

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-1 117, 816 119,583	N/A	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-2 204, 399	N/A	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-3 216,942 223,500 230,256 237,216 244,386 251,772 259,383 267,222 275,298 283,617 292,188 301,020	MO-3 255,549 263,274 271,230 279,426 287,871 296,571 305,535	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 <p><u>Average performance and above 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 1 April following the date on which the official met all the requirements</p>

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
1.4	Medical Officer Grade 2	MO-4 391,095 402,915 415,095 427,641 440,565	MO-4 427,641 440,565 453,882 467,598 481,731	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> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 8 years actual service and/or recognisable experience after registration with the HPCSA as Medical Practitioner. <input type="checkbox"/> At least 2 years of this period must be actual service as Medical Officer Grade 2 <p><u>Average performance and above 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 1 April following the date on which the official met all the requirements</p>
1.5	Medical Officer Grade 3	MO-5 447.174 453.882 460.689 467.598 474.612 481.731 488.958 496.293 503.736 511.293 518.961	MO-5 503.736 511.293 518.961 526.746 534.648 542.667 550.806 559.068 567.453 575.964 584.604	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> <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>

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
		526.746	593.373 602.274					
Post: Clinical Manager (Medical)								
1.6	Clinical Manager (Medical) Grade 1	MO-6 474.612 481.731 488.958 496.293 503.736 511.293 518.961 526.746	MO-6 542.667 550.806 559.068 567.453 575.964 584.604 593.373 602.274	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 and above 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 1 April following the date on which the official met all the requirements</p>
1.7	Clinical Manager (Medical) Grade 2	MO-7 542.667 550.806 559.068 567.453 575.964 584.604 593.373 602.274	MO-7 620.478 629.784 639.231 648.819 658.551 668.430 678.456 688.632	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><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>
Dentist career path								
Post: Dentist (Community Service)								
2.1	Dentist (Comm-	DEN-1	DEN-1	Appropriate qualifi-	Registration with	None after registra-	None	None

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
	nity Service)	204.399	N/A	cation that allows registration with the HPCSA as Dentist (Community Service)	the HPCSA as Dentist (Community Service)	tion with the HPCSA as Dentist (Community Service)		
Post: Dentist								
2.2	Dentist Grade 1	DEN-2 210.576 216.942 223.500 230.256 237.216 244.386 251.772 259.383 267.222 275.298 283.617 292.188 301.020	DEN-2 240.774 248.052 255.549 263.274 271230 279.426 287.871 296.571 305.535	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><u>Above average performance for grade progression purposes:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 5 years actual service and/or recognisable after registration with the HPCSA as Dentist. <input type="checkbox"/> At least 4 years of this period must be actual service as Dentist Grade 1 <p><u>Average performance and above 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 1 April following the date on which the official met all the requirements</p>
2.3	Dentist Grade 2	DEN-3 391.095 402.915 415.095 427.641 440.565	DEN-4 427.641 440.565 453.882 467.598 481.731	Appropriate qualification that allows registration with the HPCSA as Dentist	Registration with the HPCSA as Dentist	A minimum of 6 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> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 10 years actual service and/or

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
								<p>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 and above 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 1 April following the date on which the official met all the requirements</p>
2.4	Dentist Grade 3	DEN-4 447.174 453.882 460.689 467.598 474.612 481.731 488.958 496.293 503.736 511.293 518.961 526.746	DEN-4 503.736 511.293 518.961 526.746 534.648 542.667 550.806 559.068 567.453 575.964 584.604 593.,373 602.274	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><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>Promotion</p> <p>Promotion to higher vacant advertised post</p>
Post: Clinical Manager (Dental)								
2.5	Clinical Manager (Dental) Grade 1	DEN-5 474.612 481.731 488.958 496.293 503.736 511.293	DEN-5 542.667 550.806 559.068 567.453 575.964 584.604	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><u>Above average performance for grade progression purposes:</u></p>

