

PAR	JOB TITLE	SALARY LEVEL AND SCALE	APPOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
<p>EMS Operating personnel – production posts – OSD provides for the following career paths at production level</p> <ul style="list-style-type: none"> <input type="checkbox"/> Basic Ambulance Assistant (BLS) career path <input type="checkbox"/> Ambulance Emergency Assistant (ILS) career path <input type="checkbox"/> Paramedic (ALS) career path 							
<p>Post: Basic Ambulance Assistant</p>							
1.1	Basic Ambulance Assistant Grade 1		Successful completion of an appropriate Basic Life Support (BLS) course that allows registration with the HPCSA as BLS	Registration with the HPCSA as BLS	None after registration with the HPCSA as BLS	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above average performance and higher rating for grade progression purposes:</u></p> <p>5 years actual service as Basic Ambulance Assistant Grade 1 after registration as BLS</p> <p><u>Average performance for grade progression purposes:</u></p> <p>10 years actual service as Basic Ambulance Assistant Grade 1 after registration as BLS</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all the requirements</p>
1.2	Basic Ambulance Assistant Grade 2		<ul style="list-style-type: none"> <input type="checkbox"/> No direct appointment on this Grade <input type="checkbox"/> Grade can only be reached by Basic Ambulance Assistants Grade 1 who are registered with the HPCSA as BLS and who comply with prescribed grade progression criteria 				<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 per pay

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							<p>progression cycle</p> <p>Promotion</p> <p>Promotion to higher vacant advertised post</p>
Post: Ambulance Emergency Assistant							
1.3	Ambulance Emergency Assistant Grade 1		Successful completion of an appropriate Intermediate Life Support (ILS) course that allows registration with the HPCSA as ILS	Registration with the HPCSA as ILS	None after registration with the HPCSA as ILS	<input type="checkbox"/> For experience above the experience set for appointment on this Grade - one notch for every fully completed year, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service , to the maximum of the scale attached to the Grade <input type="checkbox"/> This provision comes into effect from	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above average performance and higher rating for grade progression purposes:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 5 years actual service and/or recognisable experience after registration with the HPCSA as ILS <input type="checkbox"/> At least 2 years of this period must be actual service as Ambulance Emergency Assistant Grade 1 <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 ILS</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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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
1.4	Ambulance Emergency Assistant Grade 2		Successful completion of an appropriate Intermediate Life Support (ILS) course that allows registration with the HPCSA as ILS	Registration with the HPCSA as ILS	10 years after registration with the HPCSA as ILS	<input type="checkbox"/> For experience above the experience set for appointment on this Grade - recognition limited to minimum of the scale attached to the Grade <input type="checkbox"/> This provision comes into effect from	<p><u>Accelerated pay progression</u></p> <input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least above average <input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle
<p>Post: Paramedic</p> <input type="checkbox"/> Grades 1, 2 and 3 are applicable to Registered Paramedics who have completed the CCA or ECT programmes – no grade progression to Grade 4 <input type="checkbox"/> Grades 2, 3 and 4 are applicable to Registered Paramedics in possession of an appropriate National Diploma or B. Tech degree							
1.5	Paramedic Grade 1		Successful completion of the following courses that allows registration with the HPCSA as Paramedic <input type="checkbox"/> Critical Care Assistance (CCA) programme or <input type="checkbox"/> Emergency Care Technician (ECT)	Registration with the HPCSA as Paramedic based on CCA or ECT programmes	None after successful completion of the CCA or ECT programmes and registration with the HPCSA as Paramedic	<input type="checkbox"/> For experience above the experience set for appointment on this Grade - one notch for every fully completed year, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service , to the maximum of the scale attached to the Grade <input type="checkbox"/> This provision comes into effect from	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above average performance and higher rating for grade progression purposes:</u></p> <input type="checkbox"/> A combination of 5 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic based on CCA or ECT <input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 1
							<p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 9 years actual service and/or recognisable after registration with the HPCSA as Paramedic based on CCA or ECT</p>

