

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"> <li><input type="checkbox"/> Emergency Care Officer career path (Registered Basic Ambulance Assistant (BAA) and Ambulance Emergency Assistant (AEA) )                             <ul style="list-style-type: none"> <li>o Grades 1 and 2 applicable to registered BAAs</li> <li>o Grades 3, 4 and 5 applicable to registered AEAs</li> </ul> </li> <li><input type="checkbox"/> Emergency Care Technician career path (registered Emergency Care Technicians (ECT))</li> <li><input type="checkbox"/> Paramedic career path (Registered Paramedics and Emergency Care Practitioners (ECP))                             <ul style="list-style-type: none"> <li>o Grades 1, 2, 3 and 4 applicable to Registered Paramedics</li> <li>o Grades 2, 3 and 4 applicable to registered ECP</li> </ul> </li> </ul>							
<b>Post: Emergency Care officer</b>							
1.1	Emergency Care Officer Grade I	64,944 65,919 66,909 67,914 68,934 69,969 71,019 72,084 73,164 74,262	Successful completion of an appropriate Basic Life Support (BLS) course that allows registration with the HPCSA as Basic Ambulance Assistant (BAA)	Registration with the HPCSA as BAA	None after registration with the HPCSA as BAA	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><b><u>Above average performance and higher rating for grade progression purposes:</u></b></p> <p>5 years actual service as Basic Ambulance Assistant Grade 1 after registration as BAA</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>10 years actual service as Basic Ambulance Assistant Grade 1 after registration as BAA</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>
1.2	Emergency Care officer Grade II	76,506 77,655 78,819 80,001	<ul style="list-style-type: none"> <li><input type="checkbox"/> No direct appointment on this Grade</li> <li><input type="checkbox"/> Grade can only be reached by Basic Ambulance Assistants Grade 1 who are registered with the HPCSA as BAA and who comply with prescribed grade progression criteria</li> </ul>				<p><b><u>Accelerated pay progression</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> </ul>

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
		81,201 82,419 83,655 84,909 86,184 87,477 88,788					<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
1.3	Emergency Care officer Grade III	76,506 78,819 81,201 83,655 86,184 88,788 91,473 94,236 97,083 100,017	Successful completion of an appropriate Intermediate Life Support (ILS) course that allows registration with the HPCSA as Ambulance Emergency Assistant (AEA)	Registration with the HPCSA as AEA	None after registration with the HPCSA as AEA	<input type="checkbox"/> 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 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 AEA <input type="checkbox"/> At least 2 years of this period must be actual service as Ambulance Emergency Assistant Grade 1  <u>Average performance for grade progression purposes:</u>  A combination of 10 years actual service and/or recognisable experience after registration with the HPCSA as AEA  Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
1.4	Emergency Care officer Grade IV	103,041 104,586 106,155 107,748 109,365 111,006 112,671 114,360 116,076 117,816	<input type="checkbox"/> No direct appointment on this Grade <input type="checkbox"/> Grade can only be reached by Ambulance Emergency Assistants Grade III who are registered with the HPCSA as BAA and who comply with prescribed grade progression criteria				<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance and higher rating for grade progression purposes:</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A combination of 15 years actual service and/or recognisable experience after registration with the HPCSA as AEA</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service as Ambulance Emergency Assistant Grade 2</li> </ul> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>A combination of 20 years actual service and/or recognisable experience after registration with the HPCSA as AEA</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>
1.5	Emergency Care officer Grade V	121,377 123,198 125,046 126,921 128,826 130,758 132,720 134,712 136,734	<input type="checkbox"/> No direct appointment on this Grade <input type="checkbox"/> Grade can only be reached by Ambulance Emergency Assistants Grade IV who are registered with the HPCSA as BAA and who comply with prescribed grade progression criteria				<p><b><u>Accelerated pay progression</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</li> </ul>

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							<p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>
<b>Post: Emergency Care Technician</b>							
1.6	Emergency Care Technician Grade I	94,236 97,083 100,017 103,041 104,586 106,155 107,748 109,365 111,006 112,671	Successful completion of Emergency Care Technician (ECT) course that allows registration with the HPCSA as Emergency Care Technician (ECT)	Registration with the HPCSA as ECT	None after registration with the HPCSA as ECT	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> <ul style="list-style-type: none"> <li><input type="checkbox"/> A combination of 4 years actual service and/or recognisable experience after registration with the HPCSA as ECT</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service as ECT Grade 1</li> </ul> <p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 7 years actual service and/or recognisable experience after registration with the HPCSA as ECT</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
1.7	Emergency Care Technician Grade II	116,076 117,816 119,583 121,377 123,198 125,046 126,921 128,826 130,758 132,720	Successful completion of Emergency Care Technician (ECT) course that allows registration with the HPCSA as ECT	Registration with the HPCSA as ECT	7 Years after registration with the HPCSA as ECT	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance and higher rating for grade progression purposes:</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A combination of 11 years actual service and/or recognisable experience after registration with the HPCSA as ECT</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service as ECT Grade II</li> </ul> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>A combination of 14 years actual service and/or recognisable experience after registration with the HPCSA as ECT</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>
1.8	Emergency Care Technician Grade III	136,734 140,868 145,125 149,514 154,035	Successful completion of Emergency Care Technician (ECT) course that allows registration with the HPCSA as ECT	Registration with the HPCSA as ECT	None after registration with the HPCSA as ECT	None	<p><b><u>Accelerated pay progression</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</li> </ul>

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
<b>Post: Paramedic</b> <input type="checkbox"/> Grades 1, 2, 3 and 4 are applicable to Registered Paramedics (Critical Care Assistant (CCA) qualified or National Diploma) <input type="checkbox"/> Grades 2, 3 and 4 are applicable to Registered Emergency Care Practitioners (B Tech-degree)							
1.5	Paramedic Grade 1	116,076 119,583 123,198 126,921 130,758 134,712 138,786	Successful completion of the following courses that allows registration with the HPCSA as Paramedic  <input type="checkbox"/> Critical Care Assistance (CCA) programme <b>or</b> <input type="checkbox"/> National Diploma	Registration with the HPCSA as Paramedic	None after registration with the HPCSA as Paramedic	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><b>Above average performance and higher rating for grade progression purposes:</b></u>  <input type="checkbox"/> A combination of 4 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic <input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 1  <u><b>Average performance for grade progression purposes:</b></u>  A combination of 7 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic  <b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b>
1.6	Paramedic Grade 2	145,125 149,514 154,035	Successful completion of the following courses or obtaining of one of the	Registration with the HPCSA as Paramedic or ECP	<input type="checkbox"/> <b>Registered Paramedic</b>	None	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the ap-

