period must be

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		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							<p>actual service as Medical Specialist (Sub-Specialty) Grade 1</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>A combination of 5 years actual service and/or recognisable after registration with the HPCSA in the sub-specialty as Medical Specialist</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
3.7	Medical Specialist (Sub-Specialty) Grade 2	MSP- 7 757,494 768,858 780,390 792,096 803,976	Appropriate qualification that allows registration with the HPCSA as Medical specialist in a recognised Sub-Specialty	Registration with the HPCSA as Medical Specialist in a recognised Sub-Specialty	5 years after registration with the HPCSA as Medical Specialist in a recognised Sub-Specialty	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance for grade progression purposes:</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A combination of 8 years actual service and/or recognisable after registration with the HPCSA in the sub-specialty as Medical Specialist.</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service as Medical Specialist (Sub-Specialty) Grade 2</li> </ul> <p><b><u>Average performance for grade progression purposes:</u></b></p>

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							<p>A combination of 10 years actual service and/or recognisable after registration with the HPCSA in the sub-specialty as Medical Specialist</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>
3.8	Medical Specialist (Sub-Specialty) Grade 3	MSP- 8 828,273 840,699 853,308 866,109 879,099 892,287 905,673 919,257 933,045 947,040	Appropriate qualification that allows registration with the HPCSA as Medical specialist in a recognised Sub-Specialty	Registration with the HPCSA as Medical Specialist in a recognised Sub-Specialty	10 years after registration with the HPCSA as Medical Specialist in a recognised Sub-Specialty	None	<p><b><u>Accelerated pay progression</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department</li> </ul> <p><b><u>Promotion</u></b></p> <p>Promotion to higher vacant advertised post</p>
<p>Changes on the current dispensation for Medical Specialist (Sub Specialty) Grade 1 Grade 2 and Grade 3-            1. Salary scale with effect from 1 April 2010.</p>							
<b>Higher levels</b>							
<b>Post: Head Clinical Unit (Medical)</b>							
3.9	Head: Clinical Unit (Medical) Grade 1	MSP-8 892,287 905,673 919,257 933,045	Appropriate qualification that allows registration with the HPCSA as Medical specialist in a normal Specialty or a recognised Sub-Specialty	Registration with the HPCSA as Medical Specialist in a normal Specialty or in a recognised Sub-Specialty	<b>A minimum of 5 years appropriate experience as Medical Specialist</b>	None	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
		947,040			after registration with the HPCSA as a Medical Specialist in a normal Specialty or in a recognised Sub-Specialty		<p><u>Above average performance for grade progression purposes:</u></p> <p>5 years actual service as Head: Clinical Unit (Medical) Grade 1 (including service as Principal Medical Specialist)</p> <p><u>Average performance for grade progression purposes:</u></p> <p>8 years actual service as Head: Clinical Unit (Dental) Grade 1 (including service as Principal Dental Specialist)</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>
<p>Changes on the current dispensation for Head Clinical Unit: (Medical) Grade 1-  1. Years of experience under Appointment Requirements from 7 years to 5 years</p>							
3.10	Head: Clinical Unit (Medical) Grade 2	MSP-9 975,666 990,300 1,005,153 1,020,231 1,035,534 1,051,068 1,066,833	Appropriate qualification that allows registration with the HPCSA as Medical Specialist in a normal Specialty or a recognised Sub-Specialty	Registration with the HPCSA as Medical Specialist in a normal Specialty or in a recognised Sub-Specialty	Grade not to be used for advertisement/ appointment purposes.	None	<p><u>Accelerated pay progression</u></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department</li> </ul> <p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>
Post: Head Clinical Department (Medical)							