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							Grade progression shall become effective from 1 April following the date on which the official met all the requirements
1.6	Paramedic Grade 2		<p>Successful completion of the following courses or obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic</p> <ul style="list-style-type: none"> <input type="checkbox"/> Critical Care Assistance (CCA) programme or <input type="checkbox"/> Emergency Care Technician (ECT) or <input type="checkbox"/> Recognised National Diploma or <input type="checkbox"/> Recognised B-Tech degree 	Registration with the HPCSA as Paramedic	<ul style="list-style-type: none"> <input type="checkbox"/> CCA or ECT qualified 9 years after successful completion of the CCA or ECT programme and registration with the HPCSA as Paramedic <input type="checkbox"/> Nat Diploma/B-Tech degree None after obtaining a recognised National Diploma or B-Tech degree and registration with the HPCSA as Paramedic 	<ul style="list-style-type: none"> <input type="checkbox"/> CCA or ECT qualified For experience above the experience set for appointment on this Grade - recognition limited to minimum of the scale attached to the Grade OR <input type="checkbox"/> Nat Diploma/B-tech degree For experience above the experience set for appointment on this Grade - one notch for every fully completed year, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to the maximum of the scale attached to the Grade <input type="checkbox"/> This provision comes into effect 	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above average performance and higher rating for grade progression purposes:</u></p> <p>CCA or ECT qualified 3 years actual service as Paramedic Grade 2</p> <p>National Diploma</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 Paramedic based on NDip <input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 2 <p>B-Tech degree</p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 2 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic based on BTech degree <input type="checkbox"/> At least 1 years of this period must be actual service as Paramedic Grade 2 <p><u>Average performance for grade progression purposes:</u></p> <p>CCA or ECT qualified 5 years actual service as Paramedic Grade 2</p>

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
						from	<p>Note: B-tech qualified commences on 2nd notch of Grade 2</p>
							<p>National Diploma</p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 5 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic based on NDip <input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 2 <p>B-Tech degree</p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 4 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic based on BTech degree <input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 2 <p>Grade progression shall become effective from 1 April following the date on which the official met all the requirements</p>
1.7	Paramedic Grade 3		<p>Successful completion of the following courses or obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic</p> <ul style="list-style-type: none"> <input type="checkbox"/> Critical Care Assistance (CCA) programme or <input type="checkbox"/> Emergency Care Technician (ECT) or <input type="checkbox"/> Recognised National Diploma or 	Registration with the HPCSA as Paramedic	<ul style="list-style-type: none"> <input type="checkbox"/> CCA or ECT Grade not to be used for advertisement/ appointment purposes. Grade can only be reached by Paramedics Grade 2 who are registered with the HPCSA as Paramedics (through the CCA or ECT programme) and who comply with prescribed grade progression criteria 	<ul style="list-style-type: none"> <input type="checkbox"/> CCA or ECT None <input type="checkbox"/> Nat Diploma/B-Tech degree For experience above the experience set for appointment on this Grade - recognition limited to minimum of the scale attached to the Grade <input type="checkbox"/> This provision comes into effect from 	<p>CCA or ECT qualified Paramedics on this Grade</p> <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 per pay progression cycle <p>Grade progression No progression to Paramedic Grade 4</p> <p>Promotion Promotion to higher vacant advertised post</p> <p>Paramedics in possession of an appropriate</p>

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
			<input type="checkbox"/> Recognised B-Tech degree		ria <input type="checkbox"/> Nat Diploma 5 years after obtaining a recognised National Diploma and registration with the HPCSA as Paramedic <input type="checkbox"/> B-Tech degree 4 years after obtaining a recognised B-Tech degree and registration with the HPCSA as Paramedic		National Diploma and B-Tech degree Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: <u>Above average performance and higher rating for grade progression purposes:</u> 3 years actual service on Paramedic Grade 3 <u>Average performance for grade progression purposes:</u> 5 years actual service on Paramedic Grade 3 Grade progression shall become effective from 1 April following the date on which the official met all the requirements
1.8	Paramedic Grade 4		Successful completion of the following courses or obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic <input type="checkbox"/> Recognised National Diploma or <input type="checkbox"/> Recognised B-Tech degree	Registration with the HPCSA as Paramedic	None – no direct appointment on this Grade	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 per pay progression cycle <u>Promotion</u> Promotion to higher vacant advertised post