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
		158,691 163,485 168,426 173,517	<p>following qualifications that allows registration with the HPCSA as Paramedic:</p> <p><input type="checkbox"/> Critical Care Assistance (CCA) programme</p> <p>or</p> <p><input type="checkbox"/> Recognised National Diploma</p> <p><b><u>OR</u></b></p> <p>Successful completion of the following qualifications that allows registration with the HPCSA as Emergency Care Practitioner (ECP):</p> <p><input type="checkbox"/> Recognised B-Tech degree</p>		<p>7 years after registration with the HPCSA as Paramedic</p> <p><input type="checkbox"/> <b>Registered ECP</b> None after registration with the HPCSA as ECP</p>		<p>pointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance and higher rating for grade progression purposes:</u></b></p> <p><b>Registered Paramedic</b></p> <p><input type="checkbox"/> A combination of 11 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 2</p> <p><b>Registered ECP</b></p> <p><input type="checkbox"/> A combination of 4 years actual service and/or recognisable experience after registration with the HPCSA as ECP</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 2</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p><b>Registered paramedic</b> A combination of 14 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic</p> <p><b>Registered ECP</b> A combination of 7 years actual service and/or recognisable experience after registration with the HPCSA as ECP</p>

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
1.7	Paramedic Grade 3	181,446 184,167 186,930 189,736 193,582 196,471 198,402 201,378 204,399 207,466	<p>Successful completion of the following courses or obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic:</p> <p><input type="checkbox"/> Critical Care Assistance (CCA) programme</p> <p>or</p> <p><input type="checkbox"/> Recognised National Diploma</p> <p><b>OR</b></p> <p>Successful completion of the following qualifications that allows registration with the HPCSA as Emergency Care Practitioner (ECP):</p> <p><input type="checkbox"/> Recognised B-Tech degree</p>	<p>Registration with the HPCSA as Paramedic or ECP</p>	<p><input type="checkbox"/> <b>Registered Paramedic</b></p> <p>14 years after registration with the HPCSA as Paramedic</p> <p><input type="checkbox"/> <b>Registered ECP</b></p> <p>7 years after registration with the HPCSA as ECP</p>	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance and higher rating for grade progression purposes:</u></b></p> <p><b>Registered Paramedic</b></p> <p><input type="checkbox"/> A combination of 19 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 3</p> <p><b>Registered ECP</b></p> <p><input type="checkbox"/> A combination of 12 years actual service and/or recognisable experience after registration with the HPCSA as ECP</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 3</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p><b>Registered paramedic</b></p> <p>A combination of 24 years actual service and/or recognisable experience after registration with the</p>

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
							<p>HPCSA as Paramedic</p> <p>Registered ECP A combination of 17 years actual service and/or recognisable experience after registration with the HPCSA as ECP</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
1.8	Paramedic Grade 4	213,735 216,942 220,197 223,600 226,864 230,256 233,709 237,216 240,774	<p>Successful completion of the following courses or obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic:</p> <p><input type="checkbox"/> Critical Care Assistance (CCA) programme or <input type="checkbox"/> Recognised National Diploma</p> <p><b><u>OR</u></b></p> <p>Successful completion of the following qualifications that allows registration with the HPCSA as Emergency Care Practitioner (ECP):</p>	Registration with the HPCSA as Paramedic or ECP	<p><input type="checkbox"/> Registered Paramedic  24 years after registration with the HPCSA as Paramedic</p> <p><input type="checkbox"/> Registered ECP 17 years after registration with the HPCSA as ECP</p>	None	<p><b><u>Accelerated pay progression</u></b></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><b><u>Promotion</u></b></p> <p>Promotion to higher vacant advertised post</p>

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			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
			<input type="checkbox"/> Recognised B-Tech degree				

EMS Operating personnel – Supervisory and managerial positions

Post: EMS Shift leader

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

1.9	EMS Shift Leader Grade 1	82,419 83,655 84,909 86,184 87,477 88,788 90,120 91,473 92,844 94,236	<ul style="list-style-type: none"> <li><input type="checkbox"/> No appointments are done on this Grade</li> <li><input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of Shift Leaders and who are registered as BAAs</li> </ul>	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance and higher rating for grade progression purposes:</u></b></p> <p>5 years actual service on EMS Shift Leader Grade 1</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>10 years actual service on EMS Shift Leader Grade 1</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
1.10	EMS Shift Leader Grade 2	97,083 98,538 100,017 101,517 103,041 104,586 106,155	<ul style="list-style-type: none"> <li><input type="checkbox"/> No appointments are done on this Grade</li> <li><input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of Shift Leaders and who are registered as BAAs</li> <li><input type="checkbox"/> Grade can only be reached by EMS Shift Leaders Grade 1 who are registered with the HPCSA as BAAs and who comply with prescribed grade progression criteria</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Promotion to higher vacant advertised post</li> <li>or</li> <li><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</li> </ul>

		107,748 109,365 111,006					such (higher) category
1.11	EMS Shift Leader Grade 3	121,377 123,198 125,046 126,921 128,826 130,758 132,720 134,712 136,734	Successful completion of the ILS courses that allows registration with the HPCSA as AEA	Registration with the HPCSA as AEA	10 Years after registration with the HPCSA as AEA	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance and higher rating for grade progression purposes:</u></b></p> <p>5 years actual service on EMS Shift Leader Grade 3</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>10 years actual service on EMS Shift Leader Grade 3</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>
1.12	EMS Shift Leader Grade 4	145,125 147,303 149,514 151,758 154,035 156,345 158,691 161,070 163,485 165,936	<input type="checkbox"/> Registered AEAs <ul style="list-style-type: none"> <li>o No appointments are done on this Grade</li> <li>o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Shift Leaders and who are regis-</li> </ul>	Registration with the HPCSA as AEA or ECT	<p><b><u>Registered as AEA</u></b> Not applicable</p> <p><b><u>Registered as ECT</u></b> 10 Years after registration with the HPCSA as ECT</p>	None	<p><b><u>Accelerated pay progression - only applicable to registered AEA on this Grade</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</li> </ul> <p><b><u>Grade progression - only applicable to registered ECTs on this Grade</u></b></p>

