

Resolution 1 of 2010

THIS ANNEXURE A3 REPLACES ANNEXURE A1 OF THE PHSDSBC RESOLUTION 3 OF 2009

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
<p>EMS Operating personnel – production posts – OSD provides for the following career paths at production level</p> <ul style="list-style-type: none"> <input type="checkbox"/> Emergency Care Officer career path (Registered Basic Ambulance Assistant (BAA) and Ambulance Emergency Assistant (AEA)) <ul style="list-style-type: none"> o Grades 1 and 2 applicable to registered BAAs o Grades 3, 4 and 5 applicable to registered AEAs <input type="checkbox"/> Emergency Care Technician career path (registered Emergency Care Technicians (ECT)) <input type="checkbox"/> Paramedic career path (Registered Paramedics and Emergency Care Practitioners (ECP)) <ul style="list-style-type: none"> o Grades 1, 2, 3 and 4 applicable to Registered Paramedics (CCA Qualification) o Grades 2, 3 and 4 applicable to registered Paramedics (National Diploma) o Grades 3 and 4 applicable to registered ECP 							
<p>Post: Emergency Care officer</p>							
1.1	Emergency Care Officer Grade I	72,738 73,830 74,937 76,065 77,205 78,366 79,542 80,733 81,945 83,172	Successful completion of an appropriate Basic Life Support (BLS) course that allows registration with the HPCSA as Basic Ambulance Assistant (BAA)	Registration with the HPCSA as BAA	None after registration with the HPCSA as BAA	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 and higher rating for grade progression purposes:</u></p> <p>5 years actual service as Emergency Care Officer Grade 1 after registration as BAA</p> <p><u>Average performance for grade progression purposes:</u></p> <p>10 years actual service as Emergency Care Officer Grade 1 after registration as BAA</p> <p>Grade progression shall become effective from the 1st day of the month following</p>

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							the date on which the official met all the requirements
1.2	Emergency Care officer Grade II	85,686 86,973 88,278 89,601 90,945 92,310 93,693 95,097 96,525 97,974 99,444	<input type="checkbox"/> No direct appointment on this Grade <input type="checkbox"/> Grade can only be reached by Emergency Care Officer Grade 1 who are registered with the HPCSA as BAA and who comply with prescribed grade progression criteria				<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 per pay progression cycle <u>Promotion</u> Promotion to higher vacant advertised post
1.3	Emergency Care officer Grade III (AEA)	85,686 88,278 90,945 93,693 96,525 99,444 102,450 105,543 108,732 112,020	Successful completion of an appropriate Intermediate Life Support (ILS) course that allows registration with the HPCSA as Ambulance Emergency Assistant (AEA)	Registration with the HPCSA as AEA	None after registration with the HPCSA as AEA	<input type="checkbox"/> 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 and higher rating for grade progression purposes:</u> <input type="checkbox"/> A combination of 5 years actual service and/or recognisable experience after registration with the HPCSA as AEA <input type="checkbox"/> At least 2 years of this period must be actual service as Emergency Care

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							<p>Officer Grade 1</p> <p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 10 years actual service and/or recognisable experience after registration with the HPCSA as AEA</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>
1.4	Emergency Care officer Grade IV (AEA)	115,407 117,135 118,893 120,678 122,490 124,326 126,192 128,082 130,005 131,955	<input type="checkbox"/> No direct appointment on this Grade <input type="checkbox"/> Grade can only be reached by Emergency Care Officer Grade III who are registered with the HPCSA as AEA and who comply with prescribed grade progression criteria				<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 and higher rating for grade progression purposes:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 15 years actual service and/or recognisable experience after registration with the HPCSA as AEA <input type="checkbox"/> At least 2 years of this period must be actual service as Ambulance Emergency Assistant Grade 2 <p><u>Average performance for grade progression purposes:</u></p>

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							<p>A combination of 20 years actual service and/or recognisable experience after registration with the HPCSA as AEA</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>
1.5	Emergency Care officer Grade V (AEA)	134,727 136,749 138,801 140,883 142,998 145,140 147,318 149,529 151,776	<input type="checkbox"/> No direct appointment on this Grade <input type="checkbox"/> Grade can only be reached by Ambulance Emergency Assistants Grade IV who are registered with the HPCSA as AEA and who comply with prescribed grade progression criteria				<p><u>Accelerated pay progression</u></p> <ul style="list-style-type: none"> <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 per pay progression cycle <p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>
Salary scales for this category were amended in line with the 1 July 2009 cost of living adjustment.							
Post: Emergency Care Technician							
1.6	Emergency Care Technician Grade I	105,543 108,732 112,020 115,407 118,893 122,490	Successful completion of Emergency Care Technician (ECT) course that allows registration with the HPCSA as Emergency Care Technician (ECT)	Registration with the HPCSA as ECT	None after registration with the HPCSA as ECT	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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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
		126,192					<p><u>Above average performance and higher rating for grade progression purposes:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 4 years actual service and/or recognisable experience after registration with the HPCSA as ECT <input type="checkbox"/> At least 2 years of this period must be actual service as ECT Grade 1 <p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 7 years actual service and/or recognisable experience after registration with the HPCSA as ECT</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	Emergency Care Technician Grade II	128,844 130,776 132,738 134,727 136,749 138,801 140,883 142,998 145,140	Successful completion of Emergency Care Technician (ECT) course that allows registration with the HPCSA as ECT	Registration with the HPCSA as ECT	7 Years after registration with the HPCSA as ECT	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 and higher rating for grade progression purposes:</u></p>

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
		147,318					<input type="checkbox"/> A combination of 11 years actual service and/or recognisable experience after registration with the HPCSA as ECT <input type="checkbox"/> At least 2 years of this period must be actual service as ECT Grade II <u>Average performance for grade progression purposes:</u> A combination of 14 years actual service and/or recognisable experience after registration with the HPCSA as ECT Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
1.8	Emergency Care Technician Grade III	151,776 154,053 156,363 158,709 161,088 163,506 165,960 168,450 170,979	Successful completion of Emergency Care Technician (ECT) course that allows registration with the HPCSA as ECT	Registration with the HPCSA as ECT	None after registration with the HPCSA as ECT	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 per pay progression cycle

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		

Salary scales for this category were amended in line with the 1 July 2009 cost of living adjustment.