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
		518.961 526.746	593.373 602.274					5 years actual service as Clinical Manager (Dental) Grade 1 (including service as Chief Dentist) <u>Average performance and above for grade progression purposes:</u> 8 years actual service as Clinical Manager (Dental) Grade 1 (including service as Chief Dentist) Grade progression shall become effective from 1 April following the date on which the official met all the requirements
2.6	Clinical Manager (Dental) Grade 2	DEN-6 542.667 550.806 559.068 567.453 575.964 584.604 593.373 602.274	DEN-6 620.478 629.784 639.231 648.819 658.551 668.430 678.456 688.632	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	<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
Medical Specialist career path								
Production – normal Specialties								
Post: Medical Specialist								
3.1	Registrar (Medical)	MSP-1 216942 223500 230256 237216	MSP-1 255549 263274 271230 279426	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	<u>Pay progression</u> 1 Notch on scale for successful completion of every academic year <u>Promotion</u> Promotion to higher vacant advertised post
3.2	Medical Specialist Grade 1	MSP-2	MSP-2	Appropriate qualification that allows	Registration with the HPCSA as	None after registration with the HPCSA	None	Compliance with the educational qualifications, statutory requirements and competencies for the job level as con-

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
		421.320 434.055 447.174 460.689 474612	503.736 518.961 534.648 550.806 567453	registration with the HPCSA as Medical specialist in a normal Specialty	Medical Specialist in a normal Speciality	as Medical Specialist in a normal Speciality		<p>tained 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 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 and above 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 1 April following the date on which the official met all the requirements</p>
3.3	Medical Specialist Grade 2	MSP-3 488.958 503.736 518.961 534.648 550.806	MSP-3 584.604 602.274 620.478 639.231 658.551	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 Speciality	A minimum of 5 years appropriate experience as Medical Specialist after registration with the HPCSA as Medical 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 Medical Specialist. <input type="checkbox"/> At least 2 years of this period must be actual service as Medical Specialist Grade 2 <p><u>Average performance and above for grade progression purposes:</u></p>

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
								<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 1 April following the date on which the official met all the requirements</p>
3.4	Medical Specialist Grade 3	MSP- 4 567.453 575.964 584.604 593.373 602.274 611.307 620.478 629.784 639.231 648.319	MSP -4 678.456 688.632 698.961 709.446 720.087 730.887 741.849 752.976 764.271	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><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>
Production – Sub-Specialties								
Post: Medical Specialist (Sub-Specialty)								
3.5	Senior Registrar (Medical)	MSP- 5 421.320 434.055 447.174 460.689	MSP-5 503.736 518.961 534.648 550.806	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><u>Pay progression</u></p> <p>1 Notch on scale for successful completion of every academic year</p> <p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>
3.6	Medical Specialist (Sub-Specialty) Grade 1	MSP-6 518.961 534.648 550.806 567.453 584.604	MSP-6 584.604 602.274 620.478 639.231 658.551	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	None 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 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 <u>Average performance and above for grade progression purposes:</u> A combination of 5 years actual service and/or recognisable after registration with the HPCSA in the sub-specialty as Medical Specialist Grade progression shall become effective from 1 April following the date on which the official met all the requirements
3.7	Medical Specialist (Sub-Specialty) Grade 2	MSP- 7 602.274 611.307 620.478 629.784 639.231 648.819 658.551 668.430 678.456 688.632 698.961 709.446 720.087 730.887	MSP- 7 678.456 688.632 698.961 709.446 720.087 730.887	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	6 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
Higher levels								
Post: Head: Clinical Unit (Medical) Grade 1								
3.8	Head: Clinical Unit (Medical) Grade 1	MSP- 8 698.961	MSP-8 730.887	Appropriate qualification that allows registration with the	Registration with the HPCSA as Medical Specialist	A minimum of 7 years appropriate experience as	None	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
		720.087 741.849 764.271 787.371	752.976 775.734 799.182 823.338	HPCSA as Medical specialist in a normal Specialty or a recognised Sub-Specialty	in a normal Specialty or in a recognised Sub-Specialty	Medical Specialist after registration with the HPCSA as a Medical Specialist in a normal Specialty or in a recognised Sub-Specialty		following experiential competency: <u>Above average performance for grade progression purposes:</u> 5 years actual service as Head: Clinical Unit (Medical) Grade 1 (including service as Principal Medical Specialist) <u>Average performance and above for grade progression purposes:</u> 8 years actual service as Head: Clinical Unit (Medical) Grade 1 (including service as Principal Medical Specialist) Grade progression shall become effective from 1 April following the date on which the official met all the requirements
3.9	Head: Clinical Unit (Medical) Grade 2	MSP -9 811.170 823.338 835.689 848.223 860.946 873.861 886.968	MSP- 9 848.223 860.946 873.861 886.968 900.273 913,776 927,483	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	<u>Accelerated pay progression</u> <input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least above average <input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department <u>Promotion</u> Promotion to higher vacant advertised post
Post: Head: Clinical Department (Medical)								
3.10	Head: Clinical Department (Medical) Grade 1	MSP-10 823.338 848.223 873.861 900.273 927.483	MSP-10 848.223 873.861 900.273 927.483 955.515	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	None	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: <u>Above average performance for grade progression purposes:</u>

