

ANNEXURE A 1

PAR	JOB TITLE	SALARY LEVEL AND SCALE		APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
Medical Officer career path								
Post: Medical Officer (Intern)								
1.1	Medical Officer (Intern)	MO-1 228828 232260		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
Post: Medical Officer (Community Service)								
1.2	Medical Officer (Community Service)	MO-2 286086	303642	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner (Community Service)	Registration with the HPCSA as Medical Practitioner (Community Service)	None after registration with the HPCSA as Medical Practitioner (Community Service)	None	None
Post: Medical Officer								
1.3	Medical Officer Grade 1	MO-3 332016 342051 352389 363039 374010	MO-3 368484 379620 391095 402915 415095	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner	Registration with the HPCSA as Medical Practitioner	None after registration with the HPCSA as Medical Practitioner	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><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

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
								<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 385314 396960 408960 421320 434055	MO-4 427641 440565 453882 467598 481731	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner	Registration with the HPCSA as Medical Practitioner	A minimum of 5 years appropriate experience as Medical Officer after registration with the HPCSA as Medical Practitioner.	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above average performance for grade progression purposes:</u></p> <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><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 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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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
1.5	Medical Officer Grade 3	MO-5 447174 453882 460689 467598 474612 481731 488958 496293 503736 511293 518961 526746	MO-5 503736 511293 518961 526746 534648 542667 550806 559068 567453 575964 584604 593373 602274	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner	Registration with the HPCSA as Medical Practitioner	A minimum of 10 years appropriate experience as Medical Officer after registration with the HPCSA as Medical Practitioner.	None	<p><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>
Post: Clinical Manager (Medical)								
1.6	Clinical Manager (Medical) Grade 1	MO-6 474612 481731 488958 496293 503736 511293 518961 526746	MO-6 542667 550806 559068 567453 575964 584604 593373 602274	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner	Registration with the HPCSA as Medical Practitioner	A minimum of 6 years appropriate experience as Medical Officer after registration with the HPCSA as Medical Practitioner.	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above average performance for grade progression purposes:</u></p> <p>5 years actual service as Clinical Manager (Medical) Grade 1 (including service as Chief Medical Officer)</p> <p><u>Average performance for grade progression purposes:</u></p> <p>8 years actual service as Clinical Manager (Medical) Grade 1 (including service as Chief Medical Officer)</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
1.7	Clinical Manager (Medical) Grade 2	MO-7 542667 550806 559068 567453 575964 584604 593373 602274	MO-7 620478 629784 639231 648819 658551 668430 678456 688632	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner	Registration with the HPCSA as Medical Practitioner	Grade not to be used for advertisement/ appointment purposes.	None	<p>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> <p>Promotion to higher vacant advertised post</p>
Dentist career path								
Post: Dentist (Community Service)								
2.1	Dentist (Community Service)	DEN-1 286086	DEN-1 303642	Appropriate qualification that allows registration with the HPCSA as Dentist (Community Service)	Registration with the HPCSA as Dentist (Community Service)	None after registration with the HPCSA as Dentist (Community Service)	None	None
Post: Dentist								
2.2	Dentist Grade 1	DEN-2 312819 322275 332016 342051 352389 363039 374010	DEN-2 347181 357675 368484 379620 391095 402915 415095	Appropriate qualification that allows registration with the HPCSA as Dentist	Registration with the HPCSA as Dentist	None after registration with the HPCSA as Dentist	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p>Above average performance for grade progression purposes:</p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 5 years actual service and/or recognisable after registration with the HPCSA as Dentist. <input type="checkbox"/> At least 4 years of this period must be

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
								<p>actual service as Dentist Grade 1</p> <p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 7 years actual service and/or recognisable after registration with the HPCSA as Dentist</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>
2.3	Dentist Grade 2	DEN-3 385314 396960 408960 421320 434055	DEN-4 427641 440565 453882 467598 481731	Appropriate qualification that allows registration with the HPCSA as Dentist	Registration with the HPCSA as Dentist	A minimum of 7 years appropriate experience as Dentist after registration with the HPCSA as Dentist.	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above average performance for grade progression purposes:</u></p> <p><input type="checkbox"/> A combination of 10 years actual service and/or recognisable after registration with the HPCSA as Dentist.</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Dentist Grade 2</p> <p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 12 years actual service and/or recognisable after registration with the HPCSA as Dentist</p> <p>Grade progression shall become effective from the 1st day of the month following the</p>

