

**ANNEXURE A1 PHDSBC Resolution 1 of 2010
THIS ANNEXURE A1 REPLACES ANNEXURE A1 TO PHDSBC RESOLUTION 3 OF 2009**

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			EXPERIENCE	RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		1 April 2010	QUALIFICATIONS	REGISTRATION				
Medical Officer career path								
Post: Medical Officer (Intern)								
1.1	Medical Officer (Intern)	MO-1 253,998 257,808	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner (Intern)	Registration with the HPCSA as Medical Practitioner (Intern)	None after registration with the HPCSA as Medical Practitioner (Intern)	None	None	None
Post: Medical Officer (Community Service)								
1.2	Medical Officer (Community Service)	MO-2 340,557	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner (Community Service)	Registration with the HPCSA as Medical Practitioner (Community Service)	<ul style="list-style-type: none"> None for SA qualified employees Foreign qualified employees, of whom it is not required to perform Community Service, and who has less than one (1) full year post registration experience, is appointed on the same level as Medical Officer (Community Service) 	None	None	None
Changes to the current dispensation for Medical Officer Intern and Community Service								
1 Appointment requirements for foreign qualified employees								
Post: Medical Officer								
1.3	Medical Officer Grade 1	MO-3 423,846 430,206	Appropriate qualification that allows registration with the HPCSA as Medical	Registration with the HPCSA as Medical Practitioner	<ul style="list-style-type: none"> None after registration as Medical 	None	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained	

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		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
		1 April 2010 436,656 443,208 449,656 456,606	Practitioner		Practitioner with the HPCSA in respect of SA qualified employees <ul style="list-style-type: none"> One year relevant experience after registration as Medical Practitioner with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa 	<p>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"> <input type="checkbox"/> A combination of 3 years actual service and/or recognisable experience after registration with the HPCSA as Medical Practitioner. <input type="checkbox"/> At least 2 years of this period must be actual service as Medical Officer Grade 1 <p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 5 years actual service and/or recognisable experience after registration with the HPCSA as Medical Practitioner</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	Medical Officer Grade 2	MO-4 484,623 491,892 499,269 506,757 514,359 522,072 529,905	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner	Registration with the HPCSA as Medical Practitioner	<ul style="list-style-type: none"> Minimum of 5 years appropriate experience as Medical Practitioner after registration with the HPCSA as Medical <p>None</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 for grade progression purposes:</u></p>

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PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS		RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		1 April 2010	QUALIFICATIONS	REGISTRATION	EXPERIENCE	
					<p>Practitioner in respect of SA qualified employees</p> <ul style="list-style-type: none"> • Minimum of 6 years relevant experience after registration as Medical Practitioner with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa 	<p><input type="checkbox"/> A combination of 8 years actual service and/or recognisable experience after registration with the HPCSA as Medical Practitioner.</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Medical Officer Grade 2</p> <p>Average performance for grade progression purposes:</p> <p>A combination of 10 years actual service and/or recognisable experience after registration with the HPCSA as Medical Practitioner</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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		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
1.5	Medical Officer Grade 3	1 April 2010 MO-5 562,422 570,858 579,420 588,114 596,934 605,886 614,976 624,198 633,561 643,065 652,710 662,502 672,438 682,527 692,763 703,155	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner	Registration with the HPCSA as Medical Practitioner	None	<p><u>Accelerated pay progression</u></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
				<ul style="list-style-type: none"> • Minimum of 10 years appropriate experience as Medical Practitioner after registration with the HPCSA as Medical Practitioner in respect of SA qualified employees • Minimum of 11 years relevant experience after registration as Medical Practitioner with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa 		<p><u>Promotion</u></p> Promotion to higher vacant advertised post

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		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
Changes on the current dispensation for Medical Officer Grade 1, Grade 2 and Grade 3- 1. Salary scale with effect from 1 April 2010 2. Appointment requirements for foreign qualified employees Post: Clinical Manager (Medical)						
1.6	Clinical Manager (Medical) Grade 1	MO-6 605,886 614,976 624,198 633,561 643,065 652,710 662,502 672,438	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner	Registration with the HPCSA as Medical Practitioner	A minimum of 3 years appropriate experience as Medical Officer after registration with the HPCSA as Medical Practitioner.	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> 5 years actual service as Clinical Manager (Medical) Grade 1 (including service as Chief Medical Officer) <u>Average performance for grade progression purposes:</u> 8 years actual service as Clinical Manager (Medical) Grade 1 (including service as Chief Medical Officer) Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
1.7	Clinical Manager (Medical) Grade 2	MO-7 692,763 703,155 713,700 724,407	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner	Registration with the HPCSA as Medical Practitioner	Grade not to be used for advertisement/appointment purposes.	<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

