



PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL



# **RESOLUTION 3 OF 2009**

**OF THE PUBLIC HEALTH AND SOCIAL DEVELOPMENT  
SECTORAL BARGAINING COUNCIL (PHSDSBC)**

**OCCUPATIONAL SPECIFIC DISPENSATION (OSD) FOR  
MEDICAL OFFICERS, MEDICAL SPECIALISTS,  
DENTISTS, DENTAL SPECIALISTS,  
PHARMACOLOGISTS, PHARMACISTS AND  
EMERGENCY CARE PRACTITIONERS**



**PHSDSBC**  
PUBLIC HEALTH AND SOCIAL DEVELOPMENT  
SECTORAL BARGAINING COUNCIL

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(PHSDSBC) RESOLUTION 3 OF 2009**

**OCCUPATIONAL SPECIFIC DISPENSATION FOR MEDICAL OFFICERS, MEDICAL SPECIALISTS, DENTISTS, DENTAL SPECIALISTS, PHARMACOLOGISTS, PHARMACISTS AND EMERGENCY CARE PRACTITIONERS**

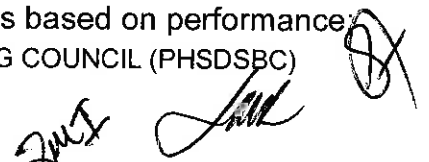
**1. DEFINITIONS**

- 1.1. *Grade progression* - the salary movement from one salary grade (scale) to the first salary notch of the next higher salary grade (scale) attached to a post.
- 1.2. *Pay progression* - the salary movement from one salary notch attached to a salary grade (scale) to the next higher salary notch attached to the same salary grade (scale)
- 1.3. *Salary grade (scale)* - the set of salary notches attached to a particular salary grade (scale)
- 1.4. *Non-clinical* - the employees of the Employer employed in terms of the Public Service Act, 1994, as amended, in a full-time capacity as managers on salary levels 11, 12, SMS grade A and SMS grade B, who occupy a post on the establishment of a public health facility where it is an inherent requirement of the post to maintain continuous registration with the relevant health professional Councils as set out in paragraph 3.2.1, 3.2.2 and 3.2.3.

**2. OBJECTIVES**

The objectives of this agreement are:

- 2.1. To give effect to paragraph 4 of PSCBC Resolution 1 of 2007.
- 2.2. To introduce an occupational specific remuneration and career progression dispensation (OSD) for:
  - 2.2.1. Medical Officers, Medical Specialists, Dentists, Dental Specialists, and identified categories of Clinical Managers (Medical and Dental) (herein referred to as Medical and Dental Practitioners);
  - 2.2.2. Pharmacists, Managers of Pharmaceutical Services and Pharmacist Assistants; and
  - 2.2.3. Emergency Care Practitioners, Emergency Managers and Emergency Care Lecturers employed at Emergency Care Training Colleges.
- 2.3. To provide within the OSD for:
  - 2.3.1. Career pathing opportunities based on competencies, experience and performance;
  - 2.3.2. Pay progression within the limits of the relevant grades based on performance;






- 2.3.3. Grade progression, where applicable, based on performance;
  - 2.3.4. Recognition of appropriate experience for the purpose of grade progression; and,
  - 2.3.5. Recognition of performance for accelerated progression to higher grades and pay progression within a salary grade.
- 2.4. To introduce differentiated salary scales for identified categories of professionals based on a new remuneration structure.
  - 2.5. To incorporate the existing scarce skills allowances where payable to such professionals, into salary.
  - 2.6. To provide for transition measures to facilitate the implementation process.
  - 2.7. To pay a once-off non-pensionable gratuity with effect from 1 July 2008.
  - 2.8. To pay an annual non-pensionable lecturing allowance of 10% of the basic annual pensionable salary (or part thereof (*pro rata*) for short term assignments) to those Emergency Care Practitioners who occupy posts of Lecturer, Course Co-ordinators, Vice-principal or Principal of an Emergency Medical Services (EMS) College with effect from 1 July 2009.
  - 2.9. To introduce a change in the pensionable composition of the total cost to employer packages applicable to health professionals covered by this agreement.

### 3. SCOPE

This agreement binds:

- 3.1. The Employer;
- 3.2. The employees of the Employer employed in terms of the Public Service Act, 1994, as amended, either in a part-time or full-time capacity, who are members of the trade union parties to this agreement and who occupy a post in a clinical and non-clinical field where continuous registration with one of the following health professional councils is an inherent requirement of the post:
  - 3.2.1. The Medical and Dental Board of the Health Professions Council of South Africa (HPCSA) as Medical or Dental Practitioners, or, Medical or Dental Specialists;
  - 3.2.2. The South African Pharmacy Council (SAPC) as Pharmacists or Pharmacist Assistants;
  - 3.2.3. The Professional Board for Emergency Care Practitioners of the HPCSA as Basic Ambulance Assistants, Ambulance Emergency Assistants, Paramedics, Emergency Care Technicians or Emergency Care Practitioners; and

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3.3. The employees of the Employer employed in terms of the Public Service Act, 1994, as amended, either in a part-time or full-time capacity, who are not members of any trade union parties to this agreement, but who fall within the registered scope of the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) and who occupy a post in a clinical and non-clinical field where continuous registration with one of the health professional councils as indicated in paragraph 3.2.1, 3.2.2 and 3.2.3 above is an inherent requirement of the post.