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
								date on which the official met all the requirements
2.4	Dentist Grade 3	DEN-4 447174 453882 460689 467598 474612 481731 488958 496293 503736 511293 518961 526746	DEN-4 503736 511293 518961 526746 534648 542667 550806 559068 567453 575964 584604 593373 602274	Appropriate qualification that allows registration with the HPCSA as Dentist	Registration with the HPCSA as Dentist	A minimum of 12 years appropriate experience as Dentist after registration with the HPCSA as 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> <p>Promotion to higher vacant advertised post</p>
Post: Clinical Manager (Dental)								
2.5	Clinical Manager (Dental) Grade 1	DEN-5 474612 481731 488958 496293 503736 511293 518961 526746	DEN-5 542667 550806 559068 567453 575964 584604 593373 602274	Appropriate qualification that allows registration with the HPCSA as Dentist	Registration with the HPCSA as Dentist	A minimum of 8 years appropriate experience as Dentist after registration with the HPCSA as Dentist.	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p>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> <p>Average performance for grade progression purposes:</p> <p>8 years actual service as Clinical Manager (Dental) Grade 1 (including service as Chief Dentist)</p>

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
								Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
2.6	Clinical Manager (Dental) Grade 2	DEN-6 542667 550806 559068 567453 575964 584604 593373 602274	DEN-6 620478 629784 639231 648819 658551 668430 678456 688632	Appropriate qualification that allows registration with the HPCSA as Dentist	Registration with the HPCSA as Dentist	Grade not to be used for advertisement/ appointment purposes.	None	<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> <p>Promotion to higher vacant advertised post</p>
Medical Specialist career path								
Production – normal Specialties								
Post: Medical Specialist								
3.1	Registrar (Medical)	MSP-1 385314 391095 396960 402915	MSP-1 N/A	Appropriate qualification that allows registration with the HPCSA as Registrar	Registration with the HPCSA as Registrar	None after registration with the HPCSA as Registrar	None	<p>Pay progression</p> <p>1 Notch on scale for successful completion of every academic year</p> <p>Promotion</p> <p>Promotion to higher vacant advertised post</p>
3.2	Medical Specialist Grade 1	MSP-2 447174 453882 460689	MSP-2 503736 511293 518961	Appropriate qualification that allows registration with the HPCSA as	Registration with the HPCSA as Medical Specialist in a	None after registration with the HPCSA as Medical	None	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
		467598 474612	526746 534648	Medical specialist in a normal Specialty	normal Specialty	Specialist in a normal Specialty		<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 after registration with the HPCSA as Medical Specialist. <input type="checkbox"/> At least 2 years of this period must be actual service as Medical Specialist Grade 1 <p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 5 years actual service and/or recognisable 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>
3.3	Medical Specialist Grade 2	MSP-3 503736 511293 518961 526746 534648	MSP-3 584,604 593,373 602,274 611,307 620,478	Appropriate qualification that allows registration with the HPCSA as Medical specialist in a normal Specialty	Registration with the HPCSA as Medical Specialist in a normal Specialty	A minimum of 5 years appropriate experience as Medical Specialist after registration with the HPCSA as Medical Specialist in a normal 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><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 after registration with the HPCSA as Medical Specialist. <input type="checkbox"/> At least 2 years of this period must be actual service as Medical Specialist Grade 2

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
								<p>Average performance for grade progression purposes:</p> <p>A combination of 10 years actual service and/or recognisable 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>
3.4	Medical Specialist Grade 3	MSP- 4 567453 575964 584604 593373 602274 611307 620478 629784 639231 648319	MSP -4 678456 688632 698961 709446 720087 730887 741849 752976 764271	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 10 years appropriate experience as Medical Specialist after registration with the HPCSA as Medical Specialist in a normal Speciality	None	<p>Accelerated pay progression</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>Promotion</p> <p>Promotion to higher vacant advertised post</p>
Production – Sub-Specialties								
Post: Medical Specialist (Sub-Specialty)								
3.5	Senior Registrar (Medical)	MSP- 5 447174 453882 460689 467598	MSP-5 503736 511293 518961 526746	Appropriate qualification that allows registration with the HPCSA as Senior Registrar	Registration with the HPCSA as Senior Registrar	None after registration with the HPCSA as Senior Registrar	None	<p>Pay progression</p> <p>1 Notch on scale for successful completion of every academic year</p> <p>Promotion</p> <p>Promotion to higher vacant advertised post</p>
3.6	Medical	MSP-6	MSP-6	Appropriate	Registration	None after	None	Compliance with the educational