EMS Operating personnel – Supervisory and managerial positions							
Post: EMS Shift leader <input type="checkbox"/> Grades 1 and 2 applicable to Registered BLS – no appointments post-OSD are allowed on these Grades <input type="checkbox"/> Grades 3 and 4 applicable to Registered ILS <input type="checkbox"/> Grades 4 and 5 applicable to Registered Paramedics – registered through completing CCA or ECT programmes <input type="checkbox"/> Grade 6 applicable to Registered Paramedics – registered through obtaining appropriate National diploma or B Tech degree							
1.9	EMS Shift Leader Grade 1		<input type="checkbox"/> No appointments is done on this Grade <input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of Shift Leaders and who are registered as BLS			Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: <u>Above average performance and higher rating for grade progression purposes:</u> 5 years actual service on EMS Shift Leader Grade 1 <u>Average performance for grade progression purposes:</u> 10 years actual service on EMS Shift Leader Grade 1 Grade progression shall become effective from 1 April following the date on which the official met all the requirements	
1.10	EMS Shift Leader Grade 2		<input type="checkbox"/> No appointments is done on this Grade <input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of Shift Leaders and who are registered as BLS <input type="checkbox"/> Grade can only be reached by EMS Shift Leaders Grade 1 who are registered with the HPCSA as BLS and who comply with prescribed grade progression criteria			<input type="checkbox"/> Promotion to higher vacant advertised post or <input type="checkbox"/> Translation to an appropriate higher grade on acquiring a qualification that allows for registration in another (higher) category with the HPCSA and actual registration in such (higher) category	
1.11	EMS Shift Leader Grade 3		Successful completion of the ILS courses that allows registration with the HPCSA as ILS	Registration with the HPCSA as ILS	12 Years after registration with the HPCSA as ILS	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:

							<p><u>Above average performance and higher rating for grade progression purposes:</u></p> <p>5 years actual service on EMS Shift Leader Grade 3</p> <p><u>Average performance for grade progression purposes:</u></p> <p>10 years actual service on EMS Shift Leader Grade 3</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all the requirements</p>
1.12	EMS Shift Leader Grade 4		<p>Successful completion of the CCA or ECT programmes courses that allows registration with the HPCSA as Paramedic</p> <p><u>Note:</u></p> <p>No direct appointment on this Grade of EMS Shift Leader who are registered with the HPCSA as ILS</p> <p>Grade can only be reached by EMS Shift Leaders Grade 3 who are registered with the HPCSA as ILS and who comply with prescribed grade progression criteria</p>	Registration with the HPCSA as Paramedic (on completion of CCA or ECT programmes)	<p><u>Registered as ILS</u> Not applicable</p> <p><u>Registered as Paramedic (on completion of CCA or ECT programmes)</u> 10 Years after registration with the HPCSA as Paramedic (on completion of CCA or ECT programmes)</p>	None	<p><u>Accelerated pay progression - only applicable to registered ILS on this Grade</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 per pay progression cycle <p><u>Grade progression - only applicable to registered Paramedics on this Grade</u></p> <p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above average performance and higher rating for grade progression purposes:</u></p> <p>5 years actual service on EMS Shift Leader Grade 4</p> <p><u>Average performance for grade progression purposes:</u></p>

							10 years actual service on EMS Shift Leader Grade 4 Grade progression shall become effective from 1 April following the date on which the official met all the requirements
1.13	EMS Shift Leader Grade 5		<input type="checkbox"/> No appointments is done on this Grade <input type="checkbox"/> Grade can only be reached by EMS Shift Leaders Grade 4 who are registered with the HPCSA as Paramedic (on completion of CCA or ECT programmes) and who comply with prescribed grade progression criteria				<u>Accelerated pay progression</u> <input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least above average <input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle
1.14	EMS Shift Leader Grade 6		Obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic <input type="checkbox"/> Recognised National Diploma or <input type="checkbox"/> Recognised B-Tech degree	Registration with the HPCSA as Paramedic (on completion of NDip or BTech degree)	7 years after registration with the HPCSA as Paramedic	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 per pay progression cycle <u>Promotion</u> Promotion to higher vacant advertised post

Post: EMS Station Manager <input type="checkbox"/> Grades 1 and 2 applicable to Registered BLS – no appointments post-OSD are allowed on these Grades <input type="checkbox"/> Grades 3 and 4 applicable to Registered ILS <input type="checkbox"/> Grades 4 and 5 applicable to Registered Paramedics – registered through completing CCA or ECT programmes <input type="checkbox"/> Grade 6 applicable to Registered Paramedics – registered through obtaining appropriate National diploma or B Tech degree							
1.15	EMS Station Manager Grade 1		<input type="checkbox"/> No appointment is done on this Grade <input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of EMS Station Manager and who are registered as BLS			Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: <u>Above average performance and higher rating for grade progression purposes:</u> 5 years actual service on EMS Shift Leader Grade 1 <u>Average performance for grade progression purposes:</u> 10 years actual service on EMS Shift Leader Grade 1 Grade progression shall become effective from 1 April following the date on which the official met all the requirements	
1.16	EMS Station Manager Grade 2		<input type="checkbox"/> No appointment is done on this Grade <input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of EMS Station Manager and who are registered as BLS <input type="checkbox"/> Grade can only be reached by EMS Station Managers Grade 1 who are registered with the HPCSA as BLS and who comply with prescribed grade progression criteria			<input type="checkbox"/> Promotion to higher vacant advertised post or <input type="checkbox"/> Translation to an appropriate higher grade on acquiring a qualification that allows for registration in another (higher) category with the HPCSA and actual registration in such (higher) category	
1.17	EMS Station Manager Grade 3		Successful completion of the ILS courses that allows registration with the HPCSA as ILS	Registration with the HPCSA as ILS	14 Years after registration with the HPCSA as ILS	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 and higher rating</u>