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		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
		1 April 2010 735,273 746,301 757,494				<input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department <u>Promotion</u> Promotion to higher vacant advertised post
Changes on the current dispensation for Clinical Manager (Medical) Grade 1 and Grade 2-						
1. Salary scale with effect from 1 April 2010.						
2. Years of experience under Appointment Requirements reduced from 6 years to 3 years on Grade 1						
1.8	Senior Clinical Manager (Medical) Grade 1 (New OSD job/work level)	MO-8 703,155 713,700 724,407 735,273 746,301 757,494	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner	Registration with the HPCSA as Medical Practitioner	A minimum of 3 years appropriate experience as Medical Officer after registration with the HPCSA as Medical Practitioner.	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> 4 years actual service as a Senior Clinical Manager (Medical) Grade 1 <u>Average performance for grade progression purposes:</u> 6 years actual service as a Senior Clinical Manager (Medical) 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
1.9	Senior Clinical Manager (Medical) Grade 2	MO-9 780,390	Appropriate qualification that allows registration with the	Registration with the HPCSA as Medical	Grade not to be used for	<u>Accelerated pay progression</u>

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		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
	(New OSD job/work level)	1 April 2010 792,096 803,976 816,033 828,273 840,699	HPCSA as Medical Practitioner	Practitioner	advertisement/appointment purposes	<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
Dentist career path						
Post: Dentist (Community Service)						
2.1	Dentist (Community Service)	MO-2 340,557	Appropriate qualification that allows registration with the HPCSA as Dentist (Community Service)	Registration with the HPCSA as Dentist (Community Service)	<ul style="list-style-type: none"> • None for SA qualified employees • Foreign qualified employees, of whom it is not required to perform Community Service, and who has less than one (1) full year post registration experience, is appointed on the same level as Dentist (Community Service) 	None
Change on the current dispensation for Dentist Community Service 1. Appointment requirements for foreign qualified employees						

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		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION			
Post: Dentist							
2.2	Dentist Grade 1	1 April 2010 DEN-2 411,411 417,582 423,846 430,206 436,656 443,208 449,856 456,606	Appropriate qualification that allows registration with the HPCSA as Dentist	Registration with the HPCSA as Dentist	<ul style="list-style-type: none"> None after registration as Dentist with the HPCSA in respect of SA qualified employees One year relevant experience after registration as Dentist with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa 	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"> <input type="checkbox"/> A combination of 5 years actual service and/or recognisable experience after registration with the HPCSA as Dentist. <input type="checkbox"/> At least 4 years of this period must be actual service as Dentist 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 Dentist</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>
2.3	Dentist Grade 2	DEN-3 484,623 491,892 499,269 506,757 514,359	Appropriate qualification that allows registration with the HPCSA as Dentist	Registration with the HPCSA as Dentist	<ul style="list-style-type: none"> Minimum of 7 years appropriate experience as Dentist after registration with the HPCSA as 	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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		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
		1 April 2010 522,072 529,905			<p>Dentist in respect of SA qualified employees</p> <ul style="list-style-type: none"> • Minimum of 8 years relevant experience after registration as Dentist with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa 	<p>progression purposes:</p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 10 years actual service and/or recognisable experience after registration with the HPCSA as Dentist. <input type="checkbox"/> At least 2 years of this period must be actual service as Dentist Grade 2 <p>Average performance for grade progression purposes:</p> <p>A combination of 12 years actual service and/or recognisable experience after registration with the HPCSA as Dentist</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>
2.4	Dentist Grade 3	DEN-4 562,422 570,858 579,420 588,114 596,934 605,886 614,976 624,198 633,561 643,065	Appropriate qualification that allows registration with the HPCSA as Dentist	Registration with the HPCSA as Dentist	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 <p>Promotion</p>

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		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
		1 April 2010 652,710 662,502 672,438 682,527 692,763 703,155			<ul style="list-style-type: none"> Minimum of 13 years relevant experience after registration as Dentist with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa 	Promotion to higher vacant advertised post
<p>Changes on the current dispensation for Dentist Grade1, Grade 2 and Grade 3-</p> <p>1. Salary scale with effect from 1 April 2010</p> <p>2. Appointment requirements for foreign qualified employees</p>						
2.5	Clinical Manager (Dental) Grade 1	DEN-5 605,886 614,976 624,198 633,561 643,065 652,710 662,502 672,438	Appropriate qualification that allows registration with the HPCSA as Dentist	Registration with the HPCSA as Dentist	A minimum of 3 years appropriate experience as Dentist after registration with the HPCSA as Dentist.	<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>Above average performance for grade progression purposes:</p> <p>5 years actual service as Clinical Manager (Dental) Grade 1 (including service as Chief Dentist)</p>

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		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
2.6	Clinical Manager (Dental) Grade 2	1 April 2010 DEN-6 692,763 703,155 713,700 724,407 735,273 746,301 757,494	Appropriate qualification that allows registration with the HPCSA as Dentist	Registration with the HPCSA as Dentist	Grade not to be used for advertisement/ appointment purposes.	<p><u>Average performance for grade progression purposes:</u></p> <p>8 years actual service as Clinical Manager (Dental) Grade 1 (including service as Chief Dentist)</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p> <p><u>Accelerated pay progression</u></p> <p><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</p> <p><input type="checkbox"/> Based on assessment of at least above average</p> <p><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department</p> <p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>
<p>Changes on the current dispensation for Clinical Manager (Dental) Grade 1 and Grade 2-</p> <p>1. Salary scale with effect from 1 April 2010.</p> <p>2. Years of experience under Appointment Requirements from 6 years to 3 years on Grade 1</p>						
2.7	Senior Clinical Manager (Dental) Grade 1 (NEW OSD JOB)	DEN-7 703,155 713,700 724,407	Appropriate qualification that allows registration with the HPCSA as Dentist	Registration with the HPCSA as Dentist	A minimum of 3 years appropriate experience after registration with	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as</p>

