

PAR	JOB TITLE	APPOINTMENT REQUIREMENTS		RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE 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"> <li><input type="checkbox"/> Emergency Care Officer career path (Registered Basic Ambulance Assistant (BAA) and Ambulance Emergency Assistant (AEA) )               <ul style="list-style-type: none"> <li>o Grades 1 and 2 applicable to registered BAAs</li> <li>o Grades 3, 4 and 5 applicable to registered AEAs</li> </ul> </li> <li><input type="checkbox"/> Emergency Care Technician career path (registered Emergency Care Technicians (ECT))</li> <li><input type="checkbox"/> Paramedic career path (Registered Paramedics and Emergency Care Practitioners (ECP))               <ul style="list-style-type: none"> <li>o Grades 1, 2, 3 and 4 applicable to Registered Paramedics (CCA Qualification)</li> <li>o Grades 2, 3 and 4 applicable to registered Paramedics (National Diploma)</li> <li>o Grades 3 and 4 applicable to registered ECP</li> </ul> </li> </ul>						
<b>Post: Emergency Care Officer</b>						
1.1	Emergency Care Officer Grade I (BAA)	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	<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 the date on which the official</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		
1.2	Emergency Care officer Grade II (BAA)	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			<p>met all the requirements</p> <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 per pay progression cycle	
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	<input type="checkbox"/> None  <input type="checkbox"/> None after registration with the HPCSA as AEA	<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> <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 Officer Grade 3	

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
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					<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> <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 15 years actual service and/or recognisable experience after registration with the HPCSA as AEA</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Emergency Care Officer Grade 4</p> <p><u>Average performance for grade progression purposes:</u></p>

No direct appointment on this Grade  
 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

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
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>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> <p><u>Accelerated pay progression</u></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</li> </ul> <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.							
<b>Post: Emergency Care Technician</b>							
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	<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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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
1.7	Emergency Care Technician Grade II	126,192 128,844 130,776 132,738 134,727 136,749 138,801 140,883 142,998 145,140 147,318	Successful completion of Emergency Care Technician (ECT) course that allows registration with the HPCSA as ECT	Registration with the HPCSA as ECT	7 Years after registration with the HPCSA as ECT	None	<p><u>Above average performance and higher rating for grade progression purposes:</u></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A combination of 4 years actual service and/or recognisable experience after registration with the HPCSA as ECT</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service as ECT Grade 1</li> </ul> <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><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p> <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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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		
1.8	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	14 Years after registration with the HPCSA as ECT	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 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  <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

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

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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		
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> <p><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</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic 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 Paramedic with a CCA Programme</p>
<p><b>Post: Paramedic</b></p> <p><input type="checkbox"/> Grades 1, 2, 3 and 4 are applicable to Registered Paramedics {Critical Care Assistant (CCA) qualified}</p> <p><input type="checkbox"/> Grades 2, 3 and 4 are applicable to Registered Paramedics with National Diploma</p> <p><input type="checkbox"/> Grades 3 and 4 are applicable to Registered Emergency Care Practitioners (B Tech-degree)</p>							

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		QUALIFICATIONS	REGISTRATION	EXPERIENCE		
1.9	Paramedic Grade 2	<p>Successful completion of the following courses or obtaining of the following qualifications that allows registration with the HPCSA as Paramedic:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Critical Care Assistant (CCA Qualification), or</li> <li><input type="checkbox"/> Recognised National Diploma</li> </ul>	<p>Registration with the HPCSA as Paramedic with CCA or National Diploma</p>	<p><input type="checkbox"/> 7 years after registration with HPCSA 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 be actual service as Paramedic Grade 2</p> <p>Registered Paramedic with National Diploma</p> <p><input type="checkbox"/> A combination of 4 years actual</p>
<p>Salary scales for this category were amended in line with the 1 July 2009 cost of living adjustment</p> <p>Amendment of appointment requirements for registered Paramedics (N Dip) that will commence on Grade 2.</p>						



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		QUALIFICATIONS	REGISTRATION	EXPERIENCE			
						<p>service and/or recognisable experience after registration with the HPCSA as Paramedic (NDip)</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 2</p> <p><u>Average performance for grade progression purposes:</u></p> <p><b>Registered Paramedic (CCA Programme)</b> A combination of 14 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic</p> <p><b>Registered Paramedic with National Diploma</b> A combination of 7 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic (NDip)</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>	
<p>Changes to the current dispensation for Paramedic Grade 2 -</p> <p>1. Salary scales for this category were amended in line with the 1 July 2009 cost of living adjustment</p> <p>2. Amendment of appointment requirements for the commencement for registered ECPs at Grade 3</p>							
1.10	Paramedic	200,499	Successful completion of	Registration with the HPCSA	• Registered	None	Compliance with the educational quali-