							<p><u>for grade progression purposes:</u></p> <p>5 years actual service on EMS Shift Leader Grade 3</p> <p><u>Average performance for grade progression purposes:</u></p> <p>10 years actual service on EMS Shift Leader Grade 3</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all the requirements</p>
1.18	EMS Station Manager Grade 4	<p><input type="checkbox"/> Successful completion of the CCA or ECT programmes courses that allows registration with the HPCSA as Paramedic</p> <p>Note:</p> <p>No direct appointment on this Grade of EMS Shift Leader who are registered with the HPCSA as ILS</p> <p>Grade can only be reached by EMS Station Managers Grade 3 who are registered with the HPCSA as ILS and who comply with prescribed grade progression criteria</p>	Registration with the HPCSA as Paramedic (on completion of CCA or ECT programmes)	<p><u>Registered as ILS</u> Not applicable</p> <p><u>Registered as Paramedic (on completion of CCA or ECT programmes)</u> 12 Years after registration with the HPCSA as Paramedic (on completion of CCA or ECT programmes)</p>	None	<p><u>Accelerated pay progression - only applicable to registered ILS on this Grade</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 per pay progression cycle <p><u>Grade progression - only applicable to registered Paramedics on this Grade</u></p> <p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above average performance and higher rating for grade progression purposes:</u></p> <p>5 years actual service on EMS Shift Leader Grade 4</p> <p><u>Average performance for grade progression purposes:</u></p>	

							10 years actual service on EMS Shift Leader Grade 4 Grade progression shall become effective from 1 April following the date on which the official met all the requirements
1.19	EMS Station Manager Grade 5	EMS-12	<input type="checkbox"/> No appointments is done on this Grade <input type="checkbox"/> Grade can only be reached by EMS Station Manager Grade 4 who are registered with the HPCSA as Paramedic (on completion of CCA or ECT programmes) and who comply with prescribed grade progression criteria				<u>Accelerated pay progression - only applicable to registered Paramedics on this Grade</u> <input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least above average <input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle
1.20	EMS Station Manager Grade 6		Obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic <input type="checkbox"/> Recognised National Diploma or <input type="checkbox"/> Recognised B-Tech degree	Registration with the HPCSA as Paramedic (on completion of NDip or BTech degree)	9 years after registration with the HPCSA as Paramedic (on completion of NDip or BTech degree)	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 per pay progression cycle <u>Promotion</u> Promotion to higher vacant advertised post

Post: EMS Sub-District Manager <input type="checkbox"/> Grades 1 and 2 applicable to Registered ILS <input type="checkbox"/> Grades 2 and 3 applicable to Registered Paramedics – registered through completing CCA or ECT programmes <input type="checkbox"/> Grade 4 applicable to Registered Paramedics – registered through obtaining appropriate National diploma or B Tech degree						
1.21	EMS Sub-District Manager Grade		<input type="checkbox"/> No appointments is done on this Grade <input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of EMS Sub-District Manager and who are registered as ILS			Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: <u>Above average performance and higher rating for grade progression purposes:</u> 5 years actual service on EMS Sub-District Manager Grade 1 <u>Average performance for grade progression purposes:</u> 10 years actual service on EMS Sub-District Manager Grade 1 Grade progression shall become effective from 1 April following the date on which the official met all the requirements
1.22	EMS Sub-District Manager Grade 2		<input type="checkbox"/> Successful completion of the CCA or ECT programmes courses that allows registration with the HPCSA as Paramedic Note: <input type="checkbox"/> No direct appointments of Registered ILS is done on this Grade <input type="checkbox"/> Grade can only be reached by EMS Sub-District Managers Grade 1 who are regis-	Registration with the HPCSA as Paramedic (on completion of CCA or ECT programmes)	<u>Registered as ILS</u> Not applicable <u>Registered as Paramedic (on completion of CCA or ECT programmes)</u> 14 Years after registration with the HPCSA as Paramedic (on completion of CCA or ECT programmes)	None <u>Accelerated pay progression - only applicable to registered ILS on this Grade</u> <input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least above average <input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle <u>Grade progression - only applicable to registered Paramedics on this Grade</u> Compliance with the educational qualifications,