			<p>tered as AEAs</p> <ul style="list-style-type: none"> <li>o Grade can only be reached by EMS Shift Leaders Grade 3 who are registered with the HPCSA as AEAs and who comply with prescribed grade progression criteria</li> </ul> <p><input type="checkbox"/> Successful completion of the ECT programmes courses that allows registration with the HPCSA as ECT</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><b><u>Above average performance and higher rating for grade progression purposes:</u></b></p> <p>5 years actual service on EMS Shift Leader Grade 4 after registration as ECT</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>10 years actual service on EMS Shift Leader Grade 4 after registration as ECT</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>
1.13	EMS Shift Leader Grade 5	178,764 181,446 184,167 186,930 189,735 192,582 195,471 198,402 201,378 204,399	<p><input type="checkbox"/> Registered ECT</p> <ul style="list-style-type: none"> <li>o No appointments are done on this Grade</li> <li>o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Shift Leaders and who are registered as ECT</li> <li>o Grade can only be reached by EMS Shift Lead-</li> </ul>	Registration with the HPCSA as ECT or paramedic	<p><b><u>Registered as ECT</u></b> Not applicable</p> <p><b><u>Registered as Paramedic</u></b> 10 Years after registration with the HPCSA as PARAMEDIC</p>	None	<p><b><u>Accelerated pay progression - only applicable to registered ECT on this Grade</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</li> </ul> <p><b><u>Grade progression - only applicable to registered paramedics on this Grade</u></b></p> <p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the ap-</p>

			<p>ers Grade 4 who are registered with the HPCSA as ECT and who comply with prescribed grade progression criteria</p> <p><input type="checkbox"/> Successful completion of the CCA course or National Diploma that allows registration with the HPCSA as Paramedic</p>			<p>pointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance and higher rating for grade progression purposes:</u></b></p> <p>5 years actual service on EMS Shift Leader Grade 5 after registration as Paramedic</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>10 years actual service on EMS Shift Leader Grade 5 after registration as Paramedic</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>
1.14	EMS Shift Leader Grade 6	<p>220,197</p> <p>223,500</p> <p>226,854</p> <p>230,256</p> <p>233,709</p> <p>237,216</p> <p>240,774</p> <p>244,386</p> <p>240,052</p> <p>261,772</p>	<p><input type="checkbox"/> Registered Paramedic</p> <ul style="list-style-type: none"> <li>o No appointments are done on this Grade</li> <li>o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Shift Leaders and who are registered as Paramedic</li> <li>o Grade can only be reached by EMS Shift Leaders Grade 5 who are registered with the HPCSA</li> </ul>	Registration with the HPCSA as paramedic or ECP	<p><b><u>Registered as Paramedic</u></b> Not applicable</p> <p><b><u>Registered as ECP</u></b> 10 Years after registration with the HPCSA as ECP</p>	<p>None</p> <p><b><u>Accelerated pay progression</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</li> </ul> <p><b><u>Promotion</u></b></p> <p>Promotion to higher vacant advertised post</p>

			<p>as Paramedic and who comply with prescribed grade progression criteria</p> <p><input type="checkbox"/> Successful completion of the B Tech-degree that allows registration with the HPCSA as ECP</p>				
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**Post: EMS Station Manager**

- Grades 1 and 2 applicable to Registered BAA – no appointments post-OSD are allowed on these Grades
- Grades 3 and 4 applicable to Registered AEA
- Grades 4 and 5 applicable to Registered ECT
- Grades 5 and 6 applicable to Registered Paramedics
- Grade 6 applicable to Registered ECP

1.15	EMS Station Manager Grade 1	97,083 98,538 100,017 101,517 103,041 104,586 106,155 107,748 109,365 111,008	<ul style="list-style-type: none"> <li><input type="checkbox"/> No appointment is done on this Grade</li> <li><input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of EMS Station Manager and who are registered as BAA</li> </ul>	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance and higher rating for grade progression purposes:</u></b></p> <p>5 years actual service on EMS Shift Leader Grade 1</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>10 years actual service on EMS Shift Leader Grade 1</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
1.16	EMS Station Manager Grade 2	121,377 123,198 125,046 126,921 128,826 130,758 132,720 134,712 136,734	<ul style="list-style-type: none"> <li><input type="checkbox"/> No appointment is done on this Grade</li> <li><input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of EMS Station Manager and who are registered as BAA</li> <li><input type="checkbox"/> Grade can only be reached by EMS Station Managers Grade 1 who are registered with the HPCSA as BAA and who comply with prescribed grade progression criteria</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Promotion to higher vacant advertised post</li> <li>or</li> <li><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</li> </ul>

1.17	EMS Station Manager Grade 3	145,125 147,303 149,514 151,758 154,035 156,345 158,691 161,707 163,485 165,936	Successful completion of the ILS courses that allows registration with the HPCSA as AEA	Registration with the HPCSA as AEA	12 Years after registration with the HPCSA as AEA	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance and higher rating for grade progression purposes:</u></b></p> <p>5 years actual service on EMS Station manager Grade 3</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>10 years actual service on EMS Station manager Grade 3</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>
1.18	EMS Station Manager Grade 4	178,764 181,446 184,167 186,930 189,735 192,582 195,471 198,402 201,378 204,399	<input type="checkbox"/> Registered AEAs <ul style="list-style-type: none"> <li>○ No appointments are done on this Grade</li> <li>○ Grade is only utilised to accommodate employees who occupied pre-OSD posts of Station manager and who are regis-</li> </ul>	Registration with the HPCSA as AEA or ECT	<p><b><u>Registered as AEA</u></b> Not applicable</p> <p><b><u>Registered as ECT</u></b> 12Years after registration with the HPCSA as ECT</p>	None	<p><b><u>Accelerated pay progression - only applicable to registered AEA on this Grade</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</li> </ul> <p><b><u>Grade progression - only applicable to registered ECTs on this Grade</u></b></p>

