

Specialist: Version 16B

General Notes
 1. Total package for all levels - 70/30% pension split
 2. Accelerated grade progression, based on performance, provided for certain grades attached to posts.
 3. Accelerated pay progression in the certain grades based on performance - 1st accelerated pay progression based on 2009/10 performance cycle
 4. Nobody is translated to Specialist (Sub-Specialty) at this stage. The required number of posts is to be created and filled through the normal recruitment processes (i.e. open competition)
 No recognition of experience in year 1
 5. Revised remuneration structure phased-in over year 1 and 2

Registrar (Medical)
Registrar (Dental)
 385,314
 391095 Academic yr 1
 396960 Academic yr 2
 402915 Academic yr 3

Pay progression
 1 Notch for successful completion of every academic year

If existing Medical Officer or Dentist is already on a package higher than the maximum of the scale, he/she retains her/his scale as personal for duration of registrarship - this means that the affected person would be eligible for pay progression on the scale

Year 1

**Clinical Pharmacologist
 Medical Specialist
 Dental Specialist
 (General Specialty)**

Grade 1	421,320
	434,055
	447,174
	460,689
Grade 2	474,612
	488,958
	503,736
	518,961
	534,648
	550,806
Grade 3	567,453
	575,964
	584,604
	593,373
	602,274
	611,307
	620,478
	629,784
	639,231
	648,819

Year 2

**Clinical Pharmacologist
 Medical Specialist
 Dental Specialist
 (General Specialty)**

Gr 1	503,736
	518,961
	534,648
	550,806
Gr 2	567,453
	584,604
	602,274
	620,478
	639,231
	658,551
Gr 3	678,456
	688,632
	698,961
	709,446
	720,087
	730,887
	741,849
	752,976
	764,271

**Snr Registrar (Medical)
 Snr Registrar (Dental)**
Year 1
 421,320
 434,055 Academic yr 1
 447,174 Academic yr 2
 460,689 Academic yr 3

If existing Medical or Dental Specialists is already on a package higher than the maximum of the scale, he/she retains her/his scale as personal for duration of registrarship - this means that the affected person would be eligible for pay progression on the scale

**Snr Registrar (Medical)
 Snr Registrar (Dental)**
Year 2
 503,736
 518,961
 534,648
 550,806

Year 1

**Medical Specialist
 Dental Specialist
 (Sub-specialty)**

Grade 1	518,961	At least 24 months training
	534,648	At least 36 months training
	550,806	At least 48 months training
	567,453	
Grade 2	584,604	
	602,274	
	611,307	
	620,478	
	629,784	
	639,231	
Grade 3	658,551	
	668,430	
	678,456	
	688,632	
	698,961	
	709,446	
	720,087	
	730,887	

No translation to this stream yet - posts to be created

Year 2

**Medical Specialist
 Dental Specialist
 (Sub-specialty)**

Grade 1	584,604
	602,274
	620,478
	639,231
	658,551
Grade 2	678,456
	688,632
	698,961
	709,446
	720,087
Grade 3	741,849
	752,976
	764,271
	775,734
	787,371
	799,182
	811,170
	823,338

Accelerated grade progression
 Grade 1 to 2
 Normal Performance - 5 yrs
 Above average performance - 3 years
Accelerated pay progression
 Grade 2 to 3
 Normal Performance - 5 yrs
 Above average performance - 3 years
Accelerated pay progression
 Grade 3
 2 Notches per annum for top performers, provided an assessment of at least above average - limited to max of 20% of employees on this Grade per year

Accelerated grade progression
 Grade 1 to 2
 Normal Performance - 5 yrs
 Above average performance - 3 years
Accelerated pay progression
 Grade 2
 2 Notches per annum for top performers, provided an assessment of at least above average - limited to max of 20% of employees on this Grade per year

Head: Clinical Unit
 App: 7 years

Grade 1	811,170
	823,338
	835,689
	848,223
	860,946
Grade 2	886,968
	900,273
	913,776
	927,483
	941,394
	955,515
	969,849

Accelerated grade progression
 Grade 1 to 2
 Normal Performance - 5 yrs
 Above average performance - 3 years
Accelerated pay progression
 Grade 2
 2 Notches per annum for top performers, provided an assessment of at least above average - limited to max of 20% of employees on this Grade per year

Accelerated grade progression
 Grade 1 to 2
 Normal Performance - 5 yrs
 Above average performance - 3 years
Accelerated pay progression
 Grade 2
 2 Notches per annum for top performers, provided an assessment of at least above average - limited to max of 20% of employees on this Grade per year

Head: Clinical Department
 App: 9 years

Grade 1	1014150
	1029363
	1044804
	1060476
	1076382
Grade 2	1108917
	1125552
	1142436
	1159572
	1176966