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
3.11	Head: Clinical Department (Medical) Grade 1	MSP-10 1,115,565 1,132,299 1,149,285 1,166,523 1,184,019	Appropriate qualification that allows registration with the HPCSA as Medical specialist in a normal Specialty <u>or</u> a recognised Sub-Specialty	Registration with the HPCSA as Medical Specialist in a normal Specialty or in a recognised Sub-Specialty	<b>A minimum of 7 years appropriate experience as Medical Specialist after registration with the HPCSA as a Medical Specialist in a normal Specialty or in a recognised Sub-Specialty</b>	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance for grade progression purposes:</u></b></p> <p>5 years actual service as Head: Clinical Department (Medical) Grade 1 (including service as Chief Medical Specialist)</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>8 years actual service as Head: Clinical Department (Medical) Grade 1 (including service as Chief Medical Specialist)</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
<b>Changes on the current dispensation for Head Clinical Department (Medical ) Grade 1- 1. Years of Experience under Appointment Requirements from 9 years to 7 years</b>							
3.12	Head: Clinical Department (Medical) Grade 2	MSP-11 1,219,809 1,238,106 1,256,679 1,275,528 1,294,662	Appropriate qualification that allows registration with the HPCSA as Medical specialist in a normal Specialty <u>or</u> a recognised Sub-Specialty	Registration with the HPCSA as Medical Specialist in a normal Specialty or in a recognised Sub-Specialty	Grade not to be used for advertisement/ appointment purposes.	None	<p><b><u>Accelerated pay progression</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department</li> </ul>

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							<u>Promotion</u> Promotion to higher vacant advertised post
<b>Dental Specialist career path</b>							
<b>Post: Dental Specialist</b>							
4.1	Registrar (Dental)	DSP-1 423,846 430,206 436,656 443,208	Appropriate qualification that allows registration with the HPCSA as Registrar (Dental)	Registration with the HPCSA as Registrar (Dental)	None after registration with the HPCSA as Registrar (Dental))	None	<u>Pay progression</u> 1 Notch on scale for successful completion of every academic year  <u>Promotion</u> Promotion to higher vacant advertised post
<b>No change on the current dispensation for Registrar (Dental)</b>							
4.2	Dental Specialist Grade 1	DSP-2 570,858 579,420 588,114 596,934 605,886	Appropriate qualification that allows registration with the HPCSA as Dental specialist in a normal Specialty	Registration with the HPCSA as Dental Specialist in a normal Speciality	None after registration with the HPCSA as Dental Specialist in a normal Speciality	None	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:  <u>Above average performance for grade progression purposes:</u> <ul style="list-style-type: none"> <li><input type="checkbox"/> A combination of 3 years actual service and/or recognisable after registration with the HPCSA as Dental Specialist.</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service as Dental Specialist Grade 1</li> </ul> <u>Average performance for grade progression purposes:</u> A combination of 5 years actual service

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							and/or recognisable after registration with the HPCSA as Dental Specialist  Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
4.3	Dental Specialist Grade 2	DSP-3 652,710 662,502 672,438 682,527 692,763	Appropriate qualification that allows registration with the HPCSA as Dental specialist in a normal Specialty	Registration with the HPCSA as Dental Specialist in a normal Specialty	A minimum of 5 years appropriate experience as Medical Specialist after registration with the HPCSA as Dental Specialist in a normal Specialty.	None	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:  <b><u>Above average performance for grade progression purposes:</u></b>  <input type="checkbox"/> A combination of 8 years actual service and/or recognisable after registration with the HPCSA as Dental Specialist. <input type="checkbox"/> At least 2 years of this period must be actual service as Dental Specialist Grade 2  <b><u>Average performance for grade progression purposes:</u></b>  A combination of 10 years actual service and/or recognisable after registration with the HPCSA as Dental Specialist  Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
4.4	Dental Specialist Grade 3	DSP-4 757,494 768,858 780,390 792,096 803,976 816,033 828,273 840,699 853,308 866,109 879,099 892,287 905,673 919,257 933,045 947,040	Appropriate qualification that allows registration with the HPCSA as Dental specialist in a normal Specialty	Registration with the HPCSA as Dental Specialist in a normal Specialty	A minimum of 10 years appropriate experience as Dental Specialist after registration with the HPCSA as Dental Specialist in a normal Specialty	None	<p><b><u>Accelerated pay progression</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department</li> </ul> <p><b><u>Promotion</u></b></p> <p>Promotion to higher vacant advertised post</p>
<p>Changes on the current dispensation for Dental Specialist Grade 1, Grade 2 and Grade 3-</p> <p>1. Salary scale with effect from 1 April 2010.</p>							
<b>Production – Sub-Specialities</b>							
<b>Post – Dental Specialist (Sub-Specialty)</b>							
4.5	Senior Registrar (Dental)	DSP-5	Appropriate qualification that allows registration with the HPCSA as Senior Registrar (Dental)	Registration with the HPCSA as Senior Registrar (Dental)	None after registration with the HPCSA as Senior Registrar (Dental)	None	<p><b><u>Pay progression</u></b></p> <p>1 Notch on scale for successful completion of every academic year</p> <p><b><u>Promotion</u></b></p> <p>Promotion to higher vacant advertised post</p>