			<p>tered as AEAs</p> <ul style="list-style-type: none"> <li>o Grade can only be reached by EMS Station Managers Grade 3 who are registered with the HPCSA as AEAs and who comply with prescribed grade progression criteria</li> </ul> <p><input type="checkbox"/> Successful completion of the ECT programmes courses that allows registration with the HPCSA as ECT</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><b><u>Above average performance and higher rating for grade progression purposes:</u></b></p> <p>5 years actual service on EMS Station Manager Grade 4 after registration as ECT</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>10 years actual service on EMS Station Manager Grade 4 after registration as ECT</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>
1.19	EMS Station Manager Grade 5	210,576 213,735 216,942 220,197 223,500 226,854	<p><input type="checkbox"/> Registered ECT</p> <ul style="list-style-type: none"> <li>o No appointments are done on this Grade</li> <li>o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Station Manager and who are registered as ECT</li> <li>o Grade can only be reached by</li> </ul>	Registration with the HPCSA as ECT or paramedic	<p><b><u>Registered as ECT</u></b> Not applicable</p> <p><b><u>Registered as Paramedic</u></b> 12Years after registration with the HPCSA as PARAMEDIC</p>	None	<p><b><u>Accelerated pay progression - only applicable to registered ECT on this Grade</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</li> </ul> <p><b><u>Grade progression - only applicable to registered paramedics on this Grade</u></b></p> <p>Compliance with the educational qualifications, statutory requirements and competen-</p>

			<p>EMS Station Manager Grade 4 who are registered with the HPCSA as ECT and who comply with prescribed grade progression criteria</p> <p><input type="checkbox"/> Successful completion of the CCA course or National Diploma that allows registration with the HPCSA as Paramedic</p>				<p>cies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance and higher rating for grade progression purposes:</u></b></p> <p>5 years actual service on EMS Station Manager Grade 5 after registration as Paramedic</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>10 years actual service on EMS Station manager Grade 5 after registration as Paramedic</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
1.20	EMS Station Manager Grade 6	<p>233,709</p> <p>237,216</p> <p>240,774</p> <p>244,386</p> <p>348,052</p> <p>251,772</p> <p>355,549</p> <p>259,383</p> <p>263,274</p>	<p><input type="checkbox"/> Registered Paramedic</p> <ul style="list-style-type: none"> <li>o No appointments are done on this Grade</li> <li>o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Station Manager and who are registered as Paramedic</li> <li>o Grade can only be reached by</li> </ul>	Registration with the HPCSA as paramedic or ECP	<p><b><u>Registered as Paramedic</u></b> Not applicable</p> <p><b><u>Registered as ECP</u></b> 12Years after registration with the HPCSA as ECP</p>	None	<p><b><u>Accelerated pay progression</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</li> </ul> <p><b><u>Promotion</u></b></p> <p>Promotion to higher vacant advertised post</p>

			<p>EMS Station Manager registered with the HPCSA as Paramedic and who comply with prescribed grade progression criteria</p> <p><input type="checkbox"/> Successful completion of the B Tech-degree that allows registration with the HPCSA as ECP</p>				
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<b>Post: EMS Sub-District Manager</b> <input type="checkbox"/> Grades 1 and 2 applicable to Registered AEA <input type="checkbox"/> Grades 2 and 3 applicable to Registered ECT <input type="checkbox"/> Grades 3 and 4 applicable to Registered Paramedics <input type="checkbox"/> Grade 4 applicable to Registered ECP							
1.21	EMS Sub-District Manager Grade	178,764 181,446 184,167 186,930 189,736 192,582 195,471 198,402 201,378 204,399	<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 AEA			Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:  <u><b>Above average performance and higher rating for grade progression purposes:</b></u>  5 years actual service on EMS Sub-District Manager Grade 1  <u><b>Average performance for grade progression purposes:</b></u>  10 years actual service on EMS Sub-District Manager Grade 1  <b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b>	
1.22	EMS Sub-District Manager Grade 2	210,576 213,735 216,942 220,197 223,500 226,854	<input type="checkbox"/> Registered AEA <ul style="list-style-type: none"> <li>o No appointments are done on this Grade</li> <li>o Grade is only utilised to accommodate employees who occupied pre-OSD</li> </ul>	Registration with the HPCSA as AEA or ECT	<u><b>Registered as AEA</b></u> Not applicable  <u><b>Registered as ECT</b></u> 15 Years after registration with the HPCSA as ECT	None	<u><b>Only applicable to registered AEA on this Grade</b></u>  <input type="checkbox"/> Promotion to higher vacant advertised post or <input type="checkbox"/> Translation to an appropriate higher grade on acquiring a qualification that allows for registration in another (higher) category with the HPCSA and actual

			<p>posts of Sub-District manager and who are registered as AEAs</p> <ul style="list-style-type: none"> <li>○ Grade can only be reached by EMS Sub-District Managers Grade 3 who are registered with the HPCSA as AEAs and who comply with prescribed grade progression criteria</li> </ul> <p><input type="checkbox"/> Successful completion of the ECT programmes courses that allows registration with the HPCSA as ECT</p>				<p>registration in such (higher) category</p> <p><b><u>Grade progression - only applicable to registered ECTs on this Grade</u></b></p> <p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance and higher rating for grade progression purposes:</u></b></p> <p>5 years actual service on EMS Sub-district Manager Grade 2 after registration as ECT</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>10 years actual service on EMS Sub-District Manager Grade 2 after registration as ECT</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
1.23	EMS Sub-District Manager Grade 3	233,709 237,216 240,774 244,386 248,052 251,772	<p><input type="checkbox"/> Registered ECT</p> <ul style="list-style-type: none"> <li>○ No appointments are done on this Grade</li> <li>○ Grade is only utilised to accommodate employees who occupied pre-OSD posts of Sub-District Manager</li> </ul>	Registration with the HPCSA as ECT or paramedic	<b><u>Registered as ECT</u></b> Not applicable	None	<p><b><u>Only applicable to registered ECT on this Grade</u></b></p> <p><input type="checkbox"/> Promotion to higher vacant advertised post</p> <p>or</p> <p><input type="checkbox"/> Translation to an appropriate higher grade on acquiring a qualification that allows for registration in another (higher) category with the HPCSA and actual registration in such (higher) category</p>