PAR	JOB TITLE	SALARY LEVEL AND SCALE 1 APRIL 2010	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		

Post: Paramedic

- Grades 1, 2, 3 and 4 are applicable to Registered Paramedics (Critical Care Assistant (CCA) qualified)
- Grades 2, 3 and 4 are applicable to Registered Paramedics with National Diploma
- Grades 3 and 4 are applicable to Registered Emergency Care Practitioners (B Tech-degree)

1.8	Paramedic Grade 1	128,844 132,738 136,749 140,883 145,140 149,529 154,053	Successful completion of the Critical Care Assistant (CCA) programme that allows registration with the HPCSA as Paramedic	Registration with the HPCSA as Paramedic (CCA)	None after registration with the HPCSA as Paramedic (CCA)	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 and higher rating for grade progression purposes:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 4 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic with a CCA Programme <input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 1 <p><u>Average performance for grade pro-</u></p>
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PAR	JOB TITLE	SALARY LEVEL AND SCALE 1 APRIL 2010	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRI- ATE EXPERI- ENCE AT AP- POINTMENT	GRADE PROGRESSION / PAY PRO- GRESSION / POST PROMOTION RE- QUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							<p><u>gression purposes:</u></p> <p>A combination of 7 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic with a CCA Programme</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 to the dispensation for Paramedic Grade 1 1. Amendment of appointment requirements for N Dip that will commence on Grade 2.</p>							
1.9	Paramedic Grade 2	161,088 165,960 170,979 176,148 181,467 186,954 192,603	<p>Successful completion of the following courses or obtaining on of the following qualifications that allows registration with the HPCSA as paramedic:</p> <p><input type="checkbox"/> Critical Care Assistant (CCA Qualification), or</p> <p><input type="checkbox"/> Recognised National Diploma</p>	Registration with the HPCSA as Paramedic with CCA or National Diploma	<p><input type="checkbox"/> 7 years after registration as a Paramedic (CCA)</p> <p><input type="checkbox"/> None after Registration with HPCSA as Paramedic with National Diploma</p>	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 and higher rating for grade progression purposes:</u></p> <p>Registered Paramedic with CCA Programme</p> <p><input type="checkbox"/> A combination of 11 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic, CCA Programme</p> <p><input type="checkbox"/> At least 2 years of this period must</p>

PAR	JOB TITLE	SALARY LEVEL AND SCALE 1 APRIL 2010	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRI- ATE EXPERI- ENCE AT AP- POINTMENT	GRADE PROGRESSION / PAY PRO- GRESSION / POST PROMOTION RE- QUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							<p>be actual service as Paramedic Grade 2</p> <p>Registered Paramedic with National Diploma</p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 4 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic <input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 2 <p><u>Average performance for grade progression purposes:</u></p> <p>Registered Paramedic, CCA Programme A combination of 14 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic</p> <p>Registered Paramedic with National Diploma</p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 7 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic <p>Grade progression shall become effective from the 1st day of the month</p>

PAR	JOB TITLE	SALARY LEVEL AND SCALE 1 APRIL 2010	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRI- ATE EXPERI- ENCE AT AP- POINTMENT	GRADE PROGRESSION / PAY PRO- GRESSION / POST PROMOTION RE- QUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							following the date on which the official met all the requirements
<p>Changes to the current dispensation for Paramedic Grade 2 -</p> <p>1. COLA included;</p> <p>2. Grade 2 is the commencement Grade for registered Paramedics with a National Diploma Qualification</p>							
1.10	Paramedic Grade 3	200,499 203,505 206,559 209,658 212,802 215,994 219,234 222,522 225,861 229,248	<p>Successful completion of the following courses or obtaining on of the following qualifications that allows registration with the HPCSA as paramedic:</p> <p><input type="checkbox"/> Critical Care Assistant (CCA Qualification),</p> <p><input type="checkbox"/> Recognised National Diploma.</p> <p>Successful completion of a B Tech Degree that allows registration with the HPCSA as an Emergency care Practitioner :</p>	Registration with the HPCSA as Paramedic (CCA or NDIP) or ECP	<ul style="list-style-type: none"> • Registered Paramedic (CCA)- 14 years after registration with the HPCSA as Paramedic. • Registered Paramedic (NDip)- 7 years after registration with the HPCSA as Paramedic. • Registered ECP's- 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 and higher rating for grade progression purposes:</u></p> <p>Registered Paramedic with CCA Programme</p> <p><input type="checkbox"/> A combination of 19 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 3</p> <p>Registered Paramedic with National Diploma</p> <p><input type="checkbox"/> A combination of 12 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic</p>

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							<p>Grade 3</p> <p>Registered ECP</p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 5 years actual service and/or recognisable experience after registration with the HPCSA as ECP <input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 3 <p><u>Average performance for grade progression purposes:</u></p> <p>Registered paramedic with CCA Programme A combination of 24 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic</p> <p>Registered paramedic with National Diploma A combination of 17 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic</p> <p>Registered ECP A combination of 10 years actual service and/or recognisable experience after registration with the HPCSA as ECP</p>

PAR	JOB TITLE	SALARY LEVEL AND SCALE 1 APRIL 2010	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRI- ATE EXPERI- ENCE AT AP- POINTMENT	GRADE PROGRESSION / PAY PRO- GRESSION / POST PROMOTION RE- QUIREMENTS / MEASURES
			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 to the current dispensation for Paramedic Grade 3 Post-

1. New Salary scale with effect from 1 April 2010;

2. Commencement Grade for registered Emergency Care Practitioners (ECP) with B Tech Qualification.

1.11	Paramedic Grade 4	236,178 239,721 243,318 246,969 250,674 254,433 258,249 262,125 266,055	Successful completion of the following courses or obtaining on of the following qualifications that allows registration with the HPCSA as paramedic: <input type="checkbox"/> Critical Care Assistant (CCA Qualification), <input type="checkbox"/> Recognised National Diploma. Successful completion of a B Tech Degree that allows registration with the HPCSA as an Emergency care Practitioner	Registration with the HPCSA as Paramedic (CCA or NDIP) or ECP	<ul style="list-style-type: none"> • Registered Paramedic (CCA)- 24 years after registration with the HPCSA as Paramedic. • Registered Paramedic (NDip) - 17 years after registration with the HPCSA as Paramedic. • Registered ECP's- 10 years after registration as an ECP. 	None	<p>Accelerated pay progression</p> <ul style="list-style-type: none"> <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 per pay progression cycle <p>Promotion</p> <p>Promotion to higher vacant advertised post</p>
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Changes to the current dispensation for Paramedic Grade 4 Post-