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
4.6	Dental Specialist (Sub-Specialty) Grade 1	DSP-6 662,502 672,438 682,527 692,763 703,155	Appropriate qualification that allows registration with the HPCSA as Dental Specialist in a recognised Sub-Specialty	Registration with the HPCSA as Dental Specialist in a recognised Sub-Specialty	None after registration with the HPCSA as Dental Specialist in a recognised Sub-Specialty	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance for grade progression purposes:</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A combination of 3 years actual service and/or recognisable after registration with the HPCSA in the sub-specialty as Dental Specialist.</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service as Dental Specialist (Sub-Specialty) Grade 1</li> </ul> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>A combination of 5 years actual service and/or recognisable after registration with the HPCSA in the sub-specialty as Dental Specialist</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements.</b></p>
4.7	Dental Specialist (Sub-Specialty) Grade 2	DSP-7 757,494 768,858 780,390 792,096 803,976	Appropriate qualification that allows registration with the HPCSA as Dental Specialist in a recognised Sub-Specialty	Registration with the HPCSA as Dental Specialist in a recognised	5 years after registration with the HPCSA as Dental Specialist in a recognised Sub-Specialty	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p>

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
				Sub-Specialty			<p><b><u>Above average performance for grade progression purposes:</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A combination of 8 years actual service and/or recognisable after registration with the HPCSA in the sub-specialty as Dental Specialist.</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service as Dental Specialist (Sub-Specialty) Grade 2</li> </ul> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>A combination of 10 years actual service and/or recognisable after registration with the HPCSA in the sub-specialty as Dental Specialist</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
4.8	Dental Specialist (Sub-Specialty) Grade 3	DSP-8 828,273 840,699 853,308 866,109 879,099 892,287 905,673 919,257 933,045	Appropriate qualification that allows registration with the HPCSA as Dental Specialist in a recognised Sub-Specialty	Registration with the HPCSA as Dental Specialist in a recognised Sub-Specialty	10 years after registration with the HPCSA as Dental Specialist in a recognised Sub-Specialty	None	<p><b><u>Accelerated pay progression</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department</li> </ul> <p><b><u>Promotion</u></b></p>

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
		947,040					Promotion to higher vacant advertised post
Changes on the current dispensation for Dental Specialist (Sub Specialty) Grade 1, Grade 2 and Grade 3- 1. Salary scale with effect from 1 April 2010.							
<b>Higher levels</b>							
<b>Post: Head: Clinical Unit (Dental)</b>							
4.9	Head: Clinical Unit (Dental) Grade 1	DSP-8 892,287 905,673 919,257 933,045 947,040	Appropriate qualification that allows registration with the HPCSA as Dental Specialist in a normal Specialty <u>or</u> a recognised Sub-Specialty	Registration with the HPCSA as Dental Specialist in a normal Specialty or in a recognised Sub-Specialty	<b>A minimum of 5 years appropriate experience as Dental Specialist after registration with the HPCSA as a Dental Specialist in a normal Specialty or in a recognised Sub-Specialty</b>	None	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:  <b><u>Above average performance for grade progression purposes:</u></b>  5 years actual service as Head: Clinical Unit (Dental) Grade 1 (including service as Principal Dental Specialist)  <b><u>Average performance for grade progression purposes:</u></b>  8 years actual service as Head: Clinical Unit (Dental) Grade 1 (including service as Principal Dental Specialist)  Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
Changes on the current dispensation for Head Clinical Unit (Dental) Grade 1- 1. Years of Experience under Appointment Requirements from 7 years to 5 years							