			<p>and who are registered as ECT</p> <ul style="list-style-type: none"> <li>○ Grade can only be reached by EMS Sub-District Manager Grade 2 who are registered with the HPCSA as ECT and who comply with prescribed grade progression criteria</li> </ul> <p><input type="checkbox"/> Successful completion of the CCA course or National Diploma that allows registration with the HPCSA as Paramedic</p>				<p><b><u>Grade progression - only applicable to registered paramedics on this Grade</u></b></p> <p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance and higher rating for grade progression purposes:</u></b></p> <p>5 years actual service on EMS Sub-District Manager Grade 3 after registration as Paramedic</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>10 years actual service on EMS Sub-District manager Grade 3 after registration as Paramedic</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
1.24	EMS Sub-District Manager Grade 4	259,383 263,274 267,222 271,230 275,298	<p><input type="checkbox"/> Registered Paramedic</p> <ul style="list-style-type: none"> <li>○ No appointments are done on this Grade</li> <li>○ Grade is only utilised to accommodate employees who occupied pre-OSD</li> </ul>	Registration with the HPCSA as paramedic or ECP	<p><b><u>Registered as Paramedic</u></b> Not applicable</p> <p><b><u>Registered as ECP</u></b> 14Years after registration with the HPCSA as ECP</p>	None	<p><b><u>Accelerated pay progression</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</li> </ul>

			<p>posts of Sub-District Manager and who are registered as Paramedic</p> <ul style="list-style-type: none"> <li>o Grade can only be reached by EMS Sub-District Grade 3 who are registered with the HPCSA as Paramedic and who comply with prescribed grade progression criteria</li> </ul> <p><input type="checkbox"/> Successful completion of the B Tech-degree that allows registration with the HPCSA as ECP</p>			<p><b><u>Promotion</u></b></p> <p>Promotion to higher vacant advertised post</p>
<p><b>Post: EMS District Manager</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Grades 1 applicable to Registered AEA</li> <li><input type="checkbox"/> Grades 2 applicable to Registered ECT</li> <li><input type="checkbox"/> Grades 2 and 3 applicable to Registered Paramedics</li> <li><input type="checkbox"/> Grade 3 applicable to Registered ECP</li> </ul>						
1.25	EMS District Manager Grade 1	210,576 213,735 216,942 220,197 223,500 226,854 230,256 233,709 237,216 240,774	<ul style="list-style-type: none"> <li><input type="checkbox"/> No appointments is done on this Grade</li> <li><input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of EMS District Manager and who are registered as AEA</li> </ul>			<p><b><u>Accelerated pay progression</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Promotion to higher vacant advertised post</li> <li>or</li> <li><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</li> </ul>

1.26	EMS District Manager Grade 2	248,052 251,772 255,549 259,383 263,274 267,222	<ul style="list-style-type: none"> <li>▪ Successful completion of the ECT course that allows registration with the HPCSA as ECT</li> </ul> <p>or</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Successful completion of the CCA course or National Diploma that allows registration with the HPCSA as Paramedic</li> </ul>	Registration with the HPCSA as ECT or paramedic	<p><b><u>Registered as ECT</u></b> 16 Years after registration with the HPCSA as ECT</p> <p><b><u>Registered as Paramedic</u></b> 16 Years after registration with the HPCSA as PARAMEDIC</p>	None	<p><b><u>Only applicable to registered ECT on this Grade</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Promotion to higher vacant advertised post</li> </ul> <p>or</p> <ul style="list-style-type: none"> <li><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</li> </ul> <p><b><u>Grade progression - only applicable to registered paramedics on this Grade</u></b></p> <p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance and higher rating for grade progression purposes:</u></b></p> <p>4 years actual service on EMS District Manager Grade 2 after registration as Paramedic</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>6 years actual service on EMS District manager Grade 2 after registration as Paramedic</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
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1.27	EMS District Manager Grade 3	387,351 393,162 399,060 405,045 411,120 417,288	<input type="checkbox"/> Registered Paramedic <ul style="list-style-type: none"> <li>o No appointments are done on this Grade</li> <li>o Grade is only utilised to accommodate employees who occupied pre-OSD posts of District Manager and who are registered as Paramedic</li> <li>o Grade can only be reached by EMS Sub-District Grade 2 who are registered with the HPCSA as Paramedic and who comply with prescribed grade progression criteria</li> </ul> <input type="checkbox"/> Successful completion of the B Tech-degree that allows registration with the HPCSA as ECP	Registration with the HPCSA as paramedic or ECP	<u>Registered as Paramedic</u> Not applicable  <u>Registered as ECP</u> 16 Years after registration with the HPCSA as ECP	None	<u>Accelerated pay progression</u> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</li> </ul> <u>Promotion</u> Promotion to higher vacant advertised post
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<b>Post: EMS Operational Manager</b>							
1.28	EMS Operational Manager	405,045 411,120 417,288 423,546 429,900	Successful completion of the following courses or obtaining of one of the following qualifications that allows registration	Registration with the HPCSA as Paramedic or ECP	<u>Registered as Paramedic or ECP</u>  18 Years after registration with the	None	<u>Accelerated pay progression</u> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above</li> </ul>

		436,350 442,896 449,538 458,282 483,125	with the HPCSA as Paramedic:  <input type="checkbox"/> Critical Care Assistance (CCA) programme  or <input type="checkbox"/> Recognised National Diploma  <b><u>OR</u></b>  Successful completion of the following qualifications that allows registration with the HPCSA as Emergency Care Practitioner (ECP):  <input type="checkbox"/> Recognised B-Tech degree		HPCSA as Paramedic or as ECP		average <input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle  <b><u>Promotion</u></b>  Promotion to higher vacant advertised post
<b>Post: EMS Provincial Manager</b>							
1.29	EMS Provincial Manager	449,538 456,262 463,125 470,073 477,123 484,281 491,544 498,918 506,403 513,999	Successful completion of the following courses or obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic:  <input type="checkbox"/> Critical Care Assistance (CCA) programme  or <input type="checkbox"/> Recognised National Diploma  <b><u>OR</u></b>  Successful completion of	Registration with the HPCSA as Paramedic or ECP	<b><u>Registered as Paramedic or ECP</u></b>  20 Years after registration with the HPCSA as Paramedic or as ECP	None	<b><u>Accelerated pay progression</u></b>  <input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least above average <input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle  <b><u>Promotion</u></b>  Promotion to higher vacant advertised post