			tered with the HPCSA as ILS and who comply with prescribed grade progression criteria				<p>statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above average performance and higher rating for grade progression purposes:</u></p> <p>5 years actual service on EMS Sub-District Manager Grade 2</p> <p><u>Average performance for grade progression purposes:</u></p> <p>10 years actual service on EMS Sub-District Manager Grade 2</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all the requirements</p>
1.23	EMS Sub-District Manager Grade 3		<input type="checkbox"/> No appointments is done on this Grade <input type="checkbox"/> Grade can only be reached through grade progression by Registered Paramedics (through CCA or ECT programmes) who comply with prescribed grade progression criteria				<p><u>Accelerated pay progression - only applicable to registered Paramedics on this Grade</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>
1.24	EMS Sub-District Manager Grade 4		<p>Obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic</p> <p><input type="checkbox"/> Recognised National Diploma</p> <p>or</p> <p><input type="checkbox"/> Recognised B-Tech degree</p>	Registration with the HPCSA as Paramedic (on completion of NDip or BTech degree)	11 yYears after registration with the HPCSA as Paramedic	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 per pay progression cycle</p> <p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>

Post: EMS District Manager <input type="checkbox"/> Grades 1 and 2 applicable to Registered ILS <input type="checkbox"/> Grades 2 applicable to Registered Paramedics – registered through completing CCA or ECT programmes <input type="checkbox"/> Grade 3 applicable to Registered Paramedics – registered through obtaining appropriate National diploma or B Tech degree						
1.25	EMS District Manager Grade 1		<input type="checkbox"/> No appointments is done on this Grade <input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of EMS District Manager and who are registered as ILS			Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: <u>Above average performance and higher rating for grade progression purposes:</u> 5 years actual service on EMS District Manager Grade 1 <u>Average performance for grade progression purposes:</u> 10 years actual service on EMS District Manager Grade 1 Grade progression shall become effective from 1 April following the date on which the official met all the requirements
1.26	EMS District Manager Grade 2		Successful completion of the CCA or ECT programmes courses that allows registration with the HPCSA as Paramedic Note: <input type="checkbox"/> No direct appointments of Registered ILS is done on this Grade <input type="checkbox"/> Grade can only be reached by EMS District Managers Grade 1 who are registered with the HPCSA as ILS and who	Registration with the HPCSA as Paramedic (on completion of CCA or ECT programmes)	<u>Registered as ILS</u> Not applicable <u>Registered as Paramedic (on completion of CCA or ECT programmes)</u> 16 Years after registration with the HPCSA as Paramedic (on completion of CCA or ECT programmes)	None <u>Accelerated pay progression - applicable to registered ILS and registered Paramedic (on completion of CCA or ECT programmes)</u> <input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least above average <input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle

			comply with prescribed grade progression criteria				
1.27	EMS District Manager Grade 3		Obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic <input type="checkbox"/> Recognised National Diploma or <input type="checkbox"/> Recognised B-Tech degree	Registration with the HPCSA as Paramedic (on completion of NDip or BTech degree)	13 Years after registration with the HPCSA as Paramedic	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: EMS Operational Manager							
1.28	EMS Operational Manager		Obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic <input type="checkbox"/> CCA programme or <input type="checkbox"/> ECT programme or <input type="checkbox"/> Recognised National Diploma or <input type="checkbox"/> Recognised B-Tech degree	Registration with the HPCSA as Paramedic	<u>Registered as Paramedic (on completion of CCA or ECT programmes)</u> 18 Years after registration with the HPCSA as Paramedic (on completion of CCA or ECT programmes) <u>Registered as Paramedic (on completion of the NDip or BTech degree)</u> 15 Years after registration with the HPCSA as Paramedic (after completion of the NDip or BTech degrees)	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 per pay progression cycle <u>Promotion</u> Promotion to higher vacant advertised post

Post: EMS Provincial Manager						
1.29	EMS Provincial Manager		<p>Obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic</p> <p><input type="checkbox"/> CCA programme or <input type="checkbox"/> ECT programme or <input type="checkbox"/> Recognised National Diploma or <input type="checkbox"/> Recognised B-Tech degree</p>	Registration with the HPCSA as Paramedic	<p><u>Registered as Paramedic (on completion of CCA or ECT programmes)</u> 20 Years after registration with the HPCSA as Paramedic (on completion of CCA or ECT programmes)</p> <p><u>Registered as Paramedic (on completion of the NDip or BTech degree)</u> 17 Years after registration with the HPCSA as Paramedic (after completion of the NDip or BTech degrees)</p>	<p>None</p> <p><u>Accelerated pay progression</u></p> <p><input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least above average <input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</p> <p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>