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
4.10	Head: Clinical Unit (Dental) Grade 2	DSP-9 975,666 990,300 1,005,153 1,020,231 1,035,534 1,051,068 1,066,833	Appropriate qualification that allows registration with the HPCSA as Dental Specialist in a normal Specialty <u>or</u> a recognised Sub-Specialty	Registration with the HPCSA as Dental Specialist in a normal Specialty or in a recognised Sub-Specialty	Grade not to be used for advertisement/ appointment purposes.	None	<p><b><u>Accelerated pay progression</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department</li> </ul> <p><b><u>Promotion</u></b></p> <p>Promotion to higher vacant advertised post</p>
<b>Post: Head: Clinical Department (Dental)</b>							
4.11	Head: Clinical Department (Dental) Grade 1	DSP-10 1,115,565 1,132,299 1,149,285 1,166,523 1,184,019	Appropriate qualification that allows registration with the HPCSA as Dental specialist in a normal Specialty <u>or</u> a recognised Sub-Specialty	Registration with the HPCSA as Dental Specialist in a normal Specialty or in a recognised Sub-Specialty	<b>A minimum of 7 years appropriate experience as Medical Specialist after registration with the HPCSA as a Dental Specialist in a normal Specialty or in a recognised Sub-Specialty</b>	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance for grade progression purposes:</u></b></p> <p>5 years actual service as Head: Clinical Department (Dental) Grade 1 (including service as Chief Dental Specialist)</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>8 years actual service as Head: Clinical Department (Dental) Grade 1 (including service as Chief Dental Specialist)</p>

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
Changes on the current dispensation for Head Clinical Department (Dental) Grade 1-1. Years of experience under Appointment Requirements from 9 years to 7 years							
4.12	Head: Clinical Department (Dental) Grade 2	DSP-11 1,219,809 1,238,106 1,256,679 1,275,528 1,294,662	Appropriate qualification that allows registration with the HPCSA as Dental Specialist in a normal Specialty <u>or</u> a recognised Sub-Specialty	Registration with the HPCSA as Dental Specialist in a normal Specialty or in a recognised Sub-Specialty	Grade not to be used for advertisement/ appointment purposes.	None	<p><b><u>Accelerated pay progression</u></b></p> <p><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</p> <p><input type="checkbox"/> Based on assessment of at least above average</p> <p><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department</p> <p><b><u>Promotion</u></b></p> <p>Promotion to higher vacant advertised post</p>
<b>Stomatologist career path</b>							
<b>Post: Stomatologist</b>							
4.13	Stomatologist Grade 1	570,858 579,420 588,114 596,934 605,886	Appropriate qualification that allows registration with the HPCSA as Dentist and an appropriate post basic Masters degree	Registration with the HPCSA as Dentist after acquiring the appropriate Masters	None after registration with the HPCSA as Dentist and after acquiring the appropriate Masters degree	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance for grade</u></b></p>

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
				degree			<p><b><u>progression purposes:</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A combination of 3 years actual service and/or recognisable after registration with the HPCSA as Dentist and after acquiring the appropriate Masters degree</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service as Stomatologist Grade 1</li> </ul> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>A combination of 5 years actual service and/or recognisable after registration with the HPCSA Dentist and after acquiring the appropriate Masters degree</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
4.14	Stomatologist Grade 2	652,710 662,502 672,438 682,527 692,763	Appropriate qualification that allows registration with the HPCSA as Dentist and an appropriate post basic Masters degree	Registration with the HPCSA as Dentist after acquiring the appropriate Masters degree	A minimum of 5 years appropriate experience as Dentist and the appropriate Masters degree	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance for grade progression purposes:</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A combination of 8 years actual service and/or recognisable after</li> </ul>