			<p>the following qualifications that allows registration with the HPCSA as Emergency Care Practitioner (ECP):</p> <p><input type="checkbox"/> Recognised B-Tech degree</p>				
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EMS Lecturing - production posts – OSD provides for the following career paths at production level

- EMS Lecturer (Ambulance Emergency Assistant (AEA))
- EMS Lecturer (Emergency Care Technician (ECT))
- EMS lecturer (Paramedic) (Registered Paramedics and Emergency Care Practitioners (ECP))
  - o Grades 1, 2, 3 and 4 applicable to Registered Paramedics
  - o Grades 2, 3 and 4 applicable to registered ECP

Post: EMS Lecturer (AEA)

2.1	EMS Lecturer (AEA) Grade 1	76,506 78,819 81,201 83,655 86,184 88,788 91,473 94,236 97,083 100,017	Successful completion of an appropriate Intermediate Life Support (ILS) course that allows registration with the HPCSA as Ambulance Emergency Assistant (AEA)	Registration with the HPCSA as AEA	None after registration with the HPCSA as AEA	<input type="checkbox"/> 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><b><u>Above average performance and higher rating for grade progression purposes:</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A combination of 5 years actual service and/or recognisable experience after registration with the HPCSA as AEA</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service as Ambulance Emergency Assistant Grade 1</li> </ul> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>A combination of 10 years actual service and/or recognisable experience after registration with the HPCSA as AEA</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>
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2.2	EMS Lecturer (AEA) Grade 2	103,041 104,586 106,155 107,748 109,365 111,006 112,671 114,360 116,076 117,816	<input type="checkbox"/> No direct appointment on this Grade <input type="checkbox"/> Grade can only be reached by EMS Lecturers (AEA) Grade I who are registered with the HPCSA as AEA and who comply with prescribed grade progression criteria	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance and higher rating for grade progression purposes:</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A combination of 15 years actual service and/or recognisable experience after registration with the HPCSA as AEA</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service as Ambulance Emergency Assistant Grade 2</li> </ul> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>A combination of 20 years actual service and/or recognisable experience after registration with the HPCSA as AEA</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
2.3	EMS Lecturer (AEA) Grade 3	121,377 123,198 125,046 126,921 128,826 130,758 132,720 134,712 136,734	<input type="checkbox"/> No direct appointment on this Grade <input type="checkbox"/> Grade can only be reached by EMS Lecturers (AEA) Grade II who are registered with the HPCSA as AEA and who comply with prescribed grade progression criteria	<p><b><u>Accelerated pay progression</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</li> </ul> <p><b><u>Promotion</u></b></p> <p>Promotion to higher vacant advertised post</p>

Post: EMS Lecturer (ECT)						
EMS Lecturer (ECT) Grade 1	94,236 97,083 100,017 103,041 104,586 106,155 107,748 109,365 111,006 112,671	Successful completion of Emergency Care Technician (ECT) course that allows registration with the HPCSA as Emergency Care Technician (ECT)	Registration with the HPCSA as ECT	None after registration with the HPCSA as ECT	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><b><u>Above average performance and higher rating for grade progression purposes:</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A combination of 4 years actual service and/or recognisable experience after registration with the HPCSA as ECT</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service as EMS Lecturer (ECT) Grade 1</li> </ul> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>A combination of 7 years actual service and/or recognisable experience after registration with the HPCSA as ECT</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
EMS Lecturer (ECT) Grade 2	116,076 117,816 119,583 121,377 123,198 125,046 126,921 128,826 130,758 132,720	Successful completion of Emergency Care Technician (ECT) course that allows registration with the HPCSA as ECT	Registration with the HPCSA as ECT	7 Years after registration with the HPCSA as ECT	None	<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance and higher rating for grade progression purposes:</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A combination of 11 years actual service and/or recognisable experience after registration with the HPCSA as ECT</li> </ul>

							<input type="checkbox"/> At least 2 years of this period must be actual service as EMS Lecturer (ECT) Grade II  <u>Average performance for grade progression purposes:</u>  A combination of 14 years actual service and/or recognisable experience after registration with the HPCSA as ECT  <b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b>
	EMS Lecturer (ECT) Grade 1	136,734 140,868 145,125 149,514 154,035	Successful completion of Emergency Care Technician (ECT) course that allows registration with the HPCSA as ECT	Registration with the HPCSA as ECT	None after registration with the HPCSA as ECT	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
<b>Post: Lecturer (Paramedic)</b> <input type="checkbox"/> Grades 1, 2, 3 and 4 are applicable to Registered Paramedics (Critical Care Assistant (CCA) qualified or National Diploma) <input type="checkbox"/> Grades 2, 3 and 4 are applicable to Registered Emergency Care Practitioners (B Tech-degree)							
2.3	EMS Lecturer (Paramedic) 1	116,076 119,583 123,198 126,921 130,758 134,712 138,786	Successful completion of the following courses that allows registration with the HPCSA as Paramedic  <input type="checkbox"/> Critical Care Assistance (CCA) programme  <b>or</b>	Registration with the HPCSA as Paramedic	None after registration with the HPCSA as Paramedic	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 for grade progression purposes:</u>  <input type="checkbox"/> A combination of 4 years actual service

			<input type="checkbox"/> National Diploma				<p>and/or recognisable experience after registration with the HPCSA as Paramedic</p> <input type="checkbox"/> At least 2 years of this period must be actual service as EMS Lecturer (Paramedic) Grade 1
							<p><b><u>Average performance for grade progression purposes:</u></b></p> <p>A combination of 7 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
2.4	EMS Lecturer (Paramedic) 2	145,125 149,514 154,035 158,691 163,485 168,426 173,517	<p>Successful completion of the following courses or obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic:</p> <input type="checkbox"/> Critical Care Assistance (CCA) programme or <input type="checkbox"/> Recognised National Diploma	Registration with the HPCSA as Paramedic or ECP	<input type="checkbox"/> <b>Registered Paramedic</b>  7 years after registration with the HPCSA as Paramedic  <input type="checkbox"/> <b>Registered ECP</b> None after registration with the HPCSA as ECP	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><b><u>Above average performance and higher rating for grade progression purposes:</u></b></p> <p><b>Registered Paramedic</b></p> <input type="checkbox"/> A combination of 11 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic <input type="checkbox"/> At least 2 years of this period must be actual service as EMS Lecturer (Paramedic) Grade 2
			<p><b><u>OR</u></b></p> <p>Successful completion of the following qualifications that allows registration with the HPCSA as</p>				