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
	Grade 3	203,505 206,559 209,658 212,802 215,994 219,234 222,522 225,861 229,248	<p>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> <p><b>OR</b></p> <p>Successful completion of a B Tech Degree that allows registration with the HPCSA as an Emergency Care Practitioner (ECP)</p>	<p>as Paramedic (CCA or NDIP) or ECP</p>	<p>Paramedic (CCA) - 14 years after registration with the HPCSA as Paramedic.</p> <ul style="list-style-type: none"> <li>Registered Paramedic (NDip) - 7 years after registration with the HPCSA as Paramedic.</li> <li>Registered ECP's - None</li> </ul>	<p>cations, 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><b>Registered Paramedic with CCA Programme</b></p> <p><input type="checkbox"/> A combination of 19 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic (CCA)</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 3</p> <p><b>Registered Paramedic with National Diploma</b></p> <p><input type="checkbox"/> A combination of 12 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic (NDip)</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 3</p> <p><b>Registered ECP</b></p> <p><input type="checkbox"/> A combination of 5 years actual service and/or recognisable experience after registration with the</p>	

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
						<p>HPCSA as ECP</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 3</p> <p><u>Average performance for grade progression purposes:</u></p> <p><b>Registered paramedic with CCA Programme</b> A combination of 24 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic (CCA)</p> <p><b>Registered Paramedic with National Diploma</b> A combination of 17 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic (NDip)</p> <p><b>Registered ECP</b> A combination of 10 years actual service and/or recognisable experience after registration with the HPCSA as ECP</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>	

Changes to the current dispensation for Paramedic Grade 3 Post-1. scales for this category were amended in line with the 1 July 2009 cost of living adjustment

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
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 one of the following qualifications that allows registration with the HPCSA as paramedic:  <input type="checkbox"/> Critical Care Assistant (CCA Qualification), or <input type="checkbox"/> Recognised National Diploma.  <b>OR</b>  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"> <li>Registered Paramedic (CCA) - 24 years after registration with the HPCSA as Paramedic.</li> <li>Registered Paramedic (NDip) - 17 years after registration with the HPCSA as Paramedic.</li> <li>Registered ECP's - 10 years after registration as an ECP.</li> </ul>	<p><u>Accelerated pay progression</u></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</li> </ul> <p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>	
<p>Changes to the current dispensation for Paramedic Grade 4 Post-</p> <ol style="list-style-type: none"> <li>Scales for this category were amended in line with the 1 July 2009 cost of living adjustment</li> <li>Experience requirements for appointment of registered Paramedics (NDip) and ECPs reduced</li> </ol>							

**EMS Operating personnel – Supervisory and managerial positions**

Post: EMS Shift leader

- Grades 1 and 2 applicable to Registered BAAs – no appointment post-OSD are allowed on these Grades
- Grades 3 and 4 applicable to Registered AEA
- Grades 4 and 5 applicable to Registered ECTs
- Grades 5 and 6 applicable to Registered Paramedics (CCA and NDip)
- Grade 6 applicable to Registered ECPs

②

1.12	EMS Shift Leader Grade 1	<p>92,310 93,693 95,097 96,525 97,974 99,444 100,935 102,450 103,986 105,543</p>	<p><input type="checkbox"/> No appointments are done on this Grade  <input checked="" type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of Shift Leaders and who are registered as BAAs</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 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>				
PAR	JOB TITLE	SALARY LEVEL AND SCALE	<p>APPOINTMENT REQUIREMENTS</p> <table border="1"> <tr> <td data-bbox="177 1417 209 1727">QUALIFICATIONS</td> <td data-bbox="177 1131 209 1417">REGISTRATION</td> <td data-bbox="177 882 209 1131">EXPERIENCE</td> </tr> </table>	QUALIFICATIONS	REGISTRATION	EXPERIENCE	RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
QUALIFICATIONS	REGISTRATION	EXPERIENCE						
1.13	EMS Shift Leader Grade 2	<p>108,732 110,364 112,020 113,700 115,407 117,135 118,893 120,678 122,490 124,326</p>	<p><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</p>	<p><input type="checkbox"/> Promotion to higher vacant advertised post  or  <input type="checkbox"/> Translation to an appropriate higher grade attached to EMS Shift Leader on acquiring a qualification that allows for registration in another (higher) category with the HPCSA and actual registration in such (higher) category</p>				
1.14	EMS Shift Leader Grade 3	<p>134,727 136,749 138,801 140,883 142,998 145,140 147,318</p>	<p>Successful completion of the ILS courses that allows registration with the HPCSA as AEA</p> <p>Registration with the HPCSA as AEA</p> <p>3 Years after registration with the HPCSA as AEA</p> <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 and higher rating for grade progression purposes:</u></p>				