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							<p>registration with the HPCSA as Dentist and after acquiring the appropriate Masters degree</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Stomatologist Grade 2</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>A combination of 10 years actual service and/or recognisable after registration with the HPCSA as Dentist and after acquiring the appropriate Masters degree</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
4.15	Stomatologist Grade 3	757,494 768,858 780,390 792,096 803,976 816,033 828,273 840,699 853,308 866,109 879,099 892,287	Appropriate qualification that allows registration with the HPCSA as Dentist and an appropriate post basic Masters degree	Registration with the HPCSA as Dentist after acquiring the appropriate Masters degree	A minimum of 10 years appropriate experience as Dentist and the appropriate Masters degree.	None	<p><b><u>Accelerated pay progression</u></b></p> <p><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</p> <p><input type="checkbox"/> Based on assessment of at least above average</p> <p><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department</p> <p><b><u>Promotion</u></b></p> <p>Promotion to higher vacant advertised post</p>

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
		905,673 919,257 933,045 947,040					
Changes on the current dispensation for Stomatologist Grade 1, Grade 2 and Grade 3- 1. Salary scale with effect from 1 April 2010.							
High levels							
Post Head: Clinical Unit (Stomatologist)							
4.16	Head: Clinical Unit (Stomatology) Grade 1  (New OSD Job Level)	892,287 905,673 919,257 933,045 947,040	Appropriate qualification that allows registration with the HPCSA as Dentist and an appropriate post basic Masters degree	Registration with the HPCSA as Dentist after acquiring the appropriate Masters degree	<b>A minimum of 5 years appropriate experience after registration with the HPCSA as Dentist and after acquiring the appropriate Masters degree</b>	None	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:  <b><u>Above average performance for grade progression purposes:</u></b>  5 years actual service as Head: Clinical Unit (Stomatologist) Grade 1  <b><u>Average performance for grade progression purposes:</u></b>  8 years actual service as Head: Clinical Unit (Stomatologist) 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

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
4.17	Head: Clinical Unit (Stomatology) Grade 2  (New OSD Job level)	1,219,809 1,238,106 1,256,679 1,275,528 1,294,662 1,219,809 1,238,106	Appropriate qualification that allows registration with the HPCSA as Dentist and an appropriate post basic Masters degree	Registration with the HPCSA as Dentist after acquiring the appropriate Masters degree	Grade not to be used for advertisement/ appointment purposes.	None	<p><b>Accelerated pay progression</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department</li> </ul> <p><b>Promotion</b></p> <p>Promotion to higher vacant advertised post</p>
<b>Post: Head: Clinical Department (Stomatology)</b>							
4.18	Head: Clinical Department (Stomatology) Grade 1	1,115,565 1,132,299 1,149,285 1,166,523 1,184,019	Appropriate qualification that allows registration with the HPCSA as Dentist and an appropriate post basic Masters degree	Registration with the HPCSA as Dentist after acquiring the appropriate Masters degree	A minimum of 7 years appropriate experience Dentist and the appropriate Masters degree	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance for grade progression purposes:</u></b></p> <p>5 years actual service as Head: Clinical Department (Stomatologist) Grade 1</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>8 years actual service as Head: Clinical Department (Stomatologist) Grade 1</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official</b></p>

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							met all the requirements
4.19	Head: Clinical Department (Stomatology) Grade 2	1,219,809 1,238,106 1,256,679 1,275,528 1,294,662	Appropriate qualification that allows registration with the HPCSA as Dentist and an appropriate post basic Masters degree	Registration with the HPCSA as Dentist after acquiring the appropriate Masters degree	A minimum of 7 years appropriate experience Dentist after acquiring the appropriate Masters degree	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance for grade progression purposes:</u></b></p> <p>5 years actual service as Head: Clinical Department (Stomatologist) Grade 1</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>8 years actual service as Head: Clinical Department (Stomatologist) Grade 1</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
<b>Clinical Pharmacologist career path</b>							
<b>Post – Clinical Pharmacologist</b>							
4.19	Pharmacologist Grade 1	570,858 579,420 588,114 596,934 605,886	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner and an appropriate post basic Masters degree	Registration with the HPCSA as Medical Practitioner after acquiring the appropriate Masters degree	None after registration with the HPCSA as Medical Practitioner and after acquiring the appropriate Masters degree	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance for grade progression purposes:</u></b></p> <p><input type="checkbox"/> A combination of 3 years actual</p>