EMS Lecturing - production posts – OSD provides for the following career paths at production level

- Ambulance Emergency Assistant (ILS) career path
- Paramedic (ALS) career path

Post: EMS Lecturer (ILS)

2.1	EMS Lecturer (ILS) Grade 1		Successful completion of an appropriate Intermediate Life Support (ILS) course that allows registration with the HPCSA as ILS	Registration with the HPCSA as ILS	None after registration with the HPCSA as ILS	<ul style="list-style-type: none"> <input type="checkbox"/> For experience above the experience set for appointment on this Grade - one notch for every fully completed year, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to the maximum of the scale attached to the Grade <input type="checkbox"/> This provision comes into effect from 	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above average performance and higher rating for grade progression purposes:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> A combination of 5 years actual service and/or recognisable experience after registration with the HPCSA as ILS <input type="checkbox"/> At least 2 years of this period must be actual service as EMS Lecturer (ILS) Grade 1 <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 ILS</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all the requirements</p>
2.2	EMS Lecturer (ILS) Grade 2		Successful completion of an appropriate Intermediate Life Support (ILS) course that allows registration with the HPCSA as ILS	Registration with the HPCSA as ILS	10 years after registration with the HPCSA as ILS	<ul style="list-style-type: none"> <input type="checkbox"/> For experience above the experience set for appointment on this Grade - recognition limited to minimum of the scale attached to the Grade <input type="checkbox"/> This provision comes into effect from 	<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 per pay progression cycle

							Promotion Promotion to higher vacant advertised post
Post: Lecturer (ALS) <input type="checkbox"/> Grades 1, 2 and 3 are applicable to Registered Paramedics who have completed the CCA or ECT programmes – no grade progression to Grade 4 <input type="checkbox"/> Grades 2, 3 and 4 are applicable to Registered Paramedics in possession of an appropriate National Diploma or B. Tech degree							
2.3	Lecturer (ALS) Grade 1		Successful completion of the following courses that allows registration with the HPCSA as Paramedic <input type="checkbox"/> Critical Care Assistance (CCA) programme or <input type="checkbox"/> Emergency Care Technician (ECT)	Registration with the HPCSA as Paramedic based on CCA or ECT programmes	None after successful completion of the CCA or ECT programmes and registration with the HPCSA as Paramedic	<input type="checkbox"/> For experience above the experience set for appointment on this Grade - one notch for every fully completed year, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service , to the maximum of the scale attached to the Grade <input type="checkbox"/> This provision comes into effect from	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: <u>Above average performance and higher rating for grade progression purposes:</u> <input type="checkbox"/> A combination of 5 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic based on CCA or ECT <input type="checkbox"/> At least 2 years of this period must be actual service as Lecturer (ALS) Grade 1 <u>Average performance for grade progression purposes:</u> A combination of 9 years actual service and/or recognisable after registration with the HPCSA as Paramedic based on CCA or ECT Grade progression shall become effective from 1 April following the date on which the official met all the requirements
2.4	Lecturer (ALS) Grade 2		Successful completion of the following courses or obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic <input type="checkbox"/> Critical Care Assistance (CCA) pro-	Registration with the HPCSA as Paramedic	<input type="checkbox"/> CCA or ECT qualified 9 years after successful completion of the CCA or ECT programme and registration with the HPCSA	<input type="checkbox"/> CCA or ECT qualified For experience above the experience set for appointment on this Grade - recognition limited to minimum of the scale at-	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: <u>Above average performance and higher rating for grade progression purposes:</u>