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
	Specialist (Sub-Specialty) Grade 1	518,961 526,746 534,648 542,667 550,806	584,604 593,373 602,274 611,307 620,478	qualification that allows registration with the HPCSA as Medical specialist in a recognised Sub-Specialty	with the HPCSA as Medical Specialist in a recognised Sub-Specialty	registration with the HPCSA as Medical Specialist in a recognised Sub-Specialty		<p>qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><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 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 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 602274 611307 620478 629784 639231	MSP- 7 678,456 688,632 698,961 709,446 720,087	Appropriate qualification that allows registration with the HPCSA as Medical specialist in a recognised Sub-Specialty	Registration with the HPCSA as Medical Specialist in a recognised Sub-Specialty	5 years after registration with the HPCSA as Medical Specialist in a recognised Sub-Specialty	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above average performance for grade progression purposes:</u></p>

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
								<input type="checkbox"/> A combination of 8 years actual service and/or recognisable after registration with the HPCSA in the sub-specialty as Medical Specialist. <input type="checkbox"/> At least 2 years of this period must be actual service as Medical Specialist (Sub-Specialty) Grade 2 <u>Average performance for grade progression purposes:</u> A combination of 10 years actual service and/or recognisable after registration with the HPCSA in the sub-specialty as Medical Specialist Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
	Medical Specialist (Sub-Specialty) Grade 3	MSP- 8 658551 668430 678456 688632 698961 709446 720087 730887	MSP- 8 741849 752976 764271 775734 787371 799182 811170 823338	Appropriate qualification that allows registration with the HPCSA as Medical specialist in a recognised Sub-Specialty	Registration with the HPCSA as Medical Specialist in a recognised Sub-Specialty	10 years after registration with the HPCSA as Medical Specialist in a recognised Sub-Specialty	None	<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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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
Higher levels								
Post: Head: Clinical Unit (Medical) Grade 1								
3.8	Head: Clinical Unit (Medical) Grade 1	MSP- 8 811170 823338 835689 848223 860946	MSP- 8 N/A	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 7 years appropriate experience as Medical Specialist after registration with the HPCSA as a Medical Specialist in a normal Specialty or in a recognised Sub-Specialty	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above average performance for grade progression purposes:</u></p> <p>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 (Medical) Grade 1 (including service as Principal 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>
3.9	Head: Clinical Unit (Medical) Grade 2	MSP –9 886968 900273 913776 927483 941394 955515 969849	MSP –9 N/A	Appropriate qualification that allows registration with the HPCSA as Medical specialist in a normal Specialty or a recognised Sub-Specialty	Registration with the HPCSA as Medical Specialist in a normal Specialty or in a recognised Sub-Specialty	Grade not to be used for advertisement/ appointment purposes.	None	<p><u>Accelerated pay progression</u></p> <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>

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Post: Head: Clinical Department (Medical)								
3.10	Head: Clinical Department (Medical) Grade 1	MSP-10 1014150 1029363 1044804 1060476 1076382	MSP-10 N/A	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 9 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	<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 Department (Medical) Grade 1 (including service as Chief Medical Specialist)</p> <p><u>Average performance and above for grade progression purposes:</u></p> <p>8 years actual service as Head: Clinical Department (Medical) Grade 1 (including service as Chief 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>
3.11	Head: Clinical Department (Medical) Grade 2	MSP-11 1108917 1125552 1142436 1159572 1176966	MSP-11 N/A	Appropriate qualification that allows registration with the HPCSA as Medical specialist in a normal Specialty or a recognised Sub-Specialty	Registration with the HPCSA as Medical Specialist in a normal Specialty or in a recognised Sub-Specialty	Grade not to be used for advertisement/ appointment purposes.	None	<p><u>Accelerated pay progression</u></p> <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> Promotion to higher vacant advertised post</p>