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		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							<p>service and/or recognisable after registration with the HPCSA as Medical Practitioner and after acquiring the appropriate Masters degree</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Pharmacologist Grade 1</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>A combination of 5 years actual service and/or recognisable after registration with the HPCSA Medical Practitioner and after acquiring the appropriate Masters degree</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
4.20	Pharmacologist Grade 2	652,710 662,502 672,438 682,527 692,763	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner and an appropriate post basic Masters degree	Registration with the HPCSA as Medical Practitioner and the appropriate Masters degree	<b>A minimum of 5 years appropriate experience after registration with the HPCSA as Medical Practitioner and the appropriate Masters degree</b>	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance for grade progression purposes:</u></b></p> <p><input type="checkbox"/> A combination of 8 years actual service and/or recognisable after registration with the HPCSA as Medical Practitioner and after</p>

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		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							<p>acquiring the appropriate Masters degree</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Stomatologist Grade 2</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>A combination of 10 years actual service and/or recognisable after registration with the HPCSA as Medical Practitioner and after acquiring the appropriate Masters degree</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
4.21	Pharmacologist Grade 3	757,494 768,858 780,390 792,096 803,976 816,033 828,273 840,699 853,308 866,109	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner and an appropriate post basic Masters degree	Registration with the HPCSA as Medical Practitioner after acquiring the appropriate Masters degree	<b>A minimum of 10 years appropriate experience after registration with the HPCSA as Medical Practitioner and the appropriate Masters degree</b>	None	<p><b><u>Accelerated pay progression</u></b></p> <p><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</p> <p><input type="checkbox"/> Based on assessment of at least above average</p> <p><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department</p> <p><b><u>Promotion</u></b></p>

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		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
		879,099 892,287 905,673 919,257 933,045 947,040					Promotion to higher vacant advertised post
<b>High levels</b>							
<b>Post Head: Clinical Unit (Pharmacology)</b>							
4.22	Head: Clinical Unit (Pharmacology) Grade 1  (New OSD Job Level)	892,287 905,673 919,257 933,045 947,040	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner and an appropriate post basic Masters degree	Registration with the HPCSA as Medical Practitioner after acquiring the appropriate Masters degree	<b>A minimum of 5 years appropriate experience after registration with the HPCSA as Medical Practitioner and after acquiring the appropriate Masters degree</b>	None	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:  <b><u>Above average performance for grade progression purposes:</u></b>  5 years actual service as Head: Clinical Unit (Pharmacology) Grade 1  <b><u>Average performance for grade progression purposes:</u></b>  8 years actual service as Head: Clinical Unit (Pharmacology) 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
4.23	Head: Clinical Unit (Pharmacology) Grade 2	975,666 990,300	Appropriate qualification that allows registration with the HPCSA as Medical	Registration with the HPCSA as Medical Practitioner after acquiring	Grade not to be used for advertisement/	None	<b><u>Accelerated pay progression</u></b>  <input type="checkbox"/> 2 Notches per assessment cycle (per

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		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
	(New OSD Job level)	1,005,153 1,020,231 1,035,534 1,051,068 1,066,833	Practitioner and an appropriate post basic Masters degree	the appropriate Masters degree	appointment purposes.		annum) <input type="checkbox"/> Based on assessment of at least above average <input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department  <b>Promotion</b>  Promotion to higher vacant advertised post
<b>Post: Head: Clinical Department (Pharmacology)</b>							
4.24	Head: Clinical Department (Pharmacology) Grade 1  (New OSD Job level)	<b>1 April 2010</b> 1,115,565 1,132,299 1,149,285 1,166,523 1,184,019	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner and an appropriate post basic Masters degree	Registration with the HPCSA as Medical Practitioner after acquiring the appropriate Masters degree	A minimum of 7 years appropriate experience Medical Practitioner and the appropriate Masters degree	None	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:  <b><u>Above average performance for grade progression purposes:</u></b>  5 years actual service as Head: Clinical Department (Pharmacology) Grade 1  <b><u>Average performance for grade progression purposes:</u></b>  8 years actual service as Head: Clinical Department (Clinical Pharmacology) Grade 1  <b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b>
4.25	Head: Clinical	1,219,809	Appropriate qualification that allows	Registration	A minimum of 7	None	Compliance with the educational

