

## Replacement of Annexure A2 PHSDSBC Resolution 3 of 2009

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
<b>Pharmacist Assistant career path</b>							
<b>Post: Pharmacist Assistant (Basic)</b>							
1.1	Pharmacist Assistant (Basic) Grade 1	62,298 63,234 64,182 65,145 66,123	As required by the training facility and the SAPC	Registration with the SAPC to study towards a Basic Pharmacist Assistant qualification	None	None	None  Translation to Pharmacist Assistant Grade 2 wef the 1 <sup>st</sup> day of the month following the date that the person completes the Basic Pharmacist Assistant qualification and registers with the SAPC in the category Pharmacist Assistant (Basic)
1.2	Pharmacist Assistant (Basic) Grade 2	84,420 85,686 86,973 88,278 89,601 90,945 92,310 93,693 95,097 96,525	As required by the training facility and the SAPC  <u>plus</u>  Basic Pharmacist Assistant qualification that allows registration with the SAPC as Pharmacist Assistant (Basic)	Registration with the SAPC as Pharmacist Assistant (Basic)  <u>OR</u>  Registration with the SAPC for study towards Post-Basic Pharmacist Assistant qualification (where applicable)	None after Registration with the SAPC as Pharmacist Assistant (Basic)	None	<u>Progression to Pharmacist Assistant Grade 3</u>  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 5 years actual service and/or recognisable after registration with the SAPC as Pharmacist Assistant (Basic) <input type="checkbox"/> At least 2 years of this period must be actual service in the Public Service as Pharmacist Assistant Grade 2  <u>Average performance for grade progression purposes:</u>  A combination of 10 years actual service and/or recognisable after registration with the SAPC as Pharmacist Assistant (Basic)  <b>Grade progression shall become effective from the 1st day of the month following the</b>

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							<p>date on which the official met all the requirements</p> <p><u>Appointment to an advertised vacant post of Pharmacist Assistant (Post-Basic) Grade 1</u></p> <p>Appointment to higher vacant advertised post, as per set requirements.</p>
1.3	Pharmacist Assistant (Basic) Grade 3	99,444 100,935 102,450 103,986 105,543 107,127 108,732 110,364 112,020 113,700 115,407	<p>As required by the training facility and the SAPC</p> <p><u>plus</u></p> <p>Basic Pharmacist Assistant qualification that allows registration with the SAPC as Pharmacist Assistant (Basic)</p>	<p>Registration with the SAPC as Pharmacist Assistant (Basic)</p> <p><u>OR</u></p> <p>Registration with the SAPC to study towards Post-Basic Pharmacist Assistant qualification (where applicable)</p>	None – no direct appointment on this Grade	None.	<p><u>Appointment to an advertised vacant post of Pharmacist Assistant (Post-Basic) Grade 1</u></p> <p>Appointment to an advertised vacant post of Pharmacist Assistant (Post-Basic), as per set requirements.</p> <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>
<b>Pharmacist Assistant (Post-Basic)</b>							
1.4	Pharmacist Assistant (Post-Basic) Grade 1	105,543 108,732 112,020 115,407 118,893	<p>As required by the training facility and the SAPC</p> <p><u>plus</u></p> <p>Post-Basic Pharmacist Assistant qualification that allows registration with the SAPC as Pharmacist</p>	Registration with the SAPC as Pharmacist Assistant (Post-Basic).	None after registration with the SAPC as Pharmacist's Assistant (Post-Basic)	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><u>Above average performance for grade progression purposes:</u></p>

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			Assistant (Post-Basic)				<input type="checkbox"/> A combination of 3 years actual service and/or recognisable after registration with the SAPC as Pharmacist Assistant (Post-Basic) <input type="checkbox"/> At least 2 years of this period must be actual service in the Public Service as Pharmacist Assistant (Post-Basic) Grade 1  <u>Average performance for grade progression purposes:</u>  A combination of 5 years actual service and/or recognisable after registration with the SAPC as Pharmacist's Assistant (Post-Basic)  <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>
1.5	Pharmacist Assistant (Post-Basic) Grade 2	122,490 124,326 126,192 128,082 130,005	As required by the training facility and the SAPC  <u>plus</u>  Post-Basic Pharmacist Assistant qualification that allows registration with the SAPC as Pharmacist's Assistant (Post-Basic)	Registration with the SAPC as Pharmacist Assistant (Post-Basic).	A minimum of 5 years appropriate experience as Pharmacist Assistant after registration as a Pharmacist Assistant (Post-Basic) with the SAPC.	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 9 years actual service and/or recognisable after registration with the SAPC as Pharmacist Assistant (Post-Basic) <input type="checkbox"/> At least 2 years of this period must be actual service in the Public Service as Pharmacist Assistant (Post-Basic) Grade 2

