

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
Pharmacist Assistant career path							
Post: Pharmacist Assistant (Basic)							
1.1	Pharmacist Assistant (Basic) Grade 1	PAB-1 55.131 55.959 56.799 57.651 58,515	As required by the training facility and the SAPC	Registration with the SAPC to study towards a Basic Pharmacist Assistant qualification	None	None	None Translation to Pharmacist Assistant Grade 2 wef the 1 st day of the month following the date that the person completes the Basic Pharmacist Assistant qualification and registers with the SAPC in the category Pharmacist Assistant (Basic)
1.2	Pharmacist Assistant (Basic) Grade 2	75,375 76,506 77,655 78,819 80,001 81,201 82,419 83,655 84,909 86,184	As required by the training facility and the SAPC plus Basic Pharmacist Assistant qualification that allows registration with the SAPC as Pharmacist Assistant (Basic)	Registration with the SAPC as Pharmacist Assistant (Basic) OR Registration with the SAPC for study towards Post-Basic Pharmacist Assistant qualification (where applicable)	None after Registration with the SAPC as Pharmacist Assistant (Basic)	None	<u>Progression to Pharmacist Assistant Grade 3</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 for grade progression purposes:</u> <input type="checkbox"/> A combination of 5 years actual service and/or recognisable after registration with the SAPC as Pharmacist Assistant (Basic) <input type="checkbox"/> At least 2 years of this period must be actual service in the Public Service as Pharmacist Assistant Grade 2 <u>Average performance for grade progression purposes:</u> A combination of 10 years actual service and/or recognisable after registration with the SAPC as Pharmacist Assistant (Basic) Grade progression shall become effective from 1 April following the date on which the official met all the requirements, but not prior to 1 April 2011.

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							<p><u>Appointment to an advertised vacant post of Pharmacist Assistant (Post-Basic) Grade 1</u></p> <p>Appointment to higher vacant advertised post, as per set requirements.</p>
1.3	Pharmacist Assistant (Basic) Grade 3	88,788 90,120 91,473 92,844 94,236 95,649 97,083 98,538 100,017 101,517 103,041	<p>As required by the training facility and the SAPC</p> <p><u>plus</u></p> <p>Basic Pharmacist Assistant qualification that allows registration with the SAPC as Pharmacist Assistant (Basic)</p>	<p>Registration with the SAPC as Pharmacist Assistant (Basic)</p> <p><u>OR</u></p> <p>Registration with the SAPC to study towards Post-Basic Pharmacist Assistant qualification (where applicable)</p>	None – no direct appointment on this Grade	None.	<p><u>Appointment to an advertised vacant post of Pharmacist Assistant (Post-Basic) Grade 1</u></p> <p>Appointment to an advertised vacant post of Pharmacist Assistant (Post-Basic), as per set requirements.</p> <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
Pharmacist Assistant (Post-Basic)							
1.4	Pharmacist Assistant (Post-Basic) Grade 1	88,788 91,473 94,236 97,083 100,017	<p>As required by the training facility and the SAPC</p> <p><u>plus</u></p> <p>Post-Basic Pharmacist Assistant qualification that allows registration with the SAPC as Pharmacist Assistant (Post-Basic)</p>	Registration with the SAPC as Pharmacist Assistant (Post-Basic).	None after registration with the SAPC as Pharmacist's Assistant (Post-Basic)	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 SAPC as Pharmacist Assistant (Post-Basic) <input type="checkbox"/> At least 2 years of this period must be actual service in the Public Service as Pharmacist