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<p>149,529 151,776</p>				<p>5 years actual service on EMS Shift Leader Grade 3</p> <p><u>Average performance for grade progression purposes:</u></p> <p>10 years actual service on EMS Shift Leader 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>		
<p>PAR</p>	<p>JOB TITLE</p>	<p>SALARY LEVEL AND SCALE</p>	<p>APPOINTMENT REQUIREMENTS</p>			
<p>1.15</p>	<p>EMS Shift Leader Grade 4</p>	<p>161,088 163,506 165,960 168,450 170,979 173,544 176,148 178,788 181,467 184,188</p>	<p>QUALIFICATIONS</p>	<p>REGISTRATION</p>	<p>EXPERIENCE</p>	<p>RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT</p>
		<p><input type="checkbox"/> Registered AEA's</p> <ul style="list-style-type: none"> <li>o No appointments are done on this Grade</li> <li>o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Shift Leaders and who are registered as AEA's</li> <li>o Grade can only be reached by EMS Shift Leaders Grade 3 who are registered with the HPCSA as AEA's and who comply with prescribed grade progression criteria</li> </ul>	<p>Registration with the HPCSA as AEA or ECT</p>	<p><u>Registered as AEA</u> Not applicable</p> <p><u>Registered as ECT</u> 3 Years after registration with the HPCSA as ECT</p>	<p>None</p>	<p><b>GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES</b></p> <p><u>Accelerated pay progression - only applicable to registered AEA on this Grade</u></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</li> </ul> <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 Shift Leader Grade 4</p>

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<p>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>					<p><b>GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES</b></p> <p><u>Accelerated pay progression - only applicable to registered ECT on this Grade</u></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</li> </ul> <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 Shift Leader Grade 5</p>
<p><input type="checkbox"/> Successful completion of the ECT programmes that allows registration with the HPCSA as ECT</p>				<p><b>RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT</b></p> <p>None</p>	
<b>APPOINTMENT REQUIREMENTS</b>					
				<p><b>EXPERIENCE</b></p> <p><u>Registered as ECT</u> Not applicable</p> <p><u>Registered as Paramedic</u> 3 Years after registration with the HPCSA as PARAMEDIC.</p>	
				<p><b>REGISTRATION</b></p> <p>Registration with the HPCSA as ECT or paramedic</p>	
				<p><b>QUALIFICATIONS</b></p> <p><input type="checkbox"/> Registered ECT</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> No appointments are done on this Grade</li> <li><input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of Shift Leaders and who are registered as ECT</li> <li><input type="checkbox"/> Grade can only be reached by EMS Shift Leaders</li> <li><input type="checkbox"/> Grade 4 who are registered with the HPCSA as ECT and who comply with prescribed</li> </ul>	
				<p><b>SALARY LEVEL AND SCALE</b></p> <p>197,535 200,499 203,505 206,559 209,658 212,802 215,994 219,234 222,522 225,861</p>	
				<p><b>JOB TITLE</b></p> <p>EMS Shift Leader Grade 5</p>	
<p>1.16</p>					



<p>grade progression criteria</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Successful completion of the CCA course or National Diploma that allows registration with the HPCSA as Paramedic</li> </ul>	<p>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>					<p><b>GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES</b></p> <p><u>Accelerated pay progression</u></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</li> </ul> <p><b>Promotion</b></p> <p>Promotion to higher vacant advertised post</p>
					<p><b>RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT</b></p> <p>None</p>	
						<p><b>EXPERIENCE</b></p> <p><u>Registered as Paramedic</u> Not applicable</p> <p>Registered as ECP 3 Years after registration with the HPCSA as ECP</p>
						<p><b>REGISTRATION</b></p> <p>Registration with the HPCSA as paramedic or ECP</p>
						<p><b>QUALIFICATIONS</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Registered Paramedic       <ul style="list-style-type: none"> <li>o No appointments are done on this Grade</li> <li>o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Shift Leaders and who are registered as Paramedic</li> <li>o Grade can only be reached by EMS Shift Leaders</li> <li>Grade 5 who are registered with the HPCSA as Paramedic and who comply with pre-</li> </ul> </li> </ul>
					<p><b>SALARY LEVEL AND SCALE</b></p> <p>243,318 246,969 250,674 254,433 258,249 262,125 266,055 270,048 274,098 278,208</p>	
					<p><b>JOB TITLE</b></p> <p>EMS Shift Leader Grade 6</p>	
					<p><b>PAR</b></p> <p>1.17</p>	