			<p>Emergency Care Practitioner (ECP):</p> <p><input type="checkbox"/> Recognised B-Tech degree</p>			<p><b>Registered ECP</b></p> <p><input type="checkbox"/> A combination of 4 years actual service and/or recognisable experience after registration with the HPCSA as ECP</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as EMS Lecturer (Paramedic) Grade 2</p> <p><u>Average performance for grade progression purposes:</u></p> <p><b>Registered paramedic</b> A combination of 14 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic</p> <p><b>Registered ECP</b> A combination of 7 years actual service and/or recognisable experience after registration with the HPCSA as ECP</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
2.5	EMS Lecturer (Paramedic) 3	181,446 184,167 186,930 189,736 193,582 196,471 198,402 201,378 204,399 207,466	<p>Successful completion of the following courses or obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic:</p> <p><input type="checkbox"/> Critical Care Assistance (CCA) programme</p> <p>or</p> <p><input type="checkbox"/> Recognised National Diploma</p>	Registration with the HPCSA as Paramedic or ECP	<p><input type="checkbox"/> <b>Registered Paramedic</b></p> <p>14 years after registration with the HPCSA as Paramedic</p> <p><input type="checkbox"/> <b>Registered ECP</b></p> <p>7 years after registration with the HPCSA as ECP</p>	<p>None</p> <p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above average performance and higher rating for grade progression purposes:</u></p> <p><b>Registered Paramedic</b></p> <p><input type="checkbox"/> A combination of 19 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic</p> <p><input type="checkbox"/> At least 2 years of this period must be</p>

			<p><b>OR</b></p> <p>Successful completion of the following qualifications that allows registration with the HPCSA as Emergency Care Practitioner (ECP):</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Recognised B-Tech degree</li> </ul>				<p>actual service as EMS Lecturer (Paramedic) Grade 3</p> <p><b>Registered ECP</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A combination of 12 years actual service and/or recognisable experience after registration with the HPCSA as ECP</li> <li><input type="checkbox"/> At least 2 years of this period must be actual service as EMS Lecturer (Paramedic) Grade 3</li> </ul> <p><u>Average performance for grade progression purposes:</u></p> <p><b>Registered paramedic</b> A combination of 24 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic</p> <p><b>Registered ECP</b> A combination of 17 years actual service and/or recognisable experience after registration with the HPCSA as ECP</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
2.6	EMS Lecturer (Paramedic) 4	213,735 216,942 220,197 223,600 226,864 230,256 233,709 237,216 240,774	<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"> <li><input type="checkbox"/> Critical Care Assistance (CCA) programme</li> </ul>	Registration with the HPCSA as Paramedic or ECP	<ul style="list-style-type: none"> <li><input type="checkbox"/> <b>Registered Paramedic</b>  24 years after registration with the HPCSA as Paramedic</li> <li><input type="checkbox"/> <b>Registered ECP</b> 17 years after</li> </ul>	None	<p><u>Accelerated pay progression</u></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</li> </ul>

			<p>or</p> <p><input type="checkbox"/> Recognised National Diploma</p> <p><b><u>OR</u></b></p> <p>Successful completion of the following qualifications that allows registration with the HPCSA as Emergency Care Practitioner (ECP):</p> <p><input type="checkbox"/> Recognised B-Tech degree</p>	<p>registration with the HPCSA as ECP</p>	<p><b><u>Promotion</u></b></p> <p>Promotion to higher vacant advertised post</p>
<p><b>Post: EMS Course Co-ordinator</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Grades 1 and 2 applicable to Registered AEA</li> <li><input type="checkbox"/> Grades 2 and 3 applicable to Registered ECT</li> <li><input type="checkbox"/> Grades 3 and 4 applicable to registered paramedic</li> <li><input type="checkbox"/> Grade 4 applicable to Registered ECT</li> </ul>					
	<p>EMS Course Coordinator Grade 1</p>	<p>145,125 147,303 149,514 151,758 154,035 156,345 158,691 161,707 163,485 165,936</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> No appointments is done on this Grade</li> <li><input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of EMS Course Co-ordinator and who are registered as AEA</li> </ul>		<p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance and higher rating for grade progression purposes:</u></b></p> <p>5 years actual service on EMS Course Co-ordinator Grade 1</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>10 years actual service on EMS Course Co-ordinator Grade 1</p> <p><b>Grade progression shall become ef-</b></p>

				<p><b>fective from the 1st day of the month following the date on which the official met all the requirements</b></p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</p>
EMS Course Coordinator Grade 2	178,764 181,446 184,167 186,930 189,735 192,582 195,471 198,402 201,378 204,399	<input type="checkbox"/> No appointments is done on this Grade <input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of EMS Course Co-ordinator and who are registered as AEA	<p><b><u>Only applicable to registered AEA on this Grade</u></b></p> <input type="checkbox"/> Promotion to higher vacant advertised post or Translation to an appropriate higher grade on acquiring a qualification that allows for registration in another (higher) category with the HPCSA and actual registration in such (higher) category	<p><b><u>Grade progression - only applicable to registered ECTs on this Grade</u></b></p> <p>Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b><u>Above average performance and higher rating for grade progression purposes:</u></b></p> <p>5 years actual service on EMS Course Co-ordinator Grade 2 after registration as ECT</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>10 years actual service on EMS Course Co-ordinator Grade 2 after registration as ECT</p>

							Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
EMS Course Coordinator Grade 3	210,576 213,735 216,942 220,197 223,500 226,854	<input type="checkbox"/> Registered ECT <ul style="list-style-type: none"> <li>o No appointments are done on this Grade</li> <li>o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Course Coordinator and who are registered as ECT</li> <li>o Grade can only be reached by EMS Course Coordinators Grade 2 who are registered with the HPCSA as ECT and who comply with prescribed grade progression criteria</li> </ul> <input type="checkbox"/> Successful completion of the CCA course or National Diploma that allows registration with the HPCSA as Paramedic	Registration with the HPCSA as paramedic	<u>Registered as ECT</u> Not applicable  <u>Registered as Paramedic</u> 12Years after registration with the HPCSA as PARAMEDIC	None	<u>Only applicable to registered ECT on this Grade</u> <input type="checkbox"/> Promotion to higher vacant advertised post or <input type="checkbox"/> Translation to an appropriate higher grade on acquiring a qualification that allows for registration in another (higher) category with the HPCSA and actual registration in such (higher) category  <u>Grade progression - only applicable to registered paramedics on this Grade</u>  Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:  <u>Above average performance and higher rating for grade progression purposes:</u>  5 years actual service on EMS Course Coordinator Grade 3 after registration as Paramedic  <u>Average performance for grade progression purposes:</u>  10 years actual service on EMS Course Coordinator Grade 3 after registration as Paramedic	

							Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements
EMS Course Coordinator Grade 4	233,709 237,216 240,774 244,386 348,052 251,772 355,549 259,383 263,274	<input type="checkbox"/> Registered Paramedic <ul style="list-style-type: none"> <li>o No appointments are done on this Grade</li> <li>o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Station Manager and who are registered as Paramedic</li> <li>o Grade can only be reached by EMS Station Manager registered with the HPCSA as Paramedic and who comply with prescribed grade progression criteria</li> </ul> <input type="checkbox"/> Successful completion of the B Tech-degree that allows registration with the HPCSA as ECP	Registration with the HPCSA as paramedic or ECP	<u>Registered as Paramedic</u> Not applicable  <u>Registered as ECP</u> 12Years after registration with the HPCSA as ECP	None	<u>Accelerated pay progression</u> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</li> </ul> <u>Promotion</u>  Promotion to higher vacant advertised post	
		<input type="checkbox"/>					

<input type="checkbox"/> Grade 1 applicable to Registered AEA <input type="checkbox"/> Grade 2 applicable to registered ECT <input type="checkbox"/> Grades 2 and 3 applicable to Registered Paramedics <input type="checkbox"/> Grade 3 applicable to Registered ECP						
2.11	Deputy Principal: EMS Training College Grade 1	210,576 213,735 216,942 220,197 223,500 226,854 230,256 233,709 237,216 240,774	<input type="checkbox"/> No appointments is done on this Grade <input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of Deputy Principal: EMS Training College and who are registered as AEA <input type="checkbox"/> No progression to Grade 2			<u>Only applicable to registered AEA on this Grade</u>  <input type="checkbox"/> Promotion to higher vacant advertised post or Translation to an appropriate higher grade on acquiring a qualification that allows for registration in another (higher) category with the HPCSA and actual registration in such (higher) category
2.12	Deputy Principal: EMS Training College Grade 2	248,052 251,772 255,549 259,383 263,274 267,222	<input type="checkbox"/> Registered ECT <ul style="list-style-type: none"> <li>o No appointments are done on this Grade</li> <li>o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Course Coordinator and who are registered as ECT</li> <li>o No progression to next grade</li> </ul> <input type="checkbox"/> Successful completion of the CCA course or National Diploma that allows registration with the HPCSA as Paramedic	Registration with the HPCSA as paramedic	<u>Registered as ECT</u> Not applicable  <u>Registered as Paramedic</u> 14 Years after registration with the HPCSA as PARAMEDIC	None  <u>Only applicable to registered ECT on this Grade</u>  <input type="checkbox"/> Promotion to higher vacant advertised post or <input type="checkbox"/> Translation to an appropriate higher grade on acquiring a qualification that allows for registration in another (higher) category with the HPCSA and actual registration in such (higher) category  <u>Grade progression - only applicable to registered paramedics on this Grade</u>  Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements as well as the following experiential competency:  <u>Above average performance and higher rating for grade progression purposes:</u>  5 years actual service on Deputy Principal:

							<p>EMS Training college Grade 2 after registration as Paramedic</p> <p><b><u>Average performance for grade progression purposes:</u></b></p> <p>10 years actual service on Deputy Principal: EMS Training college Grade 2 after registration as Paramedic</p> <p><b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</b></p>
2.13	Deputy Principal: EMS Training College Grade 3	387,351 393,162 399,060 405,045 411,120 417,288	<input type="checkbox"/> Registered Paramedic <ul style="list-style-type: none"> <li>o No appointments are done on this Grade</li> <li>o Grade is only utilised to accommodate employees who occupied pre-OSD posts of Deputy or Vice principal and who are registered as Paramedic</li> <li>o Grade can only be reached by Deputy principal: EMS Training College Grade 2 registered with the HPCSA as Paramedic and who comply with prescribed grade</li> </ul>	Registration with the HPCSA as paramedic or ECP	<p><b><u>Registered as Paramedic</u></b> Not applicable</p> <p><b><u>Registered as ECP</u></b> 14 Years after registration with the HPCSA as ECP</p>	None	<p><b><u>Accelerated pay progression</u></b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</li> <li><input type="checkbox"/> Based on assessment of at least above average</li> <li><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</li> </ul> <p><b><u>Promotion</u></b></p> <p>Promotion to higher vacant advertised post</p>

			<p>progression criteria</p> <p><input type="checkbox"/> Successful completion of the B Tech-degree that allows registration with the HPCSA as ECP</p>				
<b>Post: Principal: EMS Training College</b>							
2.14	Principal: EMS Training College	405,045 411,120 417,288 423,546 429,900 436,350 442,896 449,538 458,282 483,125	<p>Successful completion of the following courses or obtaining of one of the following qualifications that allows registration with the HPCSA as Paramedic:</p> <p><input type="checkbox"/> Critical Care Assistance (CCA) programme</p> <p>or</p> <p><input type="checkbox"/> Recognised National Diploma</p> <p><b><u>OR</u></b></p> <p>Successful completion of the following qualifications that allows registration with the HPCSA as Emergency Care Practitioner (ECP):</p> <p><input type="checkbox"/> Recognised B-Tech degree</p>	Registration with the HPCSA as Paramedic or ECP	<b><u>Registered as Paramedic or ECP</u></b>	None	<p><b><u>Accelerated pay progression</u></b></p> <p><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</p> <p><input type="checkbox"/> Based on assessment of at least above average</p> <p><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department per pay progression cycle</p> <p><b><u>Promotion</u></b></p> <p>Promotion to higher vacant advertised post</p>