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							<p>Assistant (Post-Basic) Grade 1</p> <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 SAPC as Pharmacist's Assistant (Post-Basic)</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all the requirements, but not prior to 1 April 2011</p>
1.5	Pharmacist Assistant (Post-Basic) Grade 2	103,041 104,586 106,155 107,748 109,365 111,006 112,671 114,360	<p>As required by the training facility and the SAPC</p> <p>plus</p> <p>Post-Basic Pharmacist Assistant qualification that allows registration with the SAPC as Pharmacist's Assistant (Post-Basic)</p>	Registration with the SAPC as Pharmacist Assistant (Post-Basic).	A minimum of 5 years appropriate experience as Pharmacist Assistant after registration as a Pharmacist Assistant (Post-Basic) with the SAPC.	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 9 years actual service and/or recognisable after registration with the SAPC as Pharmacist Assistant (Post-Basic) <input type="checkbox"/> At least 2 years of this period must be actual service in the Public Service as Pharmacist Assistant (Post-Basic) Grade 2 <p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 13 years actual service and/or recognisable after registration with the SAPC as Pharmacist Assistant (Post-Basic)</p> <p>Grade progression shall become effective from 1 April following the date on which the</p>

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							official met all the requirements, but not prior to 1 April 2011
1.6	Pharmacist Assistant (Post-Basic) Grade 3	117,816 119,583 121,377 123,198 125,046 126,921 128,826 130,758 132,720 134,712 136,734	As required by the training facility and the SAPC plus Post-Basic Pharmacist Assistant qualification that allows registration with the SAPC as Pharmacist's Assistant (Post-Basic)	Registration with the SAPC as Pharmacist Assistant (Post-Basic).	A minimum of 13 years appropriate experience as Pharmacist Assistant after registration as a Pharmacist Assistant (Post-Basic) with the SAPC.	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
Pharmacist career path							
Post: Pharmacist (Intern)							
2.1	Pharmacist (Intern)	95649	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC Pharmacist (Intern)	Registration with the SAPC as a Pharmacist (Intern)	None	None	None
Post: Pharmacist (Community Service)							
2.2	Pharmacist (Community Service)	136734	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC Pharmacist (Community Service)	Registration with the SAPC as a Pharmacist (Community Service)	None	None	None
Pharmacist							
2.3	Pharmacist Grade 1	170,952 176,121 181,446 186,930 192,582	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist	Registration with the SAPC as a Pharmacist	None	None	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: Above average performance for grade pro-

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							<p><u>gression 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 SAPC as Pharmacist <input type="checkbox"/> At least 2 years of this period must be actual service in the Public Service as Pharmacist 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 SAPC as Pharmacist</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all the requirements, but not prior to 1 April 2011</p>
2.4	Pharmacist Grade 2	198,402 201,378 204,399 207,465 210,576 213,735 216,942 220,197	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist	Registration with the SAPC as a Pharmacist	A minimum of 5 years appropriate experience after registration as a Pharmacist with the SAPC	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 9 years actual service and/or recognisable after registration with the SAPC as Pharmacist <input type="checkbox"/> At least 2 years of this period must be actual service in the Public Service as Pharmacist Grade 2 <p><u>Average performance for grade progression purposes:</u></p>

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							<p>A combination of 13 years actual service and/or recognisable after registration with the SAPC as Pharmacist</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all the requirements, but not prior to 1 April 2011</p>
2.5	Pharmacist Grade 3	226,854 230,256 233,709 237,216 240,774 244,386 248,052 251,772 255,549 259,383 263,274 267,222 271,230 275,298	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist	Registration with the SAPC as a Pharmacist	A minimum of 13 years appropriate experience after registration as a Pharmacist with the SAPC.	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
Post: Pharmacy Supervisor							
2.6	Pharmacy Supervisor Grade 1	216,942 223,500 230,256 237,216 244,386	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist	Registration with the SAPC as a Pharmacist	A minimum of 5 years appropriate experience after registration as a Pharmacist with the SAPC.	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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							<p>3 years actual service in the public Service after registration with the SAPC as Pharmacist Supervisor Grade 1</p> <p><u>Average performance for grade progression purposes:</u></p> <p>5 years actual service in the Public Service after registration with the SAPC as Pharmacist</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all the requirements, but not prior to 1 April 2011</p>
2.7	Pharmacy Supervisor Grade 2	251,772 255,549 259,383 263,274 267,222 271,230 275,298 279,426 283,617 287,871 292,188 296,571	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC Pharmacist	Registration with the SAPC as a Pharmacist	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
Post: Assistant Manager Pharmaceutical Services							
2.8	Assistant Manager Pharmaceutical Services	391,095 396,960 402,915 408,960 415,095	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist	Registration with the SAPC as a Pharmacist	A minimum of 7 years appropriate experience after registration as a Pharmacist with the SAPC.	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