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		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
	LEVEL)	1 April 2010 735,273 746,301 757,494			the following experiential competency: <u>Above average performance for grade progression purposes:</u> 4 years actual service as a Senior Clinical Manager (Dental) Grade 1 <u>Average performance for grade progression purposes:</u> 6 years actual service as a Senior Clinical Manager (Dental) Grade 1 Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements	
2.8	Senior Clinical Manager (Dental) Grade 2 (NEW OSD JOB LEVEL)	DEN-8 780,390 792,096 803,976 816,033 828,273 840,699	Appropriate qualification that allows registration with the HPCSA as Dentist	Registration with the HPCSA as Dentist	Grade not to be used for advertisement/ appointment purposes.	<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

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		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
Medical Specialist career path						
Post: Medical Specialist						
3.1	Registrar (Medical)	DSP-1 423,846 430,206 436,656 443,208	Appropriate qualification that allows registration with the HPCSA as Registrar (Medical)	Registration with the HPCSA as Registrar (Medical)	None after registration with the HPCSA as Registrar (Medical)	<p><u>Pay progression</u></p> <p>1 Notch on scale for successful completion of every academic year</p> <p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>
No changes on the current dispensation for Registrar (Medical)						
3.2	Medical Specialist Grade 1	MSP-2 570,858 579,420 588,114 596,934 605,886	Appropriate qualification that allows registration with the HPCSA as Medical Specialist in a normal Speciality	Registration with the HPCSA as Medical Specialist in a normal Speciality	None after registration with the HPCSA as Medical Specialist in a normal Speciality	<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><input type="checkbox"/> A combination of 3 years actual service and/or recognisable experience after registration with the HPCSA as Medical Specialist.</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Medical Specialist Grade 1</p> <p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 5 years actual service and/or recognisable experience after registration with the HPCSA as Medical Specialist</p>

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PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
3.3	Medical Specialist Grade 2	1 April 2010 MSP-3 652,710 662,502 672,438 682,527 692,763	Appropriate qualification that allows registration with the HPCSA as Medical specialist in a normal Speciality	Registration with the HPCSA as Medical Specialist in a normal Speciality	A minimum of 5 years appropriate experience as Medical Specialist after registration with the HPCSA (or a recognised foreign Health Professional Council in respect of a foreign qualified employee) as Medical Specialist in a normal Speciality	<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>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>Above average performance for grade progression purposes:</p> <p><input type="checkbox"/> A combination of 8 years actual service and/or recognisable experience after registration with the HPCSA as Medical Specialist.</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Medical Specialist Grade 2</p> <p>Average performance for grade progression purposes:</p> <p>A combination of 10 years actual service and/or recognisable experience after registration with the HPCSA as Medical Specialist</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>

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		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
3.4	Medical Specialist Grade 3	1 April 2010 MSP- 4 757,494 768,858 780,390 792,096 803,976 816,033 828,273 840,699 853,308 866,109 879,099 892,287 905,673 919,257 933,045 947,040	Appropriate qualification that allows registration with the HPCSA as Medical specialist in a normal Speciality	Registration with the HPCSA as Medical Specialist in a normal Speciality	None	<p><u>Accelerated pay progression</u></p> <p><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</p> <p><input type="checkbox"/> Based on assessment of at least above average</p> <p><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department</p> <p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>
<p>Changes on the current dispensation for Medical Specialist Grade 1, Grade 2 and Grade 3-</p> <p>1. Salary scale with effect from 1 April 2010.</p> <p>2. Recognition of experience of foreign qualified employees</p>						
Post: Medical Specialist (Sub-Speciality)						
3.5	Senior Registrar (Medical)	MSP- 5 570,858 579,420 588,114 596,934	Appropriate qualification that allows registration with the HPCSA as Senior Registrar	Registration with the HPCSA as Senior Registrar	None	<p><u>Pay progression</u></p> <p>1 Notch on scale for successful completion of every academic year</p> <p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>
3.6	Medical Specialist (Sub-Speciality) Grade 1	MSP-6 662,502	Appropriate qualification that allows registration with the	Registration with the HPCSA as Medical	None	<p>Compliance with the educational qualifications, statutory requirements and</p>

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		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
		1 April 2010 672,438 682,527 692,763 703,155	HPCSA as Medical specialist in a recognised Sub-Specialty	Specialist in a recognised Sub-Specialty	the HPCSA as Medical Specialist in a recognised Sub-Specialty	<p>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"> <input type="checkbox"/> A combination of 3 years actual service and/or recognisable experience after registration with the HPCSA in the sub-specialty as Medical Specialist. <input type="checkbox"/> At least 2 years of this period must be actual service as Medical Specialist (Sub-Specialty) Grade 1 <p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 5 years actual service and/or recognisable experience after registration with the HPCSA in the sub-specialty as Medical Specialist</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>
3.7	Medical Specialist (Sub-Specialty) Grade 2	MSP- 7 757,494 768,858 780,390 792,096 803,976	Appropriate qualification that allows registration with the HPCSA as Medical specialist in a recognised Sub-Specialty	Registration with the HPCSA as Medical Specialist in a recognised Sub-Specialty	A minimum of 5 years appropriate experience as Medical Specialist after registration with the HPCSA	<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>