			<p>gramme</p> <p>or</p> <p><input type="checkbox"/> Emergency Care Technician (ECT)</p> <p>or</p> <p><input type="checkbox"/> Recognised National Diploma</p> <p>or</p> <p><input type="checkbox"/> Recognised B-Tech degree</p>		<p>as Paramedic</p> <p><input type="checkbox"/> Nat Diploma/B-Tech degree None after obtaining a recognised National Diploma or B-Tech degree and registration with the HPCSA as Paramedic</p>	<p>tached to the Grade</p> <p>OR</p> <p><input type="checkbox"/> Nat Diploma/B-tech degree For experience above the experience set for appointment on this Grade - one notch for every fully completed year, as on 31 March of the year preceding the date of appointment, minus one year for candidates appointed from outside the public service, to the maximum of the scale attached to the Grade</p> <p><input type="checkbox"/> This provision comes into effect from</p> <p>Note: B-tech qualified commences on 2nd notch of Grade 2</p>	<p>CCA or ECT qualified 3 years actual service as Lecturer (ALS) Grade 2</p> <p>National Diploma</p> <p><input type="checkbox"/> A combination of 3 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic based on NDip</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Lecturer (ALS) Grade 2</p> <p>B-Tech degree</p> <p><input type="checkbox"/> A combination of 2 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic based on BTech degree</p> <p><input type="checkbox"/> At least 1 years of this period must be actual service as Lecturer (ALS) Grade 2</p> <p><u>Average performance for grade progression purposes:</u></p> <p>CCA or ECT qualified 5 years actual service as Lecturer (ALS) Grade 2</p> <p>National Diploma</p> <p><input type="checkbox"/> A combination of 5 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic based on NDip</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Lecturer (ALS) Grade 2</p> <p>B-Tech degree</p> <p><input type="checkbox"/> A combination of 4 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic based on BTech degree</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Lecturer (ALS) Grade 2</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
2.5	Lecturer (ALS) Grade 3		Successful completion of the following courses or obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic <input type="checkbox"/> Critical Care Assistance (CCA) programme or <input type="checkbox"/> Emergency Care Technician (ECT) or <input type="checkbox"/> Recognised National Diploma or <input type="checkbox"/> Recognised B-Tech degree	Registration with the HPCSA as Paramedic	<input type="checkbox"/> CCA or ECT Grade not to be used for advertisement/ appointment purposes. Grade can only be reached by Lecturer (ALS) Grade 2 who are registered with the HPCSA as Paramedics (through the CCA or ECT programme) and who comply with prescribed grade progression criteria <input type="checkbox"/> Nat Diploma 5 years after obtaining a recognised National Diploma and registration with the HPCSA as Paramedic <input type="checkbox"/> B-Tech degree 4 years after obtaining a recognised B-Tech degree and registration with the HPCSA as Paramedic	<input type="checkbox"/> CCA or ECT None <input type="checkbox"/> Nat Diploma/B-Tech degree For experience above the experience set for appointment on this Grade - recognition limited to minimum of the scale attached to the Grade <input type="checkbox"/> This provision comes into effect from	CCA or ECT qualified Paramedics on this Grade <u>Accelerated pay progression</u> <input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least above average <input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle Grade progression No progression to Paramedic Grade 4 <u>Promotion</u> Promotion to higher vacant advertised post Paramedics in possession of an appropriate National Diploma and B-Tech degree Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: <u>Above average performance and higher rating for grade progression purposes:</u> 3 years actual service on Lecturer (ALS) Grade 3 <u>Average performance for grade progression purposes:</u> 5 years actual service on Lecturer (ALS) Grade 3 Grade progression shall become effective from 1 April following the date on which the official met all the requirements
2.6	Lecturer (ALS) Grade 4		Successful completion of the following courses or	Registration with the HPCSA as Paramedic	None – no direct appointment on this	None	<u>Accelerated pay progression</u>

			obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic <input type="checkbox"/> Recognised National Diploma or <input type="checkbox"/> Recognised B-Tech degree		Grade		<input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least above average <input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle Promotion Promotion to higher vacant advertised post
Post: EMS Course Co-ordinator <input type="checkbox"/> Grades 1 and 2 applicable to Registered ILS <input type="checkbox"/> Grades 2 and 3 applicable to Registered Paramedics – registered through completing CCA or ECT programmes <input type="checkbox"/> Grade 4 applicable to Registered Paramedics – registered through obtaining appropriate National diploma or B Tech degree							
2.7	EMS Course Co-ordinator Grade 1		<input type="checkbox"/> No appointments is done on this Grade <input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of EMS Course Co-ordinator and who are registered as ILS				Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: <u>Above average performance and higher rating for grade progression purposes:</u> 5 years actual service on EMS Course Co-ordinator Grade 1 <u>Average performance for grade progression purposes:</u> 10 years actual service on EMS Course Co-ordinator Grade 1 Grade progression shall become effective from 1 April following the date on which the official met all the requirements
2.8	EMS Course Co-ordinator Grade 2		Successful completion of the CCA or ECT programmes courses that allows registration with the HPCSA as Paramedic	Registration with the HPCSA as Paramedic (on completion of CCA or ECT programmes)	<u>Registered as ILS</u> Not applicable <u>Registered as Paramedic (on comple-</u>	None	<u>Accelerated pay progression - only applicable to registered ILS on this Grade</u> <input type="checkbox"/> 2 Notches per assessment cycle (per annum)