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		421,320 427,641 434,055 440,565 447,174	macist				<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, as per set requirements
Post: Deputy Manager Pharmaceutical Services							
2.9	Deputy Manager Pharmaceutical Services	427,641 434,055 440,565 447,174 453,882 460,689 467,598 474,612 481,731 488,958	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist	Registration with the SAPC as a Pharmacist	A minimum of 9 years appropriate experience after registration as a Pharmacist with the SAPC.	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, as per set requirements
Post: Manager Pharmaceutical Services							
2.10	Manager Pharmaceutical Services	467,598 474,612 481,731 488,958 496,293 503,736 511,293 518,961 526,746 534,648	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist	Registration with the SAPC as a Pharmacist	A minimum of 11 years appropriate experience after registration as a Pharmacist with the SAPC	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, as per set requirements.

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Clinical Pharmacist career path							
Post: Clinical Pharmacist							
3.1	Clinical Pharmacist Grade 1	391,095 396,960 402,915 408,960 415,095 421,320 427,641 434,055	Masters Degree accredited with the SAPC that allows registration with the SAPC as a Clinical Pharmacist	Registration with the SAPC as a Clinical Pharmacist	A minimum of 6 years appropriate experience after registration as a Pharmacist with the SAPC together with registration as a Clinical Pharmacist with SAPC	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> <ul style="list-style-type: none"> <input type="checkbox"/> <u>Above average performance for grade progression purposes:</u> A combination of 5 years actual service and/or recognisable after registration with the SAPC as a Clinical Pharmacist <input type="checkbox"/> At least 2 years of this period must be actual service in the Public Service as Clinical Pharmacist Grade 1 <p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 8 years actual service and/or recognisable after registration with the SAPC as Specialist Pharmacist</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all the requirements, but not prior to 1 April 2011</p>
3.2	Clinical Pharmacist Grade 2	447,174 453,882 460,689 467,598 474,612 481,731 488,958	Masters Degree accredited with the SAPC that allows registration with the SAPC as a Clinical Pharmacist	Registration with the SAPC as a Clinical Pharmacist	A minimum of 14 years appropriate experience after registration as a Pharmacist with the SAPC, together with the registration as a Clinical Pharmacist with SAPC	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>

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							Promotion to higher vacant advertised post, as per set requirements
Pharmaceutical Policy Specialist career path							
Post: Pharmaceutical Policy Specialist							
4.1	Pharmaceutical Policy Specialist Grade 1	391,095 396,960 402,915 408,960 415,095 421,320 427,641 434,055	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist	Registration with the SAPC as a Pharmacist	A minimum of 7 years appropriate experience after registration as a Pharmacist with the SAPC	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 SAPC as Pharmacist <input type="checkbox"/> At least 2 years of this period must be actual service in the Public Service as Pharmaceutical Policy Specialist Grade 1 <p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 8 years actual service and/or recognisable after registration with the SAPC as Pharmacist</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all the requirements, but not prior to 1 April 2011</p>
4.2	Pharmaceutical Policy Specialist Grade 2	447,174 453,882 460,689 467,598	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration	Registration with the SAPC as a Pharmacist	A minimum of 15 years appropriate experience after registration as a Pharma-	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 av-

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		474,612 481,731 488,958	with the SAPC as a Pharmacist		cist with the SAPC		<p>verage</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, as per set requirements</p>
Post: Senior Pharmaceutical Policy Specialist							
4.3	Senior Pharmaceutical Policy Specialist	467,598 474,612, 481,731 488,958 496,293 503,736 511,293 518,961 526,746 534,648	Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist	Registration with the SAPC as a Pharmacist	A minimum of 11 years appropriate experience after registration as a Pharmacist with the SAPC.	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, as per set requirements.</p>