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
Dental Specialist career path								
Production – normal Specialties								
Post: Dental Specialist								
4.1	Registrar (Dental)	DSP-1 385314 391095 396960 402915	DSP-1 N/A	Appropriate qualification that allows registration with the HPCSA as Registrar (Dental)	Registration with the HPCSA as Registrar (Dental)	None after registration with the HPCSA as Registrar (Dental)	None	<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>
4.2	Dental Specialist Grade 1	DSP-2 447174 453882 460689 467598 474612	DSP-2 503736 511293 518961 526746 534648	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 in a normal Speciality	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><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 after registration with the HPCSA as Dental Specialist. <input type="checkbox"/> At least 2 years of this period must be actual service as Dental Specialist Grade 1 <p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 5 years actual service and/or recognisable after registration with the HPCSA as Dental Specialist</p>

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
								Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
4.3	Dental Specialist Grade 2	DSP-3 503736 511293 518961 526746 534648	DSP-3 584,604 593,373 602,274 611,307 620,478	Appropriate qualification that allows registration with the HPCSA as Dental specialist in a normal Specialty	Registration with the HPCSA as Dental Specialist in a normal Speciality	A minimum of 5 years appropriate experience as Medical Specialist after registration with the HPCSA as Dental Specialist in a normal Speciality.	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><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 after registration with the HPCSA as Dental Specialist. <input type="checkbox"/> At least 2 years of this period must be actual service as Dental Specialist Grade 2 <p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 10 years actual service and/or recognisable 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>
4.4	Dental Specialist Grade 3	DSP-4 567453 575964 584604 593373 602274	DSP-4 678456 688632 698961 709446 720087	Appropriate qualification that allows registration with the HPCSA as Dental	Registration with the HPCSA as Dental Specialist in a normal	A minimum of 10 years appropriate experience as Dental Specialist after	None	<p><u>Accelerated pay progression</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least above average

PAR	JOB TITLE	SALARY LEVEL AND SCALE		APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION / PAY PROGRESSION REQUIREMENTS / MEASURES
		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
		611307 620478 629784 639231 648319	730887 741849 752976 764271	specialist in a normal Specialty	Speciality	registration with the HPCSA as Medical Specialist in a normal Specialty		<input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department Promotion Promotion to higher vacant advertised post
Production – Sub-Specialties								
Post: Dental Specialist (Sub-Specialty)								
4.5	Senior Registrar (Dental)	DSP-5 447174 453882 460689 467598	DSP-5 503736 511293 518961 526746	Appropriate qualification that allows registration with the HPCSA as Senior Registrar (Dental)	Registration with the HPCSA as Senior Registrar (Dental)	None after registration with the HPCSA as Senior Registrar (Dental)	None	Pay progression 1 Notch on scale for successful completion of every academic year Promotion Promotion to higher vacant advertised post
4.6	Dental Specialist (Sub-Specialty) Grade 1	DSP-6 518,961 526,746 534,648 542,667 550,806	DSP-6 584,604 593,373 602,274 611,307 620,478	Appropriate qualification that allows registration with the HPCSA as Dental specialist in a recognised Sub-Specialty	Registration with the HPCSA as Dental Specialist in a recognised Sub-Specialty	None after registration with the HPCSA as Dental Specialist in a recognised Sub-Specialty	None	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: <input type="checkbox"/> A combination of 3 years actual service and/or recognisable after registration with the HPCSA in the sub-specialty as Dental Specialist. <input type="checkbox"/> At least 2 years of this period must be actual service as Dental Specialist (Sub-Specialty) Grade 1 Average performance for grade progression purposes:

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
								<p>A combination of 5 years actual service and/or recognisable after registration with the HPCSA in the sub-specialty as Dental Specialist</p> <p>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	DSP-7 602,274 611,307 620,478 629,784 639,231	DSP-7 678,456 688,632 698,961 709,446 720,087	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	5 years after registration with the HPCSA as Dental Specialist in a recognised Sub-Specialty	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <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 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 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</p>