1. COLA included;

EMS Operating personnel – Supervisory and managerial positions
Post: EMS Shift leader <input type="checkbox"/> Grades 1 and 2 applicable to Registered BAAs – no appointments post-OSD are allowed on these Grades <input type="checkbox"/> Grades 3 and 4 applicable to Registered AEA

<input type="checkbox"/> Grades 4 and 5 applicable to Registered ECTs <input type="checkbox"/> Grades 5 and 6 applicable to Registered Paramedics (CCA and NDip) <input type="checkbox"/> Grade 6 applicable to Registered ECPs							
PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
1.12	EMS Shift Leader Grade 1	92,310 93,693 95,097 96,525 97,974 99,444 100,935 102,450 103,986 105,543	<input type="checkbox"/> No appointments are done on this Grade <input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of Shift Leaders and who are registered as BAAs				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 and higher rating for grade progression purposes:</u> 5 years actual service on EMS Shift Leader Grade 1 <u>Average performance for grade progression purposes:</u> 10 years actual service on EMS Shift Leader 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
1.13	EMS Shift Leader Grade 2	108,732 110,364 112,020 113,700 115,407 117,135 118,893 120,678 122,490 124,326	<input type="checkbox"/> No appointments are done on this Grade <input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of Shift Leaders and who are registered as BAAs <input type="checkbox"/> Grade can only be reached by EMS Shift Leaders Grade 1 who are registered with the HPCSA as BAAs and who comply with prescribed grade progression criteria				<input type="checkbox"/> Promotion to higher vacant advertised post or <input type="checkbox"/> Translation to an appropriate higher grade on acquiring a qualification that allows for registration in another (higher) category with the HPCSA and actual registration in such (higher) category

1.14	EMS Shift Leader Grade 3	134,727 136,749 138,801 140,883 142,998 145,140 147,318 149,529 151,776	Successful completion of the ILS courses that allows registration with the HPCSA as AEA	Registration with the HPCSA as AEA	10 Years after registration with the HPCSA as AEA	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 and higher rating for grade progression purposes:</u> 5 years actual service on EMS Shift Leader Grade 3 <u>Average performance for grade progression purposes:</u> 10 years actual service on EMS Shift Leader Grade 3 Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
1.15	EMS Shift Leader Grade 4	161,088 163,506 165,960 168,450 170,979 173,544 176,148 178,788 181,467 184,188	<input type="checkbox"/> Registered AEA <ul style="list-style-type: none"> o No appointments are done on this Grade o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Shift Leaders and who are registered as AEA's o Grade can only be reached by EMS 	Registration with the HPCSA as AEA or ECT	<u>Registered as AEA</u> Not applicable <u>Registered as ECT</u> 10 Years after registration with the HPCSA as ECT	None	<u>Accelerated pay progression - only applicable to registered AEA on this Grade</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 per pay progression cycle <u>Grade progression - only applicable to registered ECTs on this Grade</u> Compliance with the educational qualifications, statu-

			<p>Shift Leaders Grade 3 who are registered with the HPCSA as AEs and who comply with prescribed grade progression criteria</p> <p><input type="checkbox"/> Successful completion of the ECT programmes courses that allows registration with the HPCSA as ECT</p>			<p>tory 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 and higher rating for grade progression purposes:</u></p> <p>5 years actual service on EMS Shift Leader Grade 4 after registration as ECT</p> <p><u>Average performance for grade progression purposes:</u></p> <p>10 years actual service on EMS Shift Leader Grade 4 after registration as ECT</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>	
PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
1.16	EMS Shift Leader Grade 5	197,535 200,499 203,505 206,559 209,658 212,802 215,994 219,234 222,522 225,861	<p><input type="checkbox"/> Registered ECT</p> <ul style="list-style-type: none"> o No appointments are done on this Grade o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Shift Leaders and who are registered as ECT 	Registration with the HPCSA as ECT or paramedic	<p><u>Registered as ECT</u> Not applicable</p> <p><u>Registered as Paramedic</u> 10 Years after registration with the HPCSA as PARAMEDIC.</p>	None	<p><u>Accelerated pay progression - only applicable to registered ECT on this Grade</u></p> <ul style="list-style-type: none"> <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 per pay progression cycle <p><u>Grade progression - only applicable to registered paramedics on this Grade</u></p> <p>Compliance with the educational qualifications, statu-</p>

			<ul style="list-style-type: none"> o Grade can only be reached by EMS Shift Leaders Grade 4 who are registered with the HPCSA as ECT and who comply with prescribed grade progression criteria <input type="checkbox"/> Successful completion of the CCA course or National Diploma that allows registration with the HPCSA as Paramedic 				<p>tory 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 and higher rating for grade progression purposes:</u></p> <p>5 years actual service on EMS Shift Leader Grade 5 after registration as Paramedic</p> <p><u>Average performance for grade progression purposes:</u></p> <p>10 years actual service on EMS Shift Leader Grade 5 after registration as Paramedic</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>
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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
1.17	EMS Shift Leader Grade 6	243,318 246,969 250,674 254,433 258,249 262,125 266,055 270,048 274,098 278,208	<input type="checkbox"/> Registered Paramedic <ul style="list-style-type: none"> o No appointments are done on this Grade o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Shift Leaders and who are registered as Paramedic 	Registration with the HPCSA as paramedic or ECP	<u>Registered as Paramedic</u> Not applicable <u>Registered as ECP</u> 10 Years after registration with the HPCSA as ECP	None	<p><u>Accelerated pay progression</u></p> <ul style="list-style-type: none"> <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 per pay progression cycle <p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>

			<ul style="list-style-type: none">○ Grade can only be reached by EMS Shift Leaders Grade 5 who are registered with the HPCSA as Paramedic and who comply with prescribed grade progression criteria□ Successful completion of the B Tech-degree that allows registration with the HPCSA as ECP				
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PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
<p>Post: EMS Station Manager</p> <ul style="list-style-type: none"> <input type="checkbox"/> Grades 1 and 2 applicable to Registered BAA – no appointments post-OSD are allowed on these Grades <input type="checkbox"/> Grades 3 and 4 applicable to Registered AEA <input type="checkbox"/> Grades 4 and 5 applicable to Registered ECT <input type="checkbox"/> Grades 5 and 6 applicable to Registered Paramedics <input type="checkbox"/> Grade 6 applicable to Registered ECP 							
1.18	EMS Station Manager Grade 1	108,732 110,364 112,020 113,700 115,407 117,135 118,893 120,678 122,490 124,326	<ul style="list-style-type: none"> <input type="checkbox"/> No appointment is done on this Grade <input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of EMS Station Manager and who are registered as BAA 			<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 and higher rating for grade progression purposes:</u></p> <p>5 years actual service on EMS Shift Leader Grade 1</p> <p><u>Average performance for grade progression purposes:</u></p> <p>10 years actual service on EMS Shift Leader 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>	
1.19	EMS Station Manager Grade 2	134,727 136,749 138,801 140,883 142,998 145,140 147,318 149,529 151,776	<ul style="list-style-type: none"> <input type="checkbox"/> No appointment is done on this Grade <input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of EMS Station Manager and who are registered as BAA <input type="checkbox"/> Grade can only be reached by EMS Station Managers Grade 1 who are registered with the HPCSA as BAA and who comply with prescribed grade progression criteria 			<ul style="list-style-type: none"> <input type="checkbox"/> Promotion to higher vacant advertised post or <input type="checkbox"/> Translation to an appropriate higher grade on acquiring a qualification that allows for registration in another (higher) category with the HPCSA and actual registration in such (higher) category 	