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							<p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 13 years actual service and/or recognisable after registration with the SAPC as Pharmacist Assistant (Post-Basic)</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>
1.6	Pharmacist Assistant (Post-Basic) Grade 3	132,738 134,727 136,749 138,801 140,883 142,998 145,140 147,318 149,529 151,776	As required by the training facility and the SAPC  <u>plus</u>  Post-Basic Pharmacist Assistant qualification that allows registration with the SAPC as Pharmacist's Assistant (Post-Basic)	Registration with the SAPC as Pharmacist Assistant (Post-Basic).	A minimum of 13 years appropriate experience as Pharmacist Assistant after registration as a Pharmacist Assistant (Post-Basic) with the SAPC.	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>
<b>Pharmacist career path</b>							
<b>Post: Pharmacist (Intern)</b>							
2.1	Pharmacist (Intern)	177,684 (Total package)	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC Pharmacist (Intern)	Registration with the SAPC as a Pharmacist (Intern)	None	None	None
<b>Post: Pharmacist (Community Service)</b>							
2.2	Pharmacist (Community Service)	234,714 (Total package)	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC	Registration with the SAPC as a Pharmacist (Community Service)	None	None	None

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			Pharmacist (Community Service)				
<b>Post: Pharmacist</b>							
2.3	Pharmacist Grade 1	354 504 359 820 365 217 370 695 376 257	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist	Registration with the SAPC as a Pharmacist	None	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><u>Above average performance for grade progression purposes:</u></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 SAPC as Pharmacist</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service in the Public Service as Pharmacist Grade 1</li> </ul> <p><u>Average performance and above for grade progression purposes:</u></p> <p>A combination of 5 years actual service and/or recognisable after registration with the SAPC as Pharmacist</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>
2.4	Pharmacist Grade 2	387 627	Basic qualification accredited with the South	Registration with the SAPC as a Pharmacist	A minimum of 5 years appropriate	None	Compliance with the educational qualifications, statutory requirements and competencies for

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		393 444 399 342 405 333 411 411	African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist		experience after registration as a Pharmacist with the SAPC		<p>the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above average performance for grade progression purposes:</u></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A combination of 9 years actual service and/or recognisable after registration with the SAPC as Pharmacist</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service in the Public Service as Pharmacist Grade 2</li> </ul> <p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 13 years actual service and/or recognisable after registration with the SAPC as Pharmacist</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>
2.5	Pharmacist Grade 3	423 846 430 206 436 656 443 208 449 856	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist	Registration with the SAPC as a Pharmacist	A minimum of 13 years appropriate experience after registration as a Pharmacist with the SAPC.	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>Changes on the current dispensation for Pharmacist Grade 1, Grade 2 and Grade 3-</p> <p>1. Salary scales with effect from 1 April 2010</p>							
Post: Pharmacy Supervisor							

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2.6	Pharmacy Supervisor Grade 1	423 846 430 206 436 656 443 208 449 856	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist	Registration with the SAPC as a Pharmacist	<b>A minimum of 4 years appropriate experience after registration as a Pharmacist with the SAPC.</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><u>Above average performance for grade progression purposes:</u></p> <p>3 years actual service in the public Service after registration with the SAPC as Pharmacist Supervisor Grade 1</p> <p><u>Average performance for grade progression purposes:</u></p> <p>5 years actual service in the Public Service after registration with the SAPC as Pharmacist</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>
2.7	Pharmacy Supervisor Grade 2	463 452 470 406 477 462 484 623 491 892	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC Pharmacist	Registration with the SAPC as a Pharmacist	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>Changes on the current dispensation for Pharmacy Supervisor Grade 1 and Grade 2-</p> <ol style="list-style-type: none"> <li>1. Salary scales with effect from 1 April 2010</li> <li>2. Amendment of Appointment measures (years of experience) from 5 years to 4 years</li> </ol>							

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<b>Post: Assistant Manager Pharmaceutical Services</b>							
2.8	Assistant Manager Pharmaceutical Services	463 452 470 406 477 462 484 623 491 892 499 269 506 757 514 359 522 072 529 905 537 855	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist	Registration with the SAPC as a Pharmacist	A minimum of 5 years appropriate experience after registration as a Pharmacist with the SAPC.	None	<u>Accelerated pay progression</u> <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> <u>Promotion</u> Promotion to higher vacant advertised post, as per set requirements
<b>Changes on the current dispensation for Assistant Manager: Pharmaceutical Services -</b> <ol style="list-style-type: none"> <li>1. Salary scales with effect from 1 April 2010</li> <li>2. Years of experience under Appointment Requirements from 7 years to 5 years</li> </ol>							
<b>Post: Deputy Manager Pharmaceutical Services</b>							
2.9	Deputy Manager Pharmaceutical Services	529,905 537,855 545,922 554,109 562,422 570,858	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist	Registration with the SAPC as a Pharmacist	A minimum of 7 years appropriate experience after registration as a Pharmacist with the SAPC.	None	<u>Accelerated pay progression</u> <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> <u>Promotion</u> Promotion to higher vacant advertised post, as per set requirements
<b>Changes on the current dispensation for Deputy Manager: Pharmaceutical Services -</b> <ol style="list-style-type: none"> <li>1. Salary scales with effect from 1 April 2010</li> <li>2. Years of experience under Appointment Requirements from 9 years to 7 years</li> </ol>							
<b>Post: Manager Pharmaceutical Services</b>							