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		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
		1 April 2010				<p><u>Above average performance for grade progression purposes:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 8 years actual service and/or recognisable experience after registration with the HPCSA in the sub-specialty as Medical Specialist. <input type="checkbox"/> At least 2 years of this period must be actual service as Medical Specialist (Sub-Specialty) Grade 2 <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 in the sub-specialty as Medical Specialist</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>
3.8	Medical Specialist (Sub-Specialty) Grade 3	MSP- 8 828,273 840,699 853,308 866,109 879,099 892,287 905,673 919,257 933,045	Appropriate qualification that allows registration with the HPCSA as Medical specialist in a recognised Sub-Specialty	Registration with the HPCSA as Medical Specialist in a recognised Sub-Specialty	A minimum of 10 years appropriate experience as Medical Specialist after registration with the HPCSA (or a recognised foreign Health Professional Council in respect of a foreign	<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

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		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
		1 April 2010 947,040			qualified employee) as Medical Specialist in a recognised Sub-Specialty	<u>Promotion</u> Promotion to higher vacant advertised post
<p>Changes on the current dispensation for Medical Specialist (Sub Specialty) Grade 1 Grade 2 and Grade 3-</p> <ol style="list-style-type: none"> Salary scale with effect from 1 April 2010. Recognition of experience of foreign qualified employees 						
Higher levels						
Post: Head Clinical Unit (Medical)						
3.9	Head: Clinical Unit (Medical) Grade 1	MSP-8 892,287 905,673 919,257 933,045 947,040	Appropriate qualification that allows registration with the HPCSA as Medical specialist in a normal Specialty or a recognised Sub-Specialty	Registration with the HPCSA as Medical Specialist in a normal Specialty or in a recognised Sub-Specialty	A minimum of 3 years appropriate experience as Medical Specialist after registration with the HPCSA as a Medical Specialist in a normal Specialty or in a recognised Sub-Specialty	<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>5 years actual service as Head: Clinical Unit (Medical) Grade 1 (including service as Principal Medical Specialist)</p> <p><u>Average performance for grade progression purposes:</u></p> <p>8 years actual service as Head: Clinical Unit (Dental) Grade 1 (including service as Principal Dental Specialist)</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>

PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES	
		SALARY LEVEL AND SCALE	REGISTRATION	EXPERIENCE			
Changes on the current dispensation for Head Clinical Unit: (Medical) Grade 1-1. Years of experience under Appointment Requirements from 7 years to 3 years							
3.10	Head: Clinical Unit (Medical) Grade 2	1 April 2010 MSP-9 975,666 990,300 1,005,153 1,020,231 1,035,534 1,051,068 1,066,833	Appropriate qualification that allows registration with the HPCSA as Medical Specialist in a normal Specialty or a recognised Sub-Specialty	Registration with the HPCSA as Medical Specialist in a normal Specialty or in a recognised Sub-Specialty	Grade not to be used for advertisement/ appointment purposes.	None	Accelerated pay progression <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 Promotion Promotion to higher vacant advertised post
Post: Head Clinical Department (Medical)							
3.11	Head: Clinical Department (Medical) Grade 1	MSP-10 1,115,565 1,132,299 1,149,285 1,166,523 1,184,019	Appropriate qualification that allows registration with the HPCSA as Medical specialist in a normal Specialty or a recognised Sub-Specialty	Registration with the HPCSA as Medical Specialist in a normal Specialty or in a recognised Sub-Specialty	A minimum of 3 years appropriate experience as Medical Specialist after registration with the HPCSA as a Medical Specialist in a normal Specialty or in a recognised Sub-Specialty	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: Above average performance for grade progression purposes: 5 years actual service as Head: Clinical Department (Medical) Grade 1 (including service as Chief Medical Specialist) Average performance for grade progression purposes: 8 years actual service as Head: Clinical Department (Medical) Grade 1 (including service as Chief Medical Specialist)

PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
		1 April 2010				Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
Changes on the current dispensation for Head Clinical Department (Medical) Grade 1- 1. Years of Experience under Appointment Requirements from 9 years to 3 years						
3.12	Head: Clinical Department (Medical) Grade 2	MSP-11 1,219,809 1,238,106 1,256,679 1,275,528 1,294,662	Appropriate qualification that allows registration with the HPCSA as Medical specialist in a normal Speciality or a recognised Sub-Speciality	Registration with the HPCSA as Medical Specialist in a normal Speciality or in a recognised Sub-Speciality	Grade not to be used for advertisement/ appointment purposes.	<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
Dental Specialist career path						
Post: Dental Specialist						
4.1	Registrar (Dental)	DSP-1 423,846 430,206 436,656 443,208	Appropriate qualification that allows registration with the HPCSA as Registrar (Dental)	Registration with the HPCSA as Registrar (Dental)	None after registration with the HPCSA as Registrar (Dental))	<u>Pay progression</u> 1 Notch on scale for successful completion of every academic year <u>Promotion</u> Promotion to higher vacant advertised post
No change on the current dispensation for Registrar (Dental)						
4.2	Dental Specialist Grade 1	DSP-2 570,858 579,420 588,114	Appropriate qualification that allows registration with the HPCSA as Dental specialist in a normal Speciality	Registration with the HPCSA as Dental Specialist in a normal Speciality	None after registration with the HPCSA as Dental Specialist	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as

PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
		1 April 2010 596,934 605,886			in a normal Speciality	<p>the following experiential competency:</p> <p>Above average performance for grade progression purposes:</p> <p><input type="checkbox"/> A combination of 3 years actual service and/or recognisable experience after registration with the HPCSA as Dental Specialist.</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Dental Specialist Grade 1</p> <p>Average performance for grade progression purposes:</p> <p>A combination of 5 years actual service and/or recognisable experience after registration with the HPCSA as Dental Specialist</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>
4.3	Dental Specialist Grade 2	DSP-3 662,710 662,502 672,438 682,527 692,763	Appropriate qualification that allows registration with the HPCSA as Dental Specialist in a normal Speciality	Registration with the HPCSA as Dental Specialist in a normal Speciality	A minimum of 5 years appropriate experience as Dental Specialist after registration with the HPCSA (or a recognised foreign Health Professional Council in respect	<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>Above average performance for grade progression purposes:</p> <p><input type="checkbox"/> A combination of 8 years actual</p>

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
		1 April 2010			of a foreign qualified employee) as Dental Specialist in a normal Speciality	<p>service and/or recognisable experience after registration with the HPCSA as Dental Specialist.</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Dental Specialist Grade 2</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 Dental Specialist</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>	

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PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
4.4	Dental Specialist Grade 3	1 April 2010 DSP-4 757,494 768,858 780,390 792,096 803,976 816,033 828,273 840,699 853,308 866,109 879,099 892,287 905,673 919,257 933,045 947,040	Appropriate qualification that allows registration with the HPCSA as Dental Specialist in a normal Speciality	Registration with the HPCSA as Dental Specialist in a normal Speciality	None	<p><u>Accelerated pay progression</u></p> <p><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</p> <p><input type="checkbox"/> Based on assessment of at least above average</p> <p><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department</p> <p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>
<p>Changes on the current dispensation for Dental Specialist Grade 1, Grade 2 and Grade 3-</p> <p>1. Salary scale with effect from 1 April 2010.</p> <p>2. Recognition of experience of foreign qualified employees</p>						
Production – Sub-Specialities						
Post – Dental Specialist (Sub-Speciality)						
4.5	Senior Registrar (Dental)	570,858 579,420 588,114 596,934	Appropriate qualification that allows registration with the HPCSA as Senior Registrar (Dental)	Registration with the HPCSA as Senior Registrar (Dental)	None	<p><u>Pay progression</u></p> <p>1 Notch on scale for successful completion of every academic year</p> <p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>

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

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PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
		1 April 2010 803,976			with the HPCSA (or a recognised foreign Health Professional Council in respect of a foreign qualified employee) as Dental Specialist in a recognised Sub-Specialty	<p><u>Above average performance for grade progression purposes:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 8 years actual service and/or recognisable experience after registration with the HPCSA in the sub-specialty as Dental Specialist. <input type="checkbox"/> At least 2 years of this period must be actual service as Dental Specialist (Sub-Specialty) Grade 2 <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 in the sub-specialty as Dental Specialist</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>
4.8	Dental Specialist (Sub-Specialty) Grade 3	828,273 840,699 853,308 866,109 879,099 892,287 905,673	Appropriate qualification that allows registration with the HPCSA as Dental Specialist in a recognised Sub-Specialty	Registration with the HPCSA as Dental Specialist in a recognised Sub-Specialty	A minimum of 10 years appropriate experience as Dental Specialist after registration with the HPCSA (or a recognised foreign Health Professional	<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

PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
		1 April 2010 919,257 933,045 947,040			Council in respect of a foreign qualified employee) as Dental Specialist in a recognised Sub-Specialty	<u>Promotion</u> Promotion to higher vacant advertised post
<p>Changes on the current dispensation for Dental Specialist (Sub Specialty) Grade 1, Grade 2 and Grade 3-</p> <p>1. Salary scale with effect from 1 April 2010.</p> <p>2. Recognition of experience of foreign qualified employees</p>						
Higher levels						
Post: Head: Clinical Unit (Dental)						
4.9	Head: Clinical Unit (Dental) Grade 1	DSP-8 892,287 905,673 919,257 933,045 947,040	Appropriate qualification that allows registration with the HPCSA as Dental Specialist in a normal Specialty or a recognised Sub-Specialty	Registration with the HPCSA as Dental Specialist in a normal Specialty or in a recognised Sub-Specialty	A minimum of 3 years appropriate experience as Dental Specialist after registration with the HPCSA as a Dental Specialist in a normal Specialty or in a recognised Sub-Specialty	<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>5 years actual service as Head: Clinical Unit (Dental) Grade 1 (including service as Principal Dental Specialist)</p> <p><u>Average performance for grade progression purposes:</u></p> <p>8 years actual service as Head: Clinical Unit (Dental) Grade 1 (including service as Principal Dental Specialist)</p> <p>Grade progression shall become</p>