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
								requirements
	Dental Specialist (Sub-Specialty) Grade 3	658551 668430 678456 688632 698961 709446 720087 730887	741849 752976 764271 775734 787371 799182 811170 823338	Appropriate qualification that allows registration with the HPCSA as Dental specialist in a recognised Sub-Specialty	Registration with the HPCSA as Dental Specialist in a recognised Sub-Specialty	10 years after registration with the HPCSA as Dental Specialist in a recognised Sub-Specialty	None	<p>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> <p>Promotion to higher vacant advertised post</p>
Higher levels								
Post: Head: Clinical Unit (Dental)								
4.8	Head: Clinical Unit (Dental) Grade 1	DSP-8 811170 823338 835689 848223 860946	DSP-8 N/A	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 7 years appropriate experience as Medical Specialist after registration with the HPCSA as a Dental Specialist in a normal Specialty or in a recognised Sub-Specialty	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above average performance for grade progression purposes:</u></p> <p>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>

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
								Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
4.9	Head: Clinical Unit (Dental) Grade 2	DSP-9 886968 900273 913776 927483 941394 955515 969849	DSP-9 N/A	Appropriate qualification that allows registration with the HPCSA as Dental specialist in a normal Specialty <u>or</u> a recognised Sub-Specialty	Registration with the HPCSA as Dental Specialist in a normal Specialty or in a recognised Sub-Specialty	Grade not to be used for advertisement/ appointment purposes.	None	<p><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>
Post: Head: Clinical Department (Dental)								
4.10	Head: Clinical Department (Dental) Grade 1	DSP-10 1014150 1029363 1044804 1060476 1076382	DSP-10 N/A	Appropriate qualification that allows registration with the HPCSA as Dental specialist in a normal Specialty <u>or</u> a recognised Sub-Specialty	Registration with the HPCSA as Dental Specialist in a normal Specialty or in a recognised Sub-Specialty	A minimum of 9 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	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above average performance for grade progression purposes:</u></p> <p>5 years actual service as Head: Clinical Department (Dental) Grade 1 (including service as Chief Dental Specialist)</p> <p><u>Average performance for grade progression purposes:</u></p> <p>8 years actual service as Head: Clinical Department (Dental) Grade 1 (including service as Chief Dental Specialist)</p>

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
								Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
4.1	Head: Clinical Department (Dental) Grade 2	DSP-11 1108917 1125552 1142436 1159572 1176966	DSP-11 N/A	Appropriate qualification that allows registration with the HPCSA as Medical specialist in a normal Specialty <u>or</u> a recognised Sub-Specialty	Registration with the HPCSA as Medical Specialist in a normal Specialty or in a recognised Sub-Specialty	Grade not to be used for advertisement/ appointment purposes.	None	<p><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 <p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>
Non-clinical Medical and Dental Management (facility level) career path								
5.1	Assistant Manager: Medical/Dental Services	MSS-1 391095 396960 402915 408960 415095 421320 427641 434055 440565 447174	N/A	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner <u>or</u> Dentist	Registration with the HPCSA as Medical practitioner or Dentist	A minimum of 6 years appropriate experience after registration with the HPCSA as Dentist or Medical Practitioner	None	<p><u>Accelerated pay progression</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least above average <input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department <p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>
5.2	Manager: Medical/Dental Services	MSS-2 460689 467598 474612 481731 488958 496293	N/A	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner <u>or</u>	Registration with the HPCSA as Medical practitioner or Dentist	A minimum of 8 years appropriate experience after registration with the	None	<p><u>Accelerated pay progression</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least above average <input type="checkbox"/> Limited to maximum of 20% of employees

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
		503736 511293 518961 526746 534648		Dentist		HPCSA as Dentist or Medical Practitioner		on this Grade in the Department Promotion Promotion to higher vacant advertised post
5.3	Senior Manager: Medical/Dental Services	MSS-3 678456 688632 698961 709446 720087 730887 741849 752976 764271 775734 787371 799182 811170	N/A	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner <u>or</u> Dentist	Registration with the HPCSA as Medical practitioner or Dentist	A minimum of 10 years appropriate experience after registration with the HPCSA as Dentist or Medical Practitioner	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
5.4	General Manager: Medical/Dental Services	MSS-4 823338 835689 848223 860946 873861 886968 900273 913776 941394 955515 969849 984396 999162	N/A	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner <u>or</u> Dentist	Registration with the HPCSA as Medical practitioner or Dentist	A minimum of 12 years appropriate experience after registration with the HPCSA as Dentist or Medical Practitioner	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