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				scribed grade progression criteria	<input type="checkbox"/> Successful completion of the B Tech-degree that allows registration with the HPCSA as ECP		
<p>Changes to the current dispensation -</p> <ol style="list-style-type: none"> <li>1. Scales for this category were amended in line with the 1 July 2009 cost of living adjustment</li> <li>2. Periods for direct appointment, per registration category, have been reduced</li> </ol>							

PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
<b>Post: EMS Station Manager</b> <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	<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	<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		<input type="checkbox"/> Promotion to higher vacant advertised post or <input type="checkbox"/> Translation to an appropriate higher grade attached to EMS Station Manager 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	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	Successful completion of the LS courses that allows registration with the HPCSA as AEA	Registration with the HPCSA as AEA	3 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><u>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</u></p>
1.21	EMS Station Manager Grade 4	<input type="checkbox"/> Registered AEA's <ul style="list-style-type: none"> <li>o No appointments are done on this Grade</li> <li>o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Station manager and who are registered as AEA's</li> <li>o Grade can only be reached by EMS Station Managers</li> </ul>	Registration with the HPCSA as AEA or ECT	<p><u>Registered as AEA</u> Not applicable</p> <p><u>Registered as ECT</u> 3 years after registration with the HPCSA as ECT</p>	None	<p><u>Accelerated pay progression - only applicable to registered AEA on this Grade</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>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>

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PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
		QUALIFICATIONS	REGISTRATION	EXPERIENCE		
1.22	EMS Station Manager Grade 5	<p>Grade 3 who are registered with the HPCSA as AEA's 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>Registration with the HPCSA as ECT or Paramedic (CCA or NDip)</p>	<p><u>Registered as ECT</u> Not applicable</p> <p><u>Registered as Paramedic</u> 3 Years after registration with the HPCSA as Paramedic</p>	None	<p><u>Above average performance and higher rating for grade progression purposes:</u> 5 years actual service on EMS Station Manager Grade 4 after registration as ECT</p> <p><u>Average performance for grade progression purposes:</u> 10 years actual service on EMS Station Manager Grade 4 after registration as ECT</p> <p><u>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</u></p>
		<p><input type="checkbox"/> Registered ECT</p> <ul style="list-style-type: none"> <li>o No appointments are done on this Grade</li> <li>o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Station Manager and who are registered as ECT</li> <li>o Grade can only be reached by EMS Station Manager Grade 4 who are registered with the HPCSA as ECT and who comply with pre-</li> </ul>			<p><u>Accelerated pay progression - only applicable to registered ECT on this Grade</u></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</li> </ul> <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> 5 years actual service on EMS Station Manager</p>	

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PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT POINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
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	<p>scribed 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>Registration with the HPCSA as Paramedic or ECP</p>	<p>Registered as Paramedic Not applicable</p> <p>Registered as ECP 3 Years after registration with the HPCSA as ECP</p>	<p>None</p>	<p>Grade 5 after registration as Paramedic</p> <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> <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>

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		
<p>Changes to the current dispensation -</p> <p>1 Scales for this category were amended in line with the 1 July 2009 cost of living adjustment</p> <p>2 Periods for direct appointment, per registration category, have been reduced</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		
1.24	EMS Sub-District Manager	197,535 200,499 203,505 206,559 209,658 212,802 215,994 219,234 222,522 225,861	<p>Post: EMS Sub-District Manager</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Grades 1 and 2 applicable to Registered AEA</li> <li><input type="checkbox"/> Grades 2 and 3 applicable to Registered ECT</li> <li><input type="checkbox"/> Grades 3 and 4 applicable to Registered Paramedics</li> <li><input type="checkbox"/> Grade 4 applicable to Registered ECP</li> </ul>		<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 1</p> <p><u>Average performance for grade progression purposes:</u></p> <p>10 years actual service on EMS Sub-District Manager 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>	<p>No appointments is done on this Grade</p> <p>Grade is only utilised to accommodate employees who occupied pre-OSD posts of EMS Sub-District Manager and who are registered as AEA</p>

PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT POINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
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 <input type="checkbox"/> No appointments are done on this Grade <input type="checkbox"/> Grade is only utilized to accommodate employees who occupied pre-OSD posts of Sub-District manager and who are registered as AEA's <input type="checkbox"/> Grade can only be reached by EMS Sub-District Managers Grade 3 who are registered with the HPCSA as AEA's and who comply with prescribed grade progression criteria <input type="checkbox"/> Successful completion of the ECT programmes courses that allows registration with the HPCSA as ECT	Registration with the HPCSA as AEA or ECT	None  <u>Registered as AEA</u> Not applicable  <u>Registered as ECT</u> 3 Years after registration with the HPCSA as ECT	<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 attached to EMS Sub-District Manager 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>  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 2 after registration as ECT  <u>Average performance for grade progression purposes:</u>  10 years actual service on EMS Sub-District Manager Grade 2 after registration 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
1.26	EMS Sub-District Manager Grade 3	258,249 262,125 266,055 270,048	<input type="checkbox"/> Registered ECT <input type="checkbox"/> No appointments are done on this	Registration with the HPCSA as ECT or paramedic	None  <u>Registered as ECT</u> Not applicable  <u>Registered as Paramedic</u>	<u>Only applicable to registered ECT on this Grade</u> <input type="checkbox"/> Promotion to higher vacant advertised post or

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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		
1.27	EMS Sub-District Manager Grade 4	274,098 278,208*	<p>Grade</p> <ul style="list-style-type: none"> <li>o Grade is only utilized to accommodate employees who occupied pre-OSD posts of Sub-District Manager and who are registered as ECT</li> <li>o Grade can only be reached by EMS Sub-District Manager Grade 2 who are registered with the HPCSA as ECT and who comply with prescribed grade progression criteria</li> <li>o Successful completion of the CCA course or National Diploma that allows registration with the HPCSA as Paramedic</li> </ul>	Registration with the HPCSA as Paramedic or ECP	3 Years after registration with the HPCSA as Paramedic	<p><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, 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><u>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</u></p>
			<ul style="list-style-type: none"> <li>o Registered Paramedic</li> <li>o No appointments are done on this Grade</li> <li>o Grade is only utilized to accommodate employees who occupied pre-</li> </ul>	Registered as Paramedic Not applicable <u>Registered as ECP</u> 3 Years after registration with the HPCSA as ECP (review of experience requirement)	None	<p><u>Accelerated pay progression</u></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</li> </ul>



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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		
			<p>OSD posts of Sub-District Manager and who are registered as Paramedic</p> <ul style="list-style-type: none"> <li>o Grade can only be reached by EMS Sub-District Grade 3 who are registered with the HPCSA as Paramedic and who comply with prescribed grade progression criteria</li> </ul> <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>
<p>Changes to the current dispensation -</p> <p>1 Scales for this category were amended in line with the 1 July 2009 cost of living adjustment</p> <p>2 Periods for direct appointment, per registration category, have been reduced</p>						
<p>Post: EMS District Manager</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Grades 1 applicable to Registered AEA</li> <li><input type="checkbox"/> Grades 2 applicable to Registered ECT</li> <li><input type="checkbox"/> Grades 2 and 3 applicable to Registered Paramedics</li> <li><input type="checkbox"/> Grade 3 applicable to Registered ECP</li> </ul>						
1.28	EMS District Manager Grade 1	232,686 236,178 239,721 243,318	<p><input type="checkbox"/> No appointments is done on this Grade</p> <p><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</p>			<p><u>Accelerated pay progression</u></p> <p><input type="checkbox"/> Promotion to higher vacant advertised post or</p>

PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT POINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
		246,969 <del>250,674</del> 254,433 258,249 262,125 266,055				<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	274,098 278,208 282,381 286,617 290,919 295,281	<input checked="" type="checkbox"/> Successful completion of the ECT course that allows registration with the HPCSA as ECT  or  <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 ECT or paramedic  Registered as ECT 3 Years after registration with the HPCSA as ECT  Registered as Paramedic 3 Years after registration with the HPCSA as PARAMEDIC	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 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  <u>Grade progression shall become effective from</u>

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		
1.30	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 utilized to accommodate employees who occupied pre-OSD posts of District Manager and who are registered as Paramedic <input type="checkbox"/> 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 <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	Registered as Paramedic Not applicable Registered as ECP 3 Years after registration with the HPCSA as ECP	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 per pay progression cycle Promotion Promotion to higher vacant advertised post	the 1st day of the month following the date on which the official met all the requirements

Changes to the current dispensation -

- 1 Scales for this category were amended in line with the 1 July 2009 cost of living adjustment
- 2 Periods for direct appointment, per registration category, have been reduced