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		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
	Department (Pharmacology) Grade 2  (New OSD work/job level)	1,238,106 1,256,679 1,275,528 1,294,662	registration with the HPCSA as Medical Practitioner and an appropriate post basic Masters degree	with the HPCSA as Medical Practitioner after acquiring the appropriate Masters degree	years appropriate experience as Medical Practitioner and the appropriate Masters degree		<p>qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance for grade progression purposes:</u></b></p> <p>5 years actual service as Head: Clinical Department (Pharmacology) Grade 1</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>8 years actual service as Head: Clinical Department (Pharmacology) Grade 1</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
<b>Non-clinical Medical and Dental Management (facility level) career path</b>							
<b>Post Manager: Medical/Dental Services</b>							
5.1	Manager: Medical/Dental Services Grade 1	MMS-1 605,886 614,976 624,198 633,561 643,065 652,710 662,502 672,438	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner or Dentist	Registration with the HPCSA as Medical Practitioner or Dentist	<b>A minimum of 4 years appropriate experience as Medical Officer or Dentist after registration with the HPCSA as Medical Practitioner or Dentist.</b>	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance for grade progression purposes:</u></b></p> <p>5 years actual service as Manager: Medical Services or Manager Dental Services Grade 1</p>

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		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							<p><u>Average performance for grade progression purposes:</u></p> <p>8 years actual service as Manager: Medical Services <u>or</u> Manager Dental Services Grade 1</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>
5.2	Manager: Medical/Dental Services Grade 2	MMS-2 692,763 703,155 713,700 724,407 735,273 746,301 757,494 768,858 780,390 792,096	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner <u>or</u> Dentist	Registration with the HPCSA as Medical Practitioner <u>or</u> Dentist	Grade not to be used for advertisement/ appointment purposes.	None	<p><u>Accelerated pay progression</u></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department</li> </ul> <p><u>Promotion</u> Promotion to higher vacant advertised post</p>
<p>Changes on the current dispensation for Manager Medical/Dental Services-</p> <p>1. Merging of the OSD posts Assistant Manager Medical/Dental Services and Manager Medical/Dental Services to the regarded OSD post Manager Medical/Dental Services Grade 1 and Grade 2 with effect from 1 April 2010</p> <p>2. Salary scale with effect from 1 April 2010.</p>							
5.3	Senior Manager: Medical/Dental Services	MSS-3 780,390 792,096 803,976 816,033	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner <u>or</u> Dentist	Registration with the HPCSA as Medical practitioner <u>or</u> Dentist	A minimum of 6 years appropriate experience after registration with the HPCSA as	None	<p><u>Accelerated pay progression</u></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> </ul>

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		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
		828,273 840,699 853,308 866,109 879,099 892,287 905,673 919,257 933,045 947,040			Medical Practitioner <u>or</u> Dentist		<input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department  <u>Promotion</u>  Promotion to higher vacant advertised post
Changes on the current dispensation for Senior Manager: Medical/Dental Services - 1. Years of experience under Appointment Requirements from 10 years to 6 years 2. Salary scale with effect from 1 April 2010							
5.4	General Manager: Medical/Dental Services	MSS-4 933,045 947,040 961,248 975,666 990,300 1,005,153 1,020,231 1,035,534 1,051,068 1,066,833 1,082,835 1,099,077 1,115,565	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner <u>or</u> Dentist	Registration with the HPCSA as Medical practitioner <u>or</u> Dentist	A minimum of 8 years appropriate experience after registration with the HPCSA as Dentist <u>or</u> Medical Practitioner	None	<u>Accelerated pay progression</u>  <input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least above average <input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department  <u>Promotion</u>  Promotion to higher vacant advertised post
Changes on the current dispensation for General Manager/Dental Services - 1. Years of experience under Appointment Requirements from 12 years to 8 years 2. Salary							