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
1.20	EMS Station Manager Grade 3	161,088 163,506 165,960 168,450 170,979 173,544 176,148 178,788 181,467 184,188	Successful completion of the ILS courses that allows registration with the HPCSA as AEA	Registration with the HPCSA as AEA	12 Years after registration with the HPCSA as AEA	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 and higher rating for grade progression purposes:</u></p> <p>5 years actual service on EMS Station manager Grade 3</p> <p><u>Average performance for grade progression purposes:</u></p> <p>10 years actual service on EMS Station manager Grade 3</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>
1.21	EMS Station Manager Grade 4	197,535 200,499 203,505 206,559 209,658 212,802 215,994 219,234 222,522 225,861	<input type="checkbox"/> Registered AEA <ul style="list-style-type: none"> o No appointments are done on this Grade o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Station manager and who are registered as AEA o Grade can only be reached by EMS Station Managers Grade 3 who are 	Registration with the HPCSA as AEA or ECT	<u>Registered as AEA</u> Not applicable <u>Registered as ECT</u> 12 years after registration with the HPCSA as ECT	None	<p><u>Accelerated pay progression - only applicable to registered AEA on this Grade</u></p> <ul style="list-style-type: none"> <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 per pay progression cycle <p><u>Grade progression - only applicable to registered ECTs on this Grade</u></p> <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 / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
			<p>registered with the HPCSA as AEs and who comply with prescribed grade progression criteria</p> <p><input type="checkbox"/> Successful completion of the ECT programmes courses that allows registration with the HPCSA as ECT</p>				<p><u>Above average performance and higher rating for grade progression purposes:</u></p> <p>5 years actual service on EMS Station Manager Grade 4 after registration as ECT</p> <p><u>Average performance for grade progression purposes:</u></p> <p>10 years actual service on EMS Station Manager Grade 4 after registration as ECT</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>
1.22	EMS Station Manager Grade 5	232,686 236,178 239,721 243,318 246,969 250,674	<p><input type="checkbox"/> Registered ECT</p> <ul style="list-style-type: none"> o No appointments are done on this Grade o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Station Manager and who are registered as ECT o Grade can only be reached by EMS Station Manager Grade 4 who are registered with the HPCSA as ECT and who comply with prescribed grade pro- 	Registration with the HPCSA as ECT or paramedic	<p><u>Registered as ECT</u> Not applicable</p> <p><u>Registered as Paramedic</u> 12Years after registration with the HPCSA as PARAMEDIC</p>	None	<p><u>Accelerated pay progression - only applicable to registered ECT on this Grade</u></p> <ul style="list-style-type: none"> <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 per pay progression cycle <p><u>Grade progression - only applicable to registered paramedics on this Grade</u></p> <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 and higher rating for grade progression purposes:</u></p> <p>5 years actual service on EMS Station Manager Grade 5 after registration as Paramedic</p>

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
			<p>gression criteria</p> <ul style="list-style-type: none"> <input type="checkbox"/> Successful completion of the CCA course or National Diploma that allows registration with the HPCSA as Paramedic 				<p><u>Average performance for grade progression purposes:</u></p> <p>10 years actual service on EMS Station manager Grade 5 after registration as Paramedic</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>
1.23	EMS Station Manager Grade 6	258,249 262,125 266,055 270,048 274,098 278,208 282,381 286,617 290,919	<ul style="list-style-type: none"> <input type="checkbox"/> Registered Paramedic <ul style="list-style-type: none"> o No appointments are done on this Grade o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Station Manager and who are registered as Paramedic o Grade can only be reached by EMS Station Manager registered with the HPCSA as Paramedic and who comply with prescribed grade progression criteria <input type="checkbox"/> Successful completion of the B Tech-degree that allows registration with the HPCSA as ECP 	Registration with the HPCSA as paramedic or ECP	<p><u>Registered as Paramedic</u> Not applicable</p> <p><u>Registered as ECP</u> 12 Years after registration with the HPCSA as ECP</p>	None	<p><u>Accelerated pay progression</u></p> <ul style="list-style-type: none"> <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 per pay progression cycle <p><u>Promotion</u></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 / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
Post: EMS Sub-District Manager <input type="checkbox"/> Grades 1 and 2 applicable to Registered AEA <input type="checkbox"/> Grades 2 and 3 applicable to Registered ECT <input type="checkbox"/> Grades 3 and 4 applicable to Registered Paramedics <input type="checkbox"/> Grade 4 applicable to Registered ECP							
1.24	EMS Sub-District Manager Grade 1	197,535 200,499 203,505 206,559 209,658 212,802 215,994 219,234 222,522 225,861	<input type="checkbox"/> No appointments is done on this Grade <input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of EMS Sub-District Manager and who are registered as AEA				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 and higher rating for grade progression purposes:</u> 5 years actual service on EMS Sub-District Manager Grade 1 <u>Average performance for grade progression purposes:</u> 10 years actual service on EMS Sub-District Manager 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
1.25	EMS Sub-District Manager Grade 2	232,686 236,178 239,721 243,318 246,969 250,674	<input type="checkbox"/> Registered AEA <ul style="list-style-type: none"> o No appointments are done on this Grade o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Sub- 	Registration with the HPCSA as AEA or ECT	<u>Registered as AEA</u> Not applicable <u>Registered as ECT</u> 15 Years after registration with the HPCSA as ECT	None	<u>Only applicable to registered AEA on this Grade</u> <input type="checkbox"/> Promotion to higher vacant advertised post or <input type="checkbox"/> Translation to an appropriate higher grade on acquiring a qualification that allows for registration in another (higher) category with the HPCSA and actual registration in such (higher) category