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		
<b>Post: EMS Operational Manager</b>						
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	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  <b>OR</b>  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	Registered as Paramedic or ECP  3 Years after registration with the HPCSA as Paramedic or as ECP	<p><b>Accelerated pay progression</b></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><b>Promotion</b></p> <p>Promotion to higher vacant advertised post</p>
<p><b>Changes to the current dispensation -</b></p> <p>1 Scales for this category were amended in line with the 1 July 2009 cost of living adjustment</p> <p>2 Periods for direct appointment have been reduced</p>						
<b>Post: EMS Provincial Manager</b>						
1.32	EMS Provincial Manager	499,269 506,757 514,359 522,072 529,905 537,855	Successful completion of the following courses or obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic:	Registration with the HPCSA as Paramedic or ECP	Registered as Paramedic or ECP  3 Years after registration with the HPCSA as Paramedic or as ECP	<p><b>Accelerated pay progression</b></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

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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		
		545,922 554,109* 552,422 570,858	<input type="checkbox"/> Critical Care Assistance (CCA) programme or <input type="checkbox"/> Recognised National Diploma <b>OR</b> Successful completion of the following qualifications that allows registration with the HPCSA as Emergency Care Practitioner (ECP): <input type="checkbox"/> Recognised B-Tech degree			<u>Promotion</u> Promotion to higher vacant advertised post
Changes to the current dispensation - 1. Scales for this category were amended in line with the 1 July 2009 cost of living adjustment 2. Periods for direct appointment have been reduced						
<b>EMS LECTURING STREAM</b>						
EMS Lecturing - production posts – OSD provides for the following career paths at production level <input type="checkbox"/> EMS Lecturer (Ambulance Emergency Assistant (AEA)) <input type="checkbox"/> EMS Lecturer (Emergency Care Technician (ECT)) <input type="checkbox"/> EMS lecturer (Paramedic) (Registered Paramedics and Emergency Care Practitioners (ECP)) <ul style="list-style-type: none"> <li>○ Grades 1, 2, 3 and 4 applicable to Registered Paramedics (CCA Qualification)</li> <li>○ Grades 2, 3 and 4 applicable to registered Paramedics (National Diploma)</li> <li>○ Grades 3 and 4 applicable to registered ECP (B Tech Qualification)</li> </ul>						
<b>Post: EMS Lecturer (AEA)</b>						
2.1	EMS Lecturer (AEA) Grade 1	85,686 88,278 90,945 93,693 96,525	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	<input type="checkbox"/> None <input type="checkbox"/> None after registration with the HPCSA 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:  <b>Above average performance and higher rating for</b>

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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		
		99,444 <del>102,450</del> 105,543 108,732 112,020				<p><u>grade progression purposes:</u></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A combination of 5 years actual service and/or recognisable experience after registration with the HPCSA as AEA</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service as EMS Lecturer (AEA) Grade 1</li> </ul> <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><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>	
2.2	EMS Lecturer (AEA) Grade 2	115,407 117,135 118,893 120,678 122,490 124,326 126,192 128,082 130,005 131,955	<ul style="list-style-type: none"> <li><input type="checkbox"/> No direct appointment on this Grade</li> <li><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</li> </ul>			<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"> <li><input type="checkbox"/> A combination of 15 years actual service and/or recognisable experience after registration with the HPCSA as AEA</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service as EMS Lecturer (AEA) Grade 2</li> </ul> <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>	

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PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
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>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> <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>Changes to the current dispensation -</p> <p>1. Scales for this category were amended in line with the 1 July 2009 cost of living adjustment</p>						
<p>Post: EMS Lecturer (ECT)</p>						
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	<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> <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 ser-

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		
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	Registration with the HPCSA as ECT	7 Years after registration with the HPCSA as ECT	None	<p>vice 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> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p> <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"> <li><input type="checkbox"/> A combination of 11 years actual service and/or recognisable experience after registration with the HPCSA as ECT</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service as EMS Lecturer (ECT) Grade II</li> </ul> <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><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
2.6	EMS Lecturer (ECT) Grade	151,776 154,053	Successful completion of Emergency Care Technician	Registration with the HPCSA as ECT	14 Years after registration with the	None	<p><u>Accelerated pay progression</u></p>