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PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
		1 April 2010				effective from the 1st day of the month following the date on which the official met all the requirements
Changes on the current dispensation for Head Clinical Unit (Dental) Grade 1- 1. Years of Experience under Appointment Requirements from 7 years to 3 years						
4.10	Head: Clinical Unit (Dental) Grade 2	DSP-9 975,666 990,300 1,005,153 1,020,231 1,035,534 1,051,068 1,066,833	Appropriate qualification that allows registration with the HPCSA as Dental Specialist in a normal Specialty or a recognised Sub-Specialty	Registration with the HPCSA as Dental Specialist in a normal Specialty or in a recognised Sub-Specialty	Grade not to be used for advertisement/ appointment purposes.	<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
Post: Head: Clinical Department (Dental)						
4.11	Head: Clinical Department (Dental) Grade 1	DSP-10 1,115,565 1,132,299 1,149,285 1,166,523 1,184,019	Appropriate qualification that allows registration with the HPCSA as Dental specialist in a normal Specialty or a recognised Sub-Specialty	Registration with the HPCSA as Dental Specialist in a normal Specialty or in a recognised Sub-Specialty	A minimum of 3 years appropriate experience as Medical Specialist after registration with the HPCSA as a Dental Specialist in a normal Specialty or in a recognised Sub-Specialty	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> 5 years actual service as Head: Clinical Department (Dental) Grade 1 (including service as Chief Dental Specialist) <u>Average performance for grade progression purposes:</u>

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PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
		1 April 2010				8 years actual service as Head: Clinical Department (Dental) Grade 1 (including service as Chief Dental Specialist) Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
<p>Changes on the current dispensation for Head Clinical Department (Dental) Grade 1-</p> <p>1. Years of experience under Appointment Requirements from 9 years to 3 years</p>						
4.12	Head: Clinical Department (Dental) Grade 2	DSP-11 1,219,809 1,238,106 1,256,679 1,275,528 1,294,662	Appropriate qualification that allows registration with the HPCSA as Dental Specialist in a normal Specialty or a recognised Sub-Specialty	Registration with the HPCSA as Dental Specialist in a normal Specialty or in a recognised Sub-Specialty	Grade not to be used for advertisement/ appointment purposes.	<p><u>Accelerated pay progression</u></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 <p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>
<p>Stomatologist career path</p> <p>Post: Stomatologist</p>						
4.13	Stomatologist Grade 1	570,858 579,420 588,114 596,934 605,886	Appropriate qualification that allows registration with the HPCSA as Dentist and an appropriate post basic Masters degree	Registration with the HPCSA as Dentist	None after registration with the HPCSA as Dentist and after acquiring the appropriate Masters degree	<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</u></p>

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PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
4.14	Stomatologist Grade 2	1 April 2010 652,710 662,502 672,438 682,527 692,763	Appropriate qualification that allows registration with the HPCSA as Dentist and an appropriate post basic Masters degree	Registration with the HPCSA as Dentist	A minimum of 5 years appropriate experience as Dentist after registration with the HPCSA (or a recognised foreign Health Professional Council in respect of a foreign	<p><u>progression purposes:</u></p> <p><input type="checkbox"/> A combination of 3 years actual service and/or recognisable experience after registration with the HPCSA as Dentist and after acquiring the appropriate Masters degree</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Stomatologist Grade 1</p> <p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 5 years actual service and/or recognisable experience after registration with the HPCSA Dentist and after acquiring the appropriate Masters degree</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>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>Above average performance for grade progression purposes:</p> <p><input type="checkbox"/> A combination of 8 years actual</p>

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PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
		1 April 2010				<p>service and/or recognisable experience after registration with the HPCSA as Dentist and after acquiring the appropriate Masters degree</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Stomatologist Grade 2</p> <p><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 Dentist and after acquiring the appropriate Masters degree</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>
4.15	Stomatologist Grade 3	757,494 768,858 780,390 792,096 803,976 816,033 828,273 840,699 853,308 866,109	Appropriate qualification that allows registration with the HPCSA as Dentist and an appropriate post basic Masters degree	Registration with the HPCSA as Dentist	None	<p><u>Accelerated pay progression</u></p> <p><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</p> <p><input type="checkbox"/> Based on assessment of at least above average</p> <p><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department</p> <p><u>Promotion</u></p>