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
			<p>District manager and who are registered as AEAs</p> <ul style="list-style-type: none"> ○ Grade can only be reached by EMS Sub-District Managers Grade 3 who are registered with the HPCSA as AEAs and who comply with prescribed grade progression criteria <p><input type="checkbox"/> Successful completion of the ECT programmes courses that allows registration with the HPCSA as ECT</p>				<p><u>Grade progression - only applicable to registered ECTs on this Grade</u></p> <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 and higher rating for grade progression purposes:</u></p> <p>5 years actual service on EMS Sub-district Manager Grade 2 after registration as ECT</p> <p><u>Average performance for grade progression purposes:</u></p> <p>10 years actual service on EMS Sub-District Manager Grade 2 after registration as ECT</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>
1.26	EMS Sub-District Manager Grade 3	258,249 262,125 266,055 270,048 274,098 278,208	<p><input type="checkbox"/> Registered ECT</p> <ul style="list-style-type: none"> ○ No appointments are done on this Grade ○ Grade is only utilised to accommodate employees who occupied pre-OSD posts of Sub-District Manager and who are registered as ECT ○ Grade can only be 	Registration with the HPCSA as ECT or paramedic	<p><u>Registered as ECT</u> Not applicable</p> <p><u>Registered as Paramedic</u> 14 Years after registration with the HPCSA as PARAMEDIC</p>	None	<p><u>Only applicable to registered ECT on this Grade</u></p> <p><input type="checkbox"/> Promotion to higher vacant advertised post or <input type="checkbox"/> Translation to an appropriate higher grade on acquiring a qualification that allows for registration in another (higher) category with the HPCSA and actual registration in such (higher) category</p> <p><u>Grade progression - only applicable to registered paramedics on this Grade</u></p> <p>Compliance with the educational qualifications,</p>

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
			<p>reached by EMS Sub-District Manager Grade 2 who are registered with the HPCSA as ECT and who comply with prescribed grade progression criteria</p> <p><input type="checkbox"/> Successful completion of the CCA course or National Diploma that allows registration with the HPCSA as Paramedic</p>				<p>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 and higher rating for grade progression purposes:</u></p> <p>5 years actual service on EMS Sub-District Manager Grade 3 after registration as Paramedic</p> <p><u>Average performance for grade progression purposes:</u></p> <p>10 years actual service on EMS Sub-District manager Grade 3 after registration as Paramedic</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>
1.27	EMS Sub-District Manager Grade 4	286,617 290,919 295,281 299,709 304,203	<p><input type="checkbox"/> Registered Paramedic</p> <ul style="list-style-type: none"> o No appointments are done on this Grade o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Sub-District Manager and who are registered as Paramedic o Grade can only be reached by EMS Sub-District Grade 	Registration with the HPCSA as paramedic or ECP	<p><u>Registered as Paramedic</u> Not applicable</p> <p><u>Registered as ECP</u> 14 Years after registration with the HPCSA as ECP (review of experience requirement)</p>	None	<p><u>Accelerated pay progression</u></p> <ul style="list-style-type: none"> <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 per pay progression cycle <p><u>Promotion</u></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 / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
			3 who are registered with the HPCSA as Paramedic and who comply with prescribed grade progression criteria <input type="checkbox"/> Successful completion of the B Tech-degree that allows registration with the HPCSA as ECP				
Post: EMS District Manager <input type="checkbox"/> Grades 1 applicable to Registered AEA <input type="checkbox"/> Grades 2 applicable to Registered ECT <input type="checkbox"/> Grades 2 and 3 applicable to Registered Paramedics <input type="checkbox"/> Grade 3 applicable to Registered ECP							
1.28	EMS District Manager Grade 1	232,686 236,178 239,721 243,318 246,969 250,674 254,433 258,249 262,125 266,055	<input type="checkbox"/> No appointments is done on this Grade <input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of EMS District Manager and who are registered as AEA				<u>Accelerated pay progression</u> <input type="checkbox"/> Promotion to higher vacant advertised post or <input type="checkbox"/> Translation to an appropriate higher grade on acquiring a qualification that allows for registration in another (higher) category with the HPCSA and actual registration in such (higher) category
1.29	EMS District Manager Grade 2	274,098 278,208 282,381 286,617	<input type="checkbox"/> Successful completion of the ECT course that allows registration with the HPCSA as ECT	Registration with the HPCSA as ECT or paramedic	<u>Registered as ECT</u> 16 Years after registration with the HPCSA as ECT <u>Registered as Paramedic</u>	None	<u>Only applicable to registered ECT on this Grade</u> <input type="checkbox"/> Promotion to higher vacant advertised post or <input type="checkbox"/> Translation to an appropriate higher grade on

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
		290,919 295,281	or <input type="checkbox"/> Successful completion of the CCA course or National Diploma that allows registration with the HPCSA as Paramedic		16 Years after registration with the HPCSA as PARAMEDIC		acquiring a qualification that allows for registration in another (higher) category with the HPCSA and actual registration in such (higher) category <u>Grade progression - only applicable to registered paramedics on this Grade</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 and higher rating for grade progression purposes:</u> 4 years actual service on EMS District Manager Grade 2 after registration as Paramedic <u>Average performance for grade progression purposes:</u> 6 years actual service on EMS District manager Grade 2 after registration as Paramedic Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
1.30	EMS District Manager Grade 3	430,206 436,656 443,208 449,856 456,606 463,452	<input type="checkbox"/> Registered Paramedic <input type="checkbox"/> No appointments are done on this Grade <input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-	Registration with the HPCSA as paramedic or ECP	<u>Registered as Paramedic</u> Not applicable <u>Registered as ECP</u> 16 Years after registration with the HPCSA as ECP	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 per pay progression cycle