			<p>Note:</p> <p>No direct appointment on this Grade of EMS Shift Leader who are registered with the HPCSA as ILS</p> <p>Grade can only be reached by EMS Course Co-ordinator Grade 1 who are registered with the HPCSA as ILS and who comply with prescribed grade progression criteria</p>		<p><u>tion of CCA or ECT programmes)</u></p> <p>10 Years after registration with the HPCSA as Paramedic (on completion of CCA or ECT programmes)</p>		<p><input type="checkbox"/> Based on assessment of at least above average</p> <p><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</p> <p><u>Grade progression - only applicable to registered Paramedics on this Grade</u></p> <p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above average performance and higher rating for grade progression purposes:</u></p> <p>5 years actual service on EMS Course Co-ordinator Grade 2</p> <p><u>Average performance for grade progression purposes:</u></p> <p>10 years actual service on EMS Course Co-ordinator Grade 2</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all the requirements</p>
2.9	EMS Course Co-ordinator Grade 3		<p><input type="checkbox"/> No appointments is done on this Grade</p> <p><input type="checkbox"/> Grade can only be reached by EMS Course Co-ordinators Grade 2 who are registered with the HPCSA as Paramedic (on completion of CCA or ECT programmes) and who comply with prescribed grade progression criteria</p>				<p><u>Accelerated pay progression - only applicable to registered Paramedics on this Grade</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 per pay progression cycle</p>
2.10	EMS Course Co-ordinator		Obtaining of one of the following qualifications that	Registration with the HPCSA as Paramedic (on	7 years after registration with the HPCSA	None	<u>Accelerated pay progression</u>

	Grade 4		allows registration with the HPCSA as Paramedic <input type="checkbox"/> Recognised National Diploma or <input type="checkbox"/> Recognised B-Tech degree	completion of NDip or B-Tech degree)	as Paramedic	<input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least above average <input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle Promotion Promotion to higher vacant advertised post
Post: Deputy Principal: EMS Training College <input type="checkbox"/> Grades 1 and 2 applicable to Registered ILS <input type="checkbox"/> Grades 2 applicable to Registered Paramedics – registered through completing CCA or ECT programmes <input type="checkbox"/> Grade 3 applicable to Registered Paramedics – registered through obtaining appropriate National diploma or B Tech degree						
2.11	Deputy Principal: EMS Training College Grade 1		<input type="checkbox"/> No appointments is done on this Grade <input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of Deputy Principal: EMS Training College and who are registered as ILS			Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency: <u>Above average performance and higher rating for grade progression purposes:</u> 5 years actual service on Deputy Principal: EMS Training College Grade 1 <u>Average performance for grade progression purposes:</u> 10 years actual service on Deputy Principal: EMS Training College Grade 1 Grade progression shall become effective from 1 April following the date on which the official met all the requirements
2.12	Deputy Principal: EMS Training College Grade 2		<input type="checkbox"/> No appointments is done on this Grade <input type="checkbox"/> Grade is utilised to accommodate employees who occupied pre-OSD posts of Deputy Principal: EMS Training College and who are registered as Paramedic (through the CCA or ECT programmes) <input type="checkbox"/> Grade can only be reached by Deputy Principal: EMS Training College Grade 1 who are registered with the HPCSA as ILS and who comply with prescribed grade progression criteria.			<u>Accelerated pay progression - applicable to registered ILS and registered Paramedic (on completion of CCA or ECT programmes)</u> <input type="checkbox"/> 2 Notches per assessment cycle (per an-

							num) <input type="checkbox"/> Based on assessment of at least above average <input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle
2.13	Deputy Principal: EMS Training College Grade 3		Obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic <input type="checkbox"/> Recognised National Diploma or <input type="checkbox"/> Recognised B-Tech degree	Registration with the HPCSA as Paramedic (on completion of NDip or B-Tech degree)	9 Years after registration with the HPCSA as Paramedic	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: Principal: EMS Training College							
2.14	Principal: EMS Training College		Obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic <input type="checkbox"/> Recognised National Diploma or <input type="checkbox"/> Recognised B-Tech degree	Registration with the HPCSA as Paramedic	<u>Registered as Paramedic (on completion of the NDip or B-Tech degree)</u> 11 Years after registration with the HPCSA as Paramedic (after completion of the NDip or B-Tech degrees)	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 per pay progression cycle <u>Promotion</u> Promotion to higher vacant advertised post