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PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
		1 April 2010				Promotion to higher vacant advertised post
		879,099			employee) after acquiring the appropriate Masters degree	
		892,287				
		905,673				
		919,257				
		933,045				
		947,040				
<p>Changes on the current dispensation for Stomatologist Grade 1, Grade 2 and Grade 3-</p> <ol style="list-style-type: none"> 1. Dispensation defined – was not included in PHSDSBC Resolution 3 of 2009 2. Recognition of experience of foreign qualified employees 						
High levels						
Post Head: Clinical Unit (Stomatology)						
4.16	Head: Clinical Unit (Stomatology) Grade 1 (New OSD Job Level)	892,287 905,673 919,257 933,045 947,040	Appropriate qualification that allows registration with the HPCSA as Dentist and an appropriate post basic Masters degree	Registration with the HPCSA as Dentist	A minimum of 3 years appropriate experience after registration with the HPCSA as Dentist and after acquiring the appropriate Masters degree	<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>5 years actual service as Head: Clinical Unit (Stomatology) Grade 1</p> <p><u>Average performance for grade progression purposes:</u></p> <p>8 years actual service as Head: Clinical Unit (Stomatology) 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>

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PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
4.17	Head: Clinical Unit (Stomatology) Grade 2 (New OSD Job level)	1 April 2010 975,666 990,300 1,005,153 1,020,231 1,035,534 1,051,068 1,066,833	Appropriate qualification that allows registration with the HPCSA as Dentist and an appropriate post-basic Masters degree	Registration with the HPCSA as Dentist	Grade not to be used for advertisement/ appointment purposes. None	<u>Accelerated pay progression</u> <input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least above average <input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department <u>Promotion</u> Promotion to higher vacant advertised post
4.18	Post: Head: Clinical Department (Stomatology) Head: Clinical Department (Stomatology) Grade 1 (New OSD Job level)	1,115,565 1,132,299 1,149,285 1,166,523 1,184,019	Appropriate qualification that allows registration with the HPCSA as Dentist and an appropriate post basic Masters degree	Registration with the HPCSA as Dentist	A minimum of 3 years appropriate experience after registration with the HPCSA as Dentist and after acquiring the appropriate Masters degree	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> 5 years actual service as Head: Clinical Department (Stomatology) Grade 1 <u>Average performance for grade progression purposes:</u> 8 years actual service as Head: Clinical Department (Stomatology) Grade 1

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PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
4.19	Head: Clinical Department (Stomatology) Grade 2 (New OSD Job level)	1 April 2010 1,219,809 1,238,106 1,256,679 1,275,528 1,294,662	Appropriate qualification that allows registration with the HPCSA as Dentist and an appropriate post basic Masters degree	Registration with the HPCSA as Dentist	Grade not to be used for advertisement/ appointment purposes.	<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>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: Above average performance for grade progression purposes: 5 years actual service as Head: Clinical Department (Stomatology) Grade 1 Average performance for grade progression purposes: 8 years actual service as Head: Clinical Department (Stomatology) 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</p>
Clinical Pharmacologist career path						
Post – Clinical Pharmacologist						
4.19	Clinical Pharmacologist Grade 1	570,858 579,420 588,114 596,934 605,886	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner and an appropriate post basic Masters degree	Registration with the HPCSA as Medical Practitioner	None after registration with the HPCSA as Medical Practitioner and after acquiring the appropriate	<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: Above average performance for grade</p>

PAR	JOB TITLE	SALARY LEVEL AND SCALE 1 April 2010	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
4.20	Clinical Pharmacologist Grade 2	652,710 662,502 672,438 682,527 692,763	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner and an appropriate post basic Masters degree	Registration with the HPCSA as Medical Practitioner	A minimum of 5 years appropriate experience as Medical Practitioner after registration with the HPCSA (or a recognised foreign Health Professional	None	<p><u>progression purposes:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 3 years actual service and/or recognisable experience after registration with the HPCSA as Medical Practitioner and after acquiring the appropriate Masters degree <input type="checkbox"/> At least 2 years of this period must be actual service as Clinical Pharmacologist Grade 1 <p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 5 years actual service and/or recognisable experience after registration with the HPCSA Medical Practitioner and after acquiring the appropriate Masters degree</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>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>Above average performance for grade progression purposes:</p>

PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
		1 April 2010				<input type="checkbox"/> A combination of 8 years actual service and/or recognisable experience after registration with the HPCSA as Medical Practitioner and after acquiring the appropriate Masters degree <input type="checkbox"/> At least 2 years of this period must be actual service as Clinical Stomatologist Grade 2 Average performance for grade progression purposes: A combination of 10 years actual service and/or recognisable experience after registration with the HPCSA as Medical Practitioner and after acquiring the appropriate Masters degree Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
4.21	Clinical Pharmacologist Grade 3	757,494 768,858 780,390 792,096 803,976 816,033 828,273 840,699 853,308 866,109	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner and an appropriate post basic Masters degree	Registration with the HPCSA as Medical Practitioner	A minimum of 10 years appropriate experience as Medical Practitioner after registration with the HPCSA (or a recognised foreign Health Professional Council in respect	Accelerated pay progression <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 Promotion

PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
		1 April 2010 879,099 892,287 905,673 919,257 933,045 947,040			of a foreign qualified employee) after acquiring the appropriate Masters degree	Promotion to higher vacant advertised post
Post Head: Clinical Unit (Clinical Pharmacology)						
4.22	Head: Clinical Unit (Clinical Pharmacology) Grade 1 (New OSD Job Level)	892,287 905,673 919,257 933,045 947,040	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner and an appropriate post basic Masters degree	Registration with the HPCSA as Medical Practitioner	A minimum of 3 years appropriate experience after registration with the HPCSA as Medical Practitioner and after acquiring the appropriate Masters degree	<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>5 years actual service as Head: Clinical Unit (Clinical Pharmacology) Grade 1</p> <p><u>Average performance for grade progression purposes:</u></p> <p>8 years actual service as Head: Clinical Unit (Clinical Pharmacology) 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>
4.23	Head: Clinical Unit (Clinical Pharmacology) Grade 2	975,666 990,300	Appropriate qualification that allows registration with the HPCSA as Medical	Registration with the HPCSA as Medical Practitioner	Grade not to be used for advertisement/	<p><u>Accelerated pay progression</u></p> <p><input type="checkbox"/> 2 Notches per assessment cycle (per</p>

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PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
	(New OSD Job level)	1 April 2010 1,005,153 1,020,231 1,035,534 1,051,068 1,066,833	Practitioner and an appropriate post basic Masters degree		appointment purposes.	<input type="checkbox"/> 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
4.24	Post: Head: Clinical Department (Pharmacology) Head: Clinical Department (Clinical Pharmacology) Grade 1 (New OSD Job level)	1,115,565 1,132,299 1,149,285 1,166,523 1,184,019	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner and an appropriate post basic Masters degree	Registration with the HPCSA as Medical Practitioner	A minimum of 3 years appropriate experience Medical Practitioner and after acquiring the appropriate Masters degree	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> 5 years actual service as Head: Clinical Department (Clinical Pharmacology) Grade 1 <u>Average performance for grade progression purposes:</u> 8 years actual service as Head: Clinical Department (Clinical Pharmacology) Grade 1 Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements

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PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
4.25	Head: Clinical Department (Clinical Pharmacology) Grade 2 (New OSD work/job level)	1 April 2010 1,219,809 1,238,106 1,256,679 1,275,528 1,294,662	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner and an appropriate post basic Masters degree	Registration with the HPCSA as Medical Practitioner	Grade not to be used for advertisement/ appointment purposes.	<p><u>Accelerated pay progression</u></p> <p><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</p> <p><input type="checkbox"/> Based on assessment of at least above average</p> <p><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department</p> <p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>
Non-clinical Medical and Dental Management (facility level) career path						
Post Manager: Medical/Dental Services						
5.1	Manager: Medical/Dental Services Grade 1 Revised OSD post	605,886 614,976 624,198 633,561 643,065 652,710 662,502 672,438	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner or Dentist	Registration with the HPCSA as Medical Practitioner or Dentist	A minimum of 3 years appropriate experience as Medical Officer or Dentist after registration with the HPCSA as Medical Practitioner or Dentist.	<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>5 years actual service as Manager: Medical Services Grade 1 or Manager Dental Services Grade 1</p> <p><u>Average performance for grade progression purposes:</u></p> <p>8 years actual service as Manager: Medical Services Grade 1 or Manager Dental Services Grade 1</p>

PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
		1 April 2010				Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
5.2	Manager: Medical/Dental Services Grade 2	692,763 703,155 713,700 724,407 735,273 746,301 757,494 768,858 780,390 792,096	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner <u>or</u> Dentist	Registration with the HPCSA as Medical Practitioner <u>or</u> Dentist	Grade not to be used for advertisement/ appointment purposes.	<u>Accelerated pay progression</u> <input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least above average <input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department <u>Promotion</u> Promotion to higher vacant advertised post
Changes on the current dispensation for Manager Medical/Dental Services- 1. Merging of the OSD posts Assistant Manager Medical/Dental Services and Manager Medical/Dental Services into the revised OSD post Manager Medical/Dental Services Grade 1 and Grade 2 with effect from 1 April 2010 2. Salary scale with effect from 1 April 2010.						
5.3	Senior Manager: Medical/Dental Services	780,390 792,096 803,976 816,033 828,273 840,699 853,308 866,109 879,099 892,287 905,673	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner <u>or</u> Dentist	Registration with the HPCSA as Medical Practitioner <u>or</u> Dentist	A minimum of 3 years appropriate experience after registration with the HPCSA as Medical Practitioner <u>or</u> Dentist	<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

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PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
		1 April 2010				
		919,257 933,045 947,040				
Changes on the current dispensation for Senior Manager: Medical/Dental Services - 1. Years of experience under Appointment Requirements reduced from 10 years to 3 years 2. Salary scale with effect from 1 April 2010						
5.4	General Manager: Medical/Dental Services	933,045 947,040 961,248 975,666 990,300 1,005,153 1,020,231 1,035,534 1,051,068 1,066,833 1,082,835 1,099,077 1,115,565	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner or Dentist	Registration with the HPCSA as Medical practitioner or Dentist	A minimum of 3 years appropriate experience after registration with the HPCSA as Dentist or Medical Practitioner	<u>Accelerated pay progression</u> <input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least above average <input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department <u>Promotion</u> Promotion to higher vacant advertised post
Changes on the current dispensation for General Manager/Dental Services - 1. Years of experience under Appointment Requirements reduced from 12 years to 3 years 2. Salary scale with effect from 1 April 2010						