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
			<p>OSD posts of District Manager and who are registered as Paramedic</p> <ul style="list-style-type: none"> ○ Grade can only be reached by EMS Sub-District Grade 2 who are registered with the HPCSA as Paramedic and who comply with prescribed grade progression criteria <p><input type="checkbox"/> Successful completion of the B Tech-degree that allows registration with the HPCSA as ECP</p>				<p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>
Post: EMS Operational Manager							
1.31	EMS Operational Manager	449,856 456,606 463,452 470,406 477,462 484,623 491,892 499,269 506,757 514,359	<p>Successful completion of the following courses or obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Critical Care Assistance (CCA) programme <p>or</p> <ul style="list-style-type: none"> <input type="checkbox"/> Recognised National Diploma <p><u>OR</u></p>	Registration with the HPCSA as Paramedic or ECP	<p><u>Registered as Paramedic or ECP</u></p> <p>18 Years after registration with the HPCSA as Paramedic or as ECP</p>	None	<p><u>Accelerated pay progression</u></p> <ul style="list-style-type: none"> <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 per pay progression cycle <p><u>Promotion</u></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 / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
			Successful completion of the following qualifications that allows registration with the HPCSA as Emergency Care Practitioner (ECP): <input type="checkbox"/> Recognised B-Tech degree				
Post: EMS Provincial Manager							
1.32	EMS Provincial Manager	499,269 506,757 514,359 522,072 529,905 537,855 545,922 554,109 562,422 570,858	Successful completion of the following courses or obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic: <input type="checkbox"/> Critical Care Assistance (CCA) programme or <input type="checkbox"/> Recognised National Diploma <u>OR</u> Successful completion of the following qualifications that allows registration with the HPCSA as Emergency Care Practitioner (ECP): <input type="checkbox"/> Recognised B-Tech degree	Registration with the HPCSA as Paramedic or ECP	<u>Registered as Paramedic or ECP</u> 20 Years after registration with the HPCSA as Paramedic or as ECP	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 per pay progression cycle <u>Promotion</u> Promotion to higher vacant advertised post

Changes to the current dispensation for EMS Provincial Manager
 1. COLA included in all the management levels

EMS Lecturing - production posts – OSD provides for the following career paths at production level

- EMS Lecturer (Ambulance Emergency Assistant (AEA))
- EMS Lecturer (Emergency Care Technician (ECT))
- EMS lecturer (Paramedic) (Registered Paramedics and Emergency Care Practitioners (ECP))
 - o Grades 1, 2, 3 and 4 applicable to Registered Paramedics (CCA Qualification)
 - o Grades 2, 3 and 4 applicable to registered Paramedics (National Diploma)
 - o Grades 3 and 4 applicable to registered ECP B Tech Qualification)

Post: EMS Lecturer (AEA)

2.1	EMS Lecturer (AEA) Grade 1	85,686 88,278 90,945 93,693 96,525 99,444 102,450 105,543 108,732 112,020	Successful completion of an appropriate Intermediate Life Support (ILS) course that allows registration with the HPCSA as Ambulance Emergency Assistant (AEA)	Registration with the HPCS A as AEA	None after registration with the HPCSA as AEA	<input type="checkbox"/> 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 and higher rating for grade progression purposes:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 5 years actual service and/or recognisable experience after registration with the HPCSA as AEA <input type="checkbox"/> At least 2 years of this period must be actual service as Ambulance Emergency Assistant Grade 1 <p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 10 years actual service and/or recognisable experience after registration with the HPCSA as AEA</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>
2.2	EMS Lecturer (AEA) Grade 2	115,407 117,135 118,893 120,678 122,490 124,326 126,192 128,082 130,005	<ul style="list-style-type: none"> <input type="checkbox"/> No direct appointment on this Grade <input type="checkbox"/> Grade can only be reached by EMS Lecturers (AEA) Grade 1 who are registered with the HPCSA as AEA and who comply with prescribed grade progression criteria 			<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 and higher rating for grade progression purposes:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 15 years actual service and/or recognisable experience after registration with the HPCSA as AEA <input type="checkbox"/> At least 2 years of this period must be actual service as Ambulance Emergency Assistant Grade 2 	

		131,955					<p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 20 years actual service and/or recognisable experience after registration with the HPCSA as AEA</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>
2.3	EMS Lecturer (AEA) Grade 3	134,727 136,749 138,801 140,883 142,998 145,140 147,318 149,529 151,776	<input type="checkbox"/> No direct appointment on this Grade <input type="checkbox"/> Grade can only be reached by EMS Lecturers (AEA) Grade II who are registered with the HPCSA as AEA and who comply with prescribed grade progression criteria				<p><u>Accelerated pay progression</u></p> <p><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 per pay progression cycle</p> <p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>
No changes on the current dispensation for EMS Lecturer (AEA) Grade 1 to Grade 3 post							
Post: EMS Lecturer (ECT)							
2.4	EMS Lecturer (ECT) Grade 1	105,543 108,732 112,020 115,407 118,893 122,490 126,192	Successful completion of Emergency Care Technician (ECT) course that allows registration with the HPCSA as Emergency Care Technician (ECT)	Registration with the HPCSA as ECT	None after registration with the HPCSA as ECT	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 and higher rating for grade progression purposes:</u></p> <p><input type="checkbox"/> A combination of 4 years actual service and/or recognisable experience after registration with the HPCSA as ECT <input type="checkbox"/> At least 2 years of this period must be actual service as EMS Lecturer (ECT) Grade 1</p> <p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 7 years actual service and/or recognisable experience after registration with the HPCSA as ECT</p>

							Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
2.5	EMS Lecturer (ECT) Grade 2	128,844 130,776 132,738 134,727 136,749 138,801 140,883 142,998 145,140 147,318	Successful completion of Emergency Care Technician (ECT) course that allows registration with the HPCSA as ECT (can ECT's train ECT's)	Registration with the HPCSA as ECT	7 Years after registration with the HPCSA as ECT	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 and higher rating for grade progression purposes:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 11 years actual service and/or recognisable experience after registration with the HPCSA as ECT <input type="checkbox"/> At least 2 years of this period must be actual service as EMS Lecturer (ECT) Grade II <p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 14 years actual service and/or recognisable experience after registration with the HPCSA as ECT</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>
2.6	EMS Lecturer (ECT) Grade 3	151,776 154,053 156,363 158,709 161,088 163,506 165,960 168,450 170,979	Successful completion of Emergency Care Technician (ECT) course that allows registration with the HPCSA as ECT	Registration with the HPCSA as ECT	None after registration with the HPCSA as ECT	None	<p><u>Accelerated pay progression</u></p> <ul style="list-style-type: none"> <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 per pay progression cycle

Post: EMS Lecturer :Paramedic

- Grades 1, 2, 3 and 4 are applicable to Registered Paramedics {Critical Care Assistant (CCA) qualified}
- Grades 2, 3 and 4 are applicable to Registered Paramedics with National Diploma
- Grades 3 and 4 are applicable to Registered Emergency Care Practitioners (B Tech-degree)