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2.10	Manager Pharmaceutical Services	562,422 570,858 579,420 588,114 596,934 605,886	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist	Registration with the SAPC as a Pharmacist	<b>A minimum of 9 years appropriate experience after registration as a Pharmacist with the SAPC</b>	None	<u>Accelerated pay progression</u> <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> <u>Promotion</u>  Promotion to higher vacant advertised post, as per set requirements.
<b>Changes on the current dispensation for Manager: Pharmaceutical Services -</b> <ol style="list-style-type: none"> <li>1. Salary scales with effect from 1 April 2010</li> <li>2. Years of experience under Appointment Requirements from 11 years to 9 years</li> </ol>							
<b>Post: Senior Manager: Pharmaceutical Services</b>							
2.11	Senior Manager: Pharmaceutical Services  (New OSD post/job Level)	682,527 692,763 703,155 713,700 724,407 735,273 746,301 757,494 768,858 780,390	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist	Registration with the SAPC as a Pharmacist	A minimum of 10 years appropriate experience after registration as a Pharmacist with the SAPC	None	<u>Accelerated pay progression</u> <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> <u>Promotion</u>  Promotion to higher vacant advertised post, as per set requirements.
<b>Clinical Pharmacist career path</b>							
<b>Post: Clinical Pharmacist</b>							
3.1	Clinical Pharmacist Grade 1	463,452 470,406 477,462 484,623 491,892	Masters Degree accredited with the SAPC that allows registration with the SAPC as a Clinical Pharmacist	Registration with the SAPC as a Clinical Pharmacist	<b>A minimum of 5 years appropriate experience after registration as a Pharmacist with</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:

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					the SAPC together with registration as a Clinical Pharmacist with SAPC		<input type="checkbox"/> <u>Above average performance for grade progression purposes:</u> A combination of 5 years actual service and/or recognisable after registration with the SAPC as a Clinical Pharmacist <input type="checkbox"/> At least 2 years of this period must be actual service in the Public Service as Clinical Pharmacist Grade 1  <u>Average performance for grade progression purposes:</u>  A combination of 8 years actual service and/or recognisable after registration with the SAPC as Specialist Pharmacist  <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>
<b>Changes on the current dispensation for Clinical Pharmacist Grade 1 -</b> <b>1. Salary scales with effect from 1 April 2010</b> <b>2. Years of experience under Appointment Requirements from 6 years to 5 years</b>							
3.2	Clinical Pharmacist Grade 2	506,757 514,359 522,072 529,905 537,855	Masters Degree accredited with the SAPC that allows registration with the SAPC as a Clinical Pharmacist	Registration with the SAPC as a Clinical Pharmacist	A minimum of 13 years appropriate experience after registration as a Pharmacist with the SAPC, together with the registration as a Clinical Pharmacist with SAPC	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, as

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							per set requirements
<b>Changes on the current dispensation for Clinical Pharmacist Grade 2 -</b> <b>1 Salary scales with effect from 1 April 2010</b> <b>2 Years of experience under Appointment Requirements from 14 years to 13 years</b>							
<b>Post: Pharmaceutical Policy Specialist</b>							
4.1	Pharmaceutical Policy Specialist Grade 1	463,452 470,406 477,462 484,623 491,892	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist	Registration with the SAPC as a Pharmacist	A minimum of 5 years appropriate experience after registration as a Pharmacist with the SAPC	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><u>Above average performance for grade progression purposes:</u></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A combination of 5 years actual service and/or recognisable after registration with the SAPC as Pharmacist</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service in the Public Service as Pharmaceutical Policy Specialist Grade 1</li> </ul> <p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 8 years actual service and/or recognisable after registration with the SAPC as Pharmacist</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 Pharmaceutical Policy Specialist Grade 1-</b> <b>1 Salary scales with effect from 1 April 2010</b> <b>2 Years of experience under Appointment Requirements from 7 years to 5 years</b>							
4.2	Pharmaceutical	506,757	Basic qualification	Registration with the SAPC	A minimum of 13	None	<u>Accelerated pay progression</u>

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	Policy Specialist Grade 2	514,359 522,072 529,905 537,855	accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist	as a Pharmacist	years appropriate experience after registration as a Pharmacist with the SAPC		<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, as per set requirements
<b>Changes on the current dispensation for Pharmaceutical Policy Specialist Grade 2-</b> <b>1 Salary scales with effect from 1 April 2010</b> <b>2 Years of experience under Appointment Requirements from 15 years to 13 years</b>							
<b>Post: Senior Pharmaceutical Policy Specialist</b>							
4.3	Senior Pharmaceutical Policy Specialist	529,905 537,855 545,922 554,109 562,422 570,858 579,420 588,114 596,934 605,886	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist	Registration with the SAPC as a Pharmacist	A minimum of 7 years appropriate experience after registration as a Pharmacist with the SAPC.	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, as per set requirements.
<b>Changes on the current dispensation for Senior Pharmaceutical Policy Specialist -</b> <b>1 Salary scales with effect from 1 April 2010</b> <b>2 Years of Experience under Appointment Requirements from 11 years to 7 years</b>							