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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		
3		156,363 158,709* 161,088 163,506 165,960 168,450 170,979	<p>Successful completion of the Critical Care Assistance (CCA) programme that allows registration with the HPCSA as ECT</p>	<p>Registration with the HPCSA as Paramedic (CCA)</p>	<p>HPCSA as ECT</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	
<b>Post: EMS Lecturer (Paramedic)</b> <input type="checkbox"/> Grades 1, 2, 3 and 4 are applicable to Registered Paramedics (Critical Care Assistant (CCA) qualified) <input type="checkbox"/> Grades 2, 3 and 4 are applicable to Registered Paramedics with National Diploma <input type="checkbox"/> Grades 3 and 4 are applicable to Registered Emergency Care Practitioners (B Tech-degree)							
2.7	EMS Lecturer (Paramedic) Grade 1	128,844 132,738 136,749 140,883 145,140 149,529 154,053	<p>Successful completion of the Critical Care Assistance (CCA) programme that allows registration with the HPCSA as Paramedic.</p>	<p>Registration with the HPCSA as Paramedic (CCA)</p>	<p>None after registration with the HPCSA as Paramedic (CCA)</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> <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 EMS Lecturer (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</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		
<p><b>Changes to the current dispensation for Paramedic (Lecturer) Grade 1 -</b></p> <p>1. Salary scales for this category were amended in line with the 1 July 2009 cost of living adjustment</p> <p>2. Amendment of appointment requirements for registered Paramedic (CCA) at Grade 1</p>						
2.8	EMS Lecturer (Paramedic) Grade 2	161,088 165,960 170,979 176,148 181,467 186,954 192,603	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), or <input type="checkbox"/> Recognised National Diploma	Registration with the HPCSA as Paramedic with CCA or National Diploma	<input type="checkbox"/> 7 years after registration as a Paramedic (CCA) <input type="checkbox"/> None after Registration with HPCSA as Paramedic with National Diploma	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b>Above average performance and higher rating for grade progression purposes:</b></p> <p><b>Registered Paramedic with CCA Programme</b></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 be actual service as EMS Lecturer (Paramedic) Grade 2</p> <p><b>Registered Paramedic with National Diploma</b></p> <p><input type="checkbox"/> A combination of 4 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic (NDip)</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as EMS Lecturer (Paramedic) Grade 2</p> <p><b>Average performance for grade progression purposes:</b></p> <p><b>Registered Paramedic, CCA Programme</b></p>
						<p>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>

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		
						<p>A combination of 14 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic (CCA)</p> <p><b>Registered Paramedic with National Diploma</b></p> <p>A combination of 7 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic (NDip)</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
<p><b>Changes to the current dispensation for Paramedic (Lecturer) Grade 2 -</b></p> <p>1. Salary scales for this category were amended in line with the 1 July 2009 cost of living adjustment</p> <p>2. Amendment of appointment requirements for the commencement for registered Paramedic (NDip) at Grade 2</p>						
2.9	EMS Lecturer (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 one 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> <p><b>OR</b></p> <p>Successful completion of a B Tech Degree that allows registration with the HPCSA as an Emergency Care Practitioner (ECP)</p>	<p>Registration with the HPCSA as Paramedic (CCA or NDIP) or ECP</p>	<ul style="list-style-type: none"> <li>• Registered Paramedic (CCA)- 14 years after registration with the HPCSA as Paramedic.</li> <li>• Registered Paramedic (NDip)- 7 years after registration with the HPCSA as Paramedic.</li> <li>• Registered ECP's - None</li> </ul>	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b>Above average performance and higher rating for grade progression purposes:</b></p> <p><b>Registered Paramedic with CCA Programme</b></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 EMS Lecturer (Paramedic) Grade 3</p> <p><b>Registered Paramedic with National Diploma</b></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 EMS Lecturer (Paramedic) Grade 3</p>

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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>Registered ECP</p> <p><input type="checkbox"/> A combination of 5 years actual service and/or recognisable experience after registration with the HPCSA as ECP</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as EMS Lecturer (Paramedic) Grade 3</p> <p><u>Average performance for grade progression purposes:</u></p> <p><b>Registered paramedic with CCA Programme</b> A combination of 24 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic</p> <p><b>Registered paramedic with National Diploma</b> A combination of 17 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic</p> <p><b>Registered ECP</b> A combination of 10 years actual service and/or recognisable experience after registration with the HPCSA as ECP</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>	
<p><b>Changes to the current dispensation for Paramedic (Lecturer) Grade 3 -</b></p> <p>1. Salary scales for this category were amended in line with the 1 July 2009 cost of living adjustment</p> <p>2. Amendment of appointment requirements for the commencement for registered ECPs at Grade 3</p>							
2.10	EMS Lecturer (Paramedic) Grade 4	236,178 239,721 243,318 246,969 250,674 254,433	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"> <li>Registered Paramedic (CCA)- 24 years after registration with the HPCSA as Paramedic.</li> </ul>	<p><b>Accelerated pay progression</b></p> <p><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</p> <p><input type="checkbox"/> Based on assessment of at least above average</p> <p><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cy-</p>	