2.7	EMS Paramedic Lecturer Grade 1	128,844 132,738 136,749 140,883 145,140 149,529 154,053	Successful completion of the Critical Care Assistance (CCA) programme that allows registration with the HPCSA as Paramedic.	Registration with the HPCSA as Paramedic CCA	None after registration with the HPCSA as Paramedic CCA	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 and higher rating for grade progression purposes:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 4 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic with a CCA Programme <input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 1 <p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 7 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic with a CCA Programme</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>
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Changes to the dispensation for Paramedic (Lecturer) Grade 1

1. Amendment of appointment requirements for N Dip that will commence on Grade 2.

2.8	EMS Paramedic Lecturer Grade 2	161,088 165,960 170,979 176,148 181,467 186,954 192,603	<p>Successful completion of the following courses or obtaining on of the following qualifications that allows registration with the HPCSA as paramedic:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Critical Care Assistant (CCA Qualification), or <input type="checkbox"/> Recognised National Diploma 	Registration with the HPCSA as Paramedic with CCA or National Diploma	<ul style="list-style-type: none"> <input type="checkbox"/> 7 years after registration as a Paramedic (CCA) <input type="checkbox"/> None after Registration with HPCSA as Paramedic with National Diploma 	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 and higher rating for grade progression purposes:</u></p> <p>Registered Paramedic with CCA Programme</p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 11 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic, CCA Programme
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							<input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 2 Registered Paramedic with National Diploma <input type="checkbox"/> A combination of 4 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic <input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 2 <u>Average performance for grade progression purposes:</u> Registered Paramedic, CCA Programme A combination of 14 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic Registered Paramedic with National Diploma <input type="checkbox"/> A combination of 7 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
Changes to the current dispensation for Paramedic (Lecturer) Grade 2 - 1. COLA included; 2. Grade 2 is the commencement Grade for registered Paramedics with a National Diploma Qualification							
2.9	EMS Paramedic Lecturer Grade 3	200,499 203,505 206,559 209,658 212,802 215,994 219,234 222,522 225,861 229,248	Successful completion of the following courses or obtaining on of the following qualifications that allows registration with the HPCSA as Paramedic: <input type="checkbox"/> Critical Care Assistant (CCA Qualification), <input type="checkbox"/> Recognised National Diploma. Successful completion of	Registration with the HPCSA as Paramedic (CCA or NDIP) or ECP	<ul style="list-style-type: none"> • Registered Paramedic (CCA)- 14 years after registration with the HPCSA as Paramedic. • Registered Paramedic (NDip)- 7 years after registration with the HPCSA as Paramedic. • Registered ECP's- None 	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 and higher rating for grade progression purposes:</u> Registered Paramedic with CCA Programme <input type="checkbox"/> A combination of 19 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic <input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 3

			a B Tech Degree that allows registration with the HPCSA as an Emergency Care Practitioner :				<p>Registered Paramedic with National Diploma</p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 12 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic <input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 3 <p>Registered ECP</p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 5 years actual service and/or recognisable experience after registration with the HPCSA as ECP <input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 3 <p><u>Average performance for grade progression purposes:</u></p> <p>Registered paramedic with CCA Programme A combination of 24 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic</p> <p>Registered paramedic with National Diploma A combination of 17 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic</p> <p>Registered ECP A combination of 10 years actual service and/or recognisable experience after registration with the HPCSA as ECP</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 to the current dispensation for Paramedic (Lecturer) Grade 3 Post-</p> <p>1. New Salary scale with effect from 1 April 2010;</p> <p>2. Commencement Grade for registered Emergency Care Practitioners (ECP) with B Tech Qualification.</p>							
2.10	EMS Lecturer Grade 4	236,178 239,721 243,318 246,969 250,674 254,433 258,249 262,125 266,055	Successful completion of the following courses or obtaining on of the following qualifications that allows registration with the HPCSA as Paramedic:	Registration with the HPCSA as Paramedic (CCA or NDIP) or ECP	<ul style="list-style-type: none"> • Registered Paramedic (CCA)- 24 years after registration with the HPCSA as Paramedic. • Registered Paramedic (NDIP) - 17 years after registration with the HPCSA as Para- 	None	<p><u>Accelerated pay progression</u></p> <ul style="list-style-type: none"> <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 per pay progression cycle <p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>

			Diploma. Successful completion of a B Tech Degree that allows registration with the HPCSA as an Emergency Care Practitioner		medic. • Registered ECP's- 10 years after registration as an ECP.		
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**Changes to the current dispensation for Paramedic (Lecturer) Grade 4 Post-
1. COLA included;**

Post: EMS Course Co-ordinator

- Grades 1 and 2 applicable to Registered AEA
- Grades 2 and 3 applicable to Registered ECT
- Grades 3 and 4 applicable to registered paramedic
- Grade 4 applicable to Registered ECT

2.11	EMS Course Coordinator Grade 1 (AEA)	161,088 163,506 165,960 168,450 170,979 173,544 176,148 178,788 181,467 184,188	<input type="checkbox"/> No appointments is done on this Grade <input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of EMS Course Co-ordinator and who are registered as AEA	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 and higher rating for grade progression purposes:</u> 5 years actual service on EMS Course Coordinator Grade 1 <u>Average performance for grade progression purposes:</u> 10 years actual service on EMS Course Coordinator 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 Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
2.12	EMS Course Coordinator Grade 2 (AEA) ECT	197,535 200,499 203,505 206,559 209,658 212,802 215,994 219,234 222,522	<input type="checkbox"/> No appointments are done on this Grade <input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of EMS Course Co-ordinator and who are registered as AEA	<u>Only applicable to registered AEA on this Grade</u> <input type="checkbox"/> Promotion to higher vacant advertised post or Translation to an appropriate higher grade on acquiring a qualification that allows for registration in another (higher) category with the HPCSA and actual registration in such (higher) category <u>Grade progression - only applicable to registered ECTs on this Grade</u>