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
				Specialty		in a normal Specialty or in a recognised Sub-Specialty		<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 1 April following the date on which the official met all the requirements</p>
3.11	Head: Clinical Department (Medical) Grade 2	MSP-11 955.515 969.849 984.396 999.162 1.014.150	MSP-11 984.396 999.162 1.014.150 1.029.363 1.044.604	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> <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>
Dental Specialist career path								
Production – normal Specialties								
Post: Dental Specialist								
4.1	Registrar (Dental)	DSP-1 216.942 223.500 230.256 237.216	DSP-1 255.549 263.274 271.230 279.426	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>

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
4.2	Dental Specialist Grade 1	DSP-2 421.320 434.055 447.174 460.689 474.612	DSP-2 503.736 518.961 534.648 550.806 567.453	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 Specialty	None after registration with the HPCSA as Dental 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 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 and above 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> <p>Grade progression shall become effective from 1 April following the date on which the official met all the requirements</p>
4.3	Dental Specialist Grade 2	DSP-3 488.958 503.736 518.961 534.648 550.806	DSP-3 584.604 602.274 620.478 639.231 658.551	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 Specialty	A minimum of 5 years appropriate experience as Medical Specialist after registration with the HPCSA as Dental 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 Dental Specialist. <input type="checkbox"/> At least 2 years of this period must be actual service as Dental Specialist Grade 2

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		Year 1	Year 2	QUALIFICATIONS	REGISTRATION	EXPERIENCE		
								<p><u>Average performance and above 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 1 April following the date on which the official met all the requirements</p>
4.4	Dental Specialist Grade 3	DSP-4 567.453 575.964 584.604 593.373 602.274 611.307 620.478 629.784 639.231 648.319	DSP-4 678.456 688.632 698.961 709.446 720.087 730.887 741.849 752.976 764.271	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 10 years appropriate experience as Dental Specialist after registration with the HPCSA as Medical Specialist in a normal Specialty	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>
Production – Sub-Specialties								
Post: Dental Specialist (Sub-Specialty)								
4.5	Senior Registrar (Dental)	DSP-5 421.320 434.055 447.174 460.689	DSP-5 503.736 518.961 534.648 550.806	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	<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>
4.6	Dental Specialist (Sub-Specialty) Grade 1	DSP-6 518.961 534.648	DSP-6 584.604 602.274	Appropriate qualification that allows registration with the HPCSA as Dental	Registration with the HPCSA as Dental Specialist in a recognised	None after registration with the HPCSA as Dental Specialist in a recognised	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:

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		
		550.806 567.453 584.604	620.478 639.231 658.551	specialist in a recognised Sub-Specialty	Sub-Specialty	Sub-Specialty		<p><u>Above average performance for grade progression purposes:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 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 <p><u>Average performance and above for grade progression purposes:</u></p> <p>A combination of 5 years actual service and/or recognisable after registration with the HPCSA in the sub-specialty as Dental Specialist</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all the requirements</p>
4.7	Dental Specialist (Sub-Specialty) Grade 2	DSP-7 602.274 611.307 620.478 629.784 639.231 648.819 658.551 668.430 678.456 688.632 698.961 709.446 720.087 730.887	DSP-7 678.456 688.632 698.961 709.446 720.087 730.887 741.849 752.976 764.271 775.734 787.371 799.182 811.170 823.338	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	6 years after registration with the HPCSA as Dental Specialist in a recognised Sub-Specialty	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>

Higher levels

Post: Head: Clinical Unit (Dental)

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		
4.8	Head: Clinical Unit (Dental) Grade 1	DSP-8 698.961 720.087 741.849 764.271 787.371	DSP-8 730.887 752.976 775.734 799.182 823.338	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	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: <u>Above average performance for grade progression purposes:</u> 5 years actual service as Head: Clinical Unit (Dental) Grade 1 (including service as Principal Dental Specialist) <u>Average performance and above for grade progression purposes:</u> 8 years actual service as Head: Clinical Unit (Dental) Grade 1 (including service as Principal Dental Specialist) Grade progression shall become effective from 1 April following the date on which the official met all the requirements
4.9	Head: Clinical Unit (Dental) Grade 2	DSP-9 811.170 823.338 835.689 848.223 860.946 873.861 886.968	DSP-9 848.223 860.946 873.861 886.968 900.273 913,776 927,483	Appropriate qualification that allows registration with the HPCSA as Dental specialist in a normal Specialty or a recognised Sub-Specialty	Registration with the HPCSA as Dental Specialist in a normal Specialty or in a recognised Sub-Specialty	Grade not to be used for advertisement/ appointment purposes.	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
Post: Head: Clinical Department (Dental)								
4.10	Head: Clinical Department (Dental) Grade 1	DSP-10 823.338 848.223 873.861 900.273	DSP-10 848.223 873.861 900.273 927.483	Appropriate qualification that allows registration with the HPCSA as Dental specialist in a normal Specialty or a recognised Sub-	Registration with the HPCSA as Dental Specialist in a normal Specialty or in a recognised Sub-	A minimum of 9 years appropriate experience as Medical Specialist after registration with the HPCSA as	None	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: <u>Above average performance for grade progression</u>

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		
		927.483	955.515	recognised Sub-Specialty	Specialty	a Dental Specialist in a normal Specialty or in a recognised Sub-Specialty		<p><u>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 and above 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> <p>Grade progression shall become effective from 1 April following the date on which the official met all the requirements</p>
4.11	Head: Clinical Department (Dental) Grade 2	DSP-11 955.515 969.849 984.396 999.162 1.014.150	DSP-11 984.396 999.162 1.014.150 1.029.363 1.044.804	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> <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-1 391.095 396.960 402,915 408,960 415,095 421,320 427,641	N/A	Appropriate qualification that allows registration with the HPCSA as Medical Practitioner or Dentist	Registration with the HPCSA as Medical practitioner or Dentist	A minimum of 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>

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		
		434,055 440,565 447,174						Promotion to higher vacant advertised post
5.2	Manager: Medical/Dental Services	MSS-2 460,689 467,598 474,612 481,731 488,958 496,293 503,736 511,293 518,961 526,746 534,648	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 8 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>
5.3	Senior Manager: Medical/Dental Services	MSS-3 678,456 688,632 698,961 709,446 720,087 730,887 741,849 752,976 764,271 775,734 787,371 799,182 811,170	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	<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>
5.4	General Manager: Medical/Dental Services	MSS-4 823,338 835,689 848,223 860,946 873,861 886,968	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	<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>