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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		
		258,249 262,725 266,055	<input type="checkbox"/> Critical Care Assistant (CCA Qualification), or <input type="checkbox"/> Recognised National Diploma.  <b>OR</b> Successful completion of a B Tech Degree that allows registration with the HPCSA as an Emergency Care Practitioner (ECP)		<ul style="list-style-type: none"> <li>Registered Paramedic (NDIP) - 17 years after registration with the HPCSA as Paramedic.</li> <li>Registered ECP's - 10 years after registration as an ECP.</li> </ul>	Promotion  Promotion to higher vacant advertised post	
<b>Changes to the current dispensation for Paramedic (Lecturer) Grade 4 -</b> 1. Salary scales for this category were amended in line with the 1 July 2009 cost of living adjustment 2. Amendment of appointment requirements for the commencement for registered ECPs at Grade 4							
<b>Post: EMS Course Co-ordinator</b> <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 Paramedic <input type="checkbox"/> Grade 4 applicable to registered ECT							
2.11	EMS Course Coordinator Grade 1	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:  <b>Above average performance and higher rating for grade progression purposes:</b>  5 years actual service on EMS Course Coordinator Grade 1  <b>Average performance for grade progression purposes:</b>	



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		
2.12	EMS Course Coordinator Grade 2	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 <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 Course Coordinator and who are registered as AEA <input type="checkbox"/> Grade can only be reached by EMS Course Coordinators Grade 1 who are registered with the HPCSA as AEA and who comply with prescribed grade progression criteria <input type="checkbox"/> Successful completion of the ECT programme that allows registration with the HPCSA as ECT	Registration with the HPCSA as AEA or ECT	None	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  <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>  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 2 after registration as ECT  <u>Average performance for grade progression purposes:</u>  10 years actual service on EMS Course Coordinator

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		
2.13	EMS Course Coordinator Grade 3	232,686 236,178 239,721 243,318 246,969 250,674	<input type="checkbox"/> Registered ECT <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 Course Coordinator and who are registered as ECT <input type="checkbox"/> 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	Registration with the HPCSA as paramedic	<u>Registered as ECT</u> Not applicable  <u>Registered as Paramedic</u> 3 Years after registration with the HPCSA as PARAMEDIC	None	Grade 2 after registration 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  <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 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>  5 years actual service on EMS Course Coordinator Grade 3 after registration as Paramedic  <u>Average performance for grade progression purposes:</u>  10 years actual service on EMS Course Coordinator Grade 3 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

PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
2.14	EMS Course Coordinator Grade 4	258,249 262,125 266,055 270,048 274,098 278,208 282,381 286,617 290,919	<input type="checkbox"/> Registered Paramedic <input type="radio"/> No appointments are done on this Grade <input type="radio"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of Course Coordinator and who are registered as Paramedic <input type="radio"/> Grade can only be reached by EMS Course Coordinator Grade 3 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	Registered as Paramedic Not applicable Registered as ECP 3 Years after registration with the HPCSA as ECP	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 per pay progression cycle <u>Promotion</u> Promotion to higher vacant advertised post

Changes to the current dispensation -

1. Scales for this category were amended in line with the 1 July 2009 cost of living adjustment
2. Periods for direct appointment have been reduced



PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
		QUALIFICATIONS	REGISTRATION	EXPERIENCE		
<b>Post: Deputy Principal: EMS Training College</b> <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		<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	
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 <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 Course Coordinator and who are registered as ECT <input type="checkbox"/> 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	Registered as ECT Not applicable <u>Registered as Paramedic</u> 3 Years after registration with the HPCSA as Paramedic	<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 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>	

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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		
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 <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 Deputy or Vice principal and who are registered as Paramedic <input type="checkbox"/> 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	Registration with the HPCSA as Paramedic or ECP	Registered as Paramedic Not applicable Registered as ECP 3 Years after registration with the HPCSA as ECP	None	5 years actual service on Deputy Principal: EMS Training college Grade 2 after registration as Paramedic <u>Average performance for grade progression purposes:</u> 10 years actual service on Deputy Principal: EMS Training College 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 <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

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PAR	JOB TITLE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
			the B Tech-degree that allows registration with the HPCSA as ECP			
<b>Changes to the current dispensation -</b> 1. Scales for this category were amended in line with the 1 July 2009 cost of living adjustment 2. Periods for direct appointment have been reduced						
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	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  <b>OR</b> 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>  3 Years after registration with the HPCSA as Paramedic or as ECP	<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
<b>Changes to the current dispensation -</b> 1. Scales for this category were amended in line with the 1 July 2009 cost of living adjustment 2. Periods for direct appointment have been reduced						