		225,861					<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 and higher rating for grade progression purposes:</u></p> <p>5 years actual service on EMS Course Coordinator Grade 2 after registration as ECT</p> <p><u>Average performance for grade progression purposes:</u></p> <p>10 years actual service on EMS Course Coordinator Grade 2 after registration as ECT</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>
2.13	EMS Course Coordinator Grade 3 ECT Paramedic	232,686 236,178 239,721 243,318 246,969 250,674	<input type="checkbox"/> Registered ECT <ul style="list-style-type: none"> o No appointments are done on this Grade o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Course Coordinator and who are registered as ECT o Grade can only be reached by EMS Course Coordinators Grade 2 who are registered with the HPCSA as ECT and who comply with prescribed grade progression criteria <input type="checkbox"/> Successful completion of the CCA course or National Diploma that allows	Registration with the HPCSA as paramedic	<p><u>Registered as ECT</u> Not applicable</p> <p><u>Registered as Paramedic</u> 12Years after registration with the HPCSA as PARAMEDIC</p>	None	<p><u>Only applicable to registered ECT on this Grade</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> Promotion to higher vacant advertised post or <input type="checkbox"/> Translation to an appropriate higher grade on acquiring a qualification that allows for registration in another (higher) category with the HPCSA and actual registration in such (higher) category <p><u>Grade progression - only applicable to registered paramedics on this Grade</u></p> <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 and higher rating for grade progression purposes:</u></p> <p>5 years actual service on EMS Course Coordinator Grade 3 after registration as Paramedic</p> <p><u>Average performance for grade progression purposes:</u></p> <p>10 years actual service on EMS Course Coordinator Grade 3 after registration as Paramedic</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>

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS				RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
2.14	EMS Course Coordinator Grade 4 Paramedic , NDIP, ECP	258,249 262,125 266,055 270,048 274,098 278,208 282,381 286,617 290,919	<input type="checkbox"/> registration with the HPCSA as Paramedic <input type="checkbox"/> Registered Paramedic <ul style="list-style-type: none"> o No appointments are done on this Grade o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Course Coordinator and who are registered as Paramedic o Grade can only be reached by EMS Course Coordinator registered with the HPCSA as Paramedic and who comply with prescribed grade progression criteria <input type="checkbox"/> Successful completion of the B Tech-degree that allows registration with the HPCSA as ECP	Registration with the HPCSA as paramedic or ECP	<u>Registered as Paramedic</u> Not applicable <u>Registered as ECP</u> 6 Years after registration with the HPCSA as ECP	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 per pay progression cycle <u>Promotion</u> Promotion to higher vacant advertised post	

Changes to the current dispensation for EMS Course Coordinator Grade 4

1. Appointment requirements (years of experience) for an ECP (B Tech Qualification) 8 years to 6 years

Post: Deputy Principal: EMS Training College

<input type="checkbox"/> Grade 1 applicable to Registered AEA <input type="checkbox"/> Grade 2 applicable to registered ECT <input type="checkbox"/> Grades 2 and 3 applicable to Registered Paramedics <input type="checkbox"/> Grade 3 applicable to Registered ECP							
2.15	Deputy Principal: EMS Training College Grade 1	232,686 236,178 239,721 243,318 246,969 250,674 254,433 258,249 262,125 266,055	<input type="checkbox"/> No appointments is done on this Grade <input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of Deputy Principal: EMS Training College and who are registered as AEA <input type="checkbox"/> No progression to Grade 2			<p><u>Only applicable to registered AEA on this Grade</u></p> <input type="checkbox"/> Promotion to higher vacant advertised post or Translation to an appropriate higher grade on acquiring a qualification that allows for registration in another (higher) category with the HPCSA and actual registration in such (higher) category	
2.16	Deputy Principal: EMS Training College Grade 2	274,098 278,208 282,381 286,617 290,919 295,281	<input type="checkbox"/> Registered ECT <ul style="list-style-type: none"> o No appointments are done on this Grade o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Course Coordinator and who are registered as ECT o No progression to next grade <input type="checkbox"/> Successful completion of the CCA course or National Diploma that allows registration with the HPCSA as Paramedic	Registration with the HPCSA as paramedic	<u>Registered as ECT</u> Not applicable <u>Registered as Paramedic</u> 8 Years after registration with the HPCSA as PARAMEDIC	None	<p><u>Only applicable to registered ECT on this Grade</u></p> <input type="checkbox"/> Promotion to higher vacant advertised post or <input type="checkbox"/> Translation to an appropriate higher grade on acquiring a qualification that allows for registration in another (higher) category with the HPCSA and actual registration in such (higher) category <p><u>Grade progression - only applicable to registered paramedics on this Grade</u></p> <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 and higher rating for grade progression purposes:</u></p> <p>5 years actual service on Deputy Principal: EMS Training college Grade 2 after registration as Paramedic</p> <p><u>Average performance for grade progression purposes:</u></p> <p>10 years actual service on Deputy Principal: EMS Training college Grade 2 after registration as Paramedic</p>

							Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
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Changes to the current dispensation for EMS Course Coordinator Grade 2

1. Appointment requirements (years of experience) for an ECP (B Tech Qualification) 14 years to 8 years

2.17	Deputy Principal: EMS Training College Grade 3	430,206 436,656 443,208 449,856 456,606 463,452	<input type="checkbox"/> Registered Paramedic <ul style="list-style-type: none"> o No appointments are done on this Grade o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Deputy or Vice principal and who are registered as Paramedic o Grade can only be reached by Deputy principal: EMS Training College Grade 2 registered with the HPCSA as Paramedic and who comply with prescribed grade progression criteria <input type="checkbox"/> Successful completion of the B Tech-	Registration with the HPCSA as paramedic or ECP	<u>Registered as Paramedic</u> Not applicable <u>Registered as ECP</u> 10 Years after registration with the HPCSA as ECP	None	<u>Accelerated pay progression</u> <ul style="list-style-type: none"> <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 per pay progression cycle <u>Promotion</u> Promotion to higher vacant advertised post
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			degree that allows registration with the HPCSA as ECP				
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Changes to the current dispensation for EMS Course Coordinator Grade 3

1. Appointment requirements (years of experience) for an ECP (B Tech Qualification) 16 years to 8 years

2.18	Principal: EMS Training College	449,856 456,606 463,452 470,406 477,462 484,623 491,892 499,269 506,757 514,359	<p>Successful completion of the following courses or obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Critical Care Assistance (CCA) programme or <input type="checkbox"/> Recognised National Diploma <p><u>OR</u></p> <p>Successful completion of the following qualifications that allows registration with the HPCSA as Emergency Care Practitioner (ECP):</p> <ul style="list-style-type: none"> <input type="checkbox"/> Recognised B-Tech degree 	Registration with the HPCSA as Paramedic or ECP	<u>Registered as Paramedic or ECP</u> 12 Years after registration with the HPCSA as Paramedic or as ECP	None	<p><u>Accelerated pay progression</u></p> <ul style="list-style-type: none"> <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 per pay progression cycle <p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>
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Changes to the current dispensation for Principal: EMS Training College

1. Appointment requirements (years of experience) for an ECP (B Tech Qualification) 18 years to 12 years