

OSD FOR ALLIED AND THERAPEUTIC HEALTH PROFESSIONALS: CAREER PATHS, REMUNERATION AND POST STRUCTURE, APPOINTMENT REQUIREMENTS, RECOGNITION OF EXPERIENCE, GRADE PROGRESSION OPPORTUNITIES AND REQUIREMENTS

PROFESSIONAL CATEGORIES WHERE A QUALIFICATION OR IN-SERVICE TRAINING LESS THAN TWO YEARS PLUS REGISTRATION WITH THE HEALTH PROFESSIONS COUNCIL OF SOUTH AFRICA (WHERE APPLICABLE) IS A MINIMUM REQUIREMENT FOR EMPLOYMENT

Job Category	Job Level Designation (Post)	Grades	Job Level (rank) Code
Dental Assistant	Dental Assistant	Grade1 Grade2	
Occupational Therapy Assistant	Occupational Therapy Assistant	Grade1 Grade2	
Radiography Assistant	Radiography Assistant	Grade1 Grade2	
Orthopedic and Prosthetic Assistant	Orthopedic and Prosthetic Assistant	Grade1 Grade2	
Physiotherapy Assistant	Physiotherapy Assistant	Grade1 Grade2	
Forensic Pathology Officer	Forensic Pathology Officer	Grade1 Grade2	
Medical Technology Assistant	Medical Technology Assistant	Grade1 Grade2	
Community Rehabilitation Worker	Community Rehabilitation Worker	Grade1 Grade2	

Registration with the Health Professions Council of South Africa is applicable to those professions where it is required by the Health Professions Act, 56 of 1974 to perform the duties (scope of practice) of such professions.

	Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
			Qualifications	Registration	Experience		
1	CAREER PATH						
1.1	Grade 1	85,305 86,586 87,882 89,202 90,540 91,896 93,276 94,674 96,096 97,536	Appropriate qualification or prescribed in - service training (with duration of less than two years) that allows for the required registration with the Health Professional Council of South Africa (HPCSA), where applicable in the relevant profession.	Registration with the HPCSA in the relevant profession where applicable.	None after obtaining an appropriate qualification or training prescribed in -service for the required registration with the Health Professional Council of South Africa (HPCSA), where applicable in the relevant profession.	Not applicable	<p>Compliance with the educational qualifications, statutory requirements, prescribed training and competencies for the grade as contained in the appointment requirements as well as the following experiential competency:</p> <p>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes (Accelerated grade progression)</p> <p><input type="checkbox"/> 5 years actual service and recognizable experience after compliance with the appointment requirements in the post, with at least 4 annual assessment ratings of <u>Outstanding performance or Performance Significantly Above Expectations in Grade1.</u></p> <p>Satisfactory Performance (Performance fully effective and slightly above expectations) for grade progression purposes:</p> <p><input type="checkbox"/> 10 years actual service and/or recognizable experience after compliance with the appointment requirements on the Grade.</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> <p>Accelerated grade progression is applicable with effect from 1 April 2012.</p>

	Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
			Qualifications	Registration	Experience		
1.2	Grade 2	100,485 101,991 103,521 105,072 106,650 108,249 109,869 111,519 113,190 114,891 116,613	Appropriate qualification or prescribed in - service training (with duration of less than two years) that allows for the registration with the Health Professional Council of South Africa (HPCSA), where applicable in the relevant profession.	Registration with the HPCSA in the relevant profession where applicable	A minimum of 10 years appropriate experience after obtaining an appropriate qualification or prescribed in -service training that allows for the required registration with the Health Professional Council of South Africa (HPCSA), where applicable in the relevant profession.	Not applicable	<p>Grade progression requirements/measures</p> <p><u>Accelerated pay progression</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least <u>Outstanding performance or Performance Significantly Above Expectations</u> <input type="checkbox"/> Limited to maximum of 20% per annum of the number of employees, per occupation, on this Grade in the Department <p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>