**4. IN GIVING EFFECT TO PARAGRAPH 4 OF PSCBC RESOLUTION 1 OF 2007, PARTIES TO COUNCIL AGREE TO THE FOLLOWING:**

**4.1. OCCUPATIONAL SPECIFIC DISPENSATION (OSD)**

An OSD for employees who occupy a post in a clinical and non-clinical field where registration as indicated in paragraph 3.2 above is an inherent requirement of such a post is introduced with effect from 1 July 2008. The OSD will provide for the following:

**4.1.1. PAYMENT OF A ONCE-OFF NON PENSIONABLE GRATUITY**

4.1.1.1. The Employer will pay professionals covered by this agreement and who were in employment on 30 June 2009 a once-off non-pensionable gratuity for the period 1 July 2008 to 30 June 2009.

4.1.1.2. The non-pensionable gratuity will be calculated as 5% of the basic annual pensionable salary as on 30 June 2009, and will be paid within three (3) months from the date of conclusion of this agreement.

**4.1.2. UNIQUE REMUNERATION STRUCTURES**

The introduction of unique remuneration structures per occupational category.

**4.1.3. DIFFERENT CAREER STREAMS**

The introduction of different career streams for the respective categories of professionals to enhance career mobility.

**4.1.4. DIFFERENTIATION IN SALARY SCALES**

The introduction of differentiated salary scales for the respective categories of professionals as reflected in **Annexures A1, A2 and A3**.

**4.1.5. REQUIREMENTS FOR APPOINTMENT AND SALARY/ GRADE/ CAREER PROGRESSION**

The introduction of appointment requirements, grade and career progression requirements for these categories as determined by the Employer, subject to any statutory requirements determined by the relevant health professional council.

*JML* *ZMT* *B*

#### 4.1.6. PAY PROGRESSION

- 4.1.6.1. The introduction of a system of biennial pay progression based on 3% of basic salary where provided for in the dispensation and as reflected in the salary scales contained in **Annexures A1, A2 and A3** of this agreement, or, annual pay progression of 1.5% of basic salary where such progression is catered for in the relevant salary scales contained in the above-mentioned Annexures within the limits of the relevant salary scale, on condition that the relevant employee has maintained a satisfactory level of performance as set out in the performance management system that will be applicable at the time when such employee becomes eligible for pay progression.
- 4.1.6.2. The 1<sup>st</sup> annual pay progression cycle commenced on 1 April 2009 and will run until 31 March 2011 regarding the granting of 3% pay progression and 31 March 2010 regarding the granting of a 1.5% pay progression as provided for in the agreement.
- 4.1.6.3. The actual pay progression will be awarded with effect from 1 July in the year in which the professional has complied with the prescribed requirements for such pay progression.

#### 4.1.7. IMPROVEMENT OF CAREER PATHS

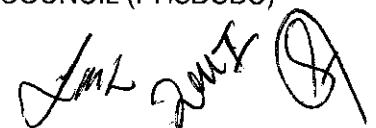
- 4.1.7.1. The improvement of career paths for the various categories through the introduction of a set of salary grades attached to posts in each category. The salary grades will display longer career progression opportunities, as part of the defined career path, in order both to recruit and retain the professionals in the relevant areas of need and also to cater for the retention of such professionals in clinical practice for longer periods.
- 4.1.7.2. The OSD will also provide for career paths that facilitate progression to other job categories subject to the requirements and conditions for such progression being complied with.

#### 4.1.8. COMPETENCY REQUIREMENTS

The Employer will prescribe the competency requirements (generic, functional and experiential) per post level to provide for appropriate salary recognition and grade progression, as contained in **Annexures A1, A2 and A3**.

#### 4.1.9. CONSOLIDATION OF SCARCE SKILLS ALLOWANCE

The Scarce Skills Allowance payable to Medical and Dental Practitioners and Pharmacists in terms of Public Health and Welfare Sectoral Bargaining Council (PHWSBC) Resolution 1 of 2004, shall be terminated upon implementation of the new dispensation. The scarce skills allowance has




already been incorporated into the remuneration with effect from 1 July 2009.

#### **4.1.10. GRADE PROGRESSION**

- 4.1.10.1. Creation of posts in the identified occupations as a single post per career stream, with the linking of more than one salary grade (scale) to the post to facilitate grade progression.
- 4.1.10.2. Progression to the next salary grade (scale) attached to the post, provided that candidates meet all the requirements to progress to the relevant higher grades as indicated in **Annexures A1, A2 and A3**.
- 4.1.10.3. A system of differentiated periods for grade progression, as indicated in **Annexures A1, A2 and A3** based on performance, to enable professionals who have distinguished themselves from their peers in terms of performance, to progress faster to higher grades attached to the post.

#### **4.1.11. RECOGNITION OF RELEVANT EXPERIENCE FOR SERVING EMPLOYEES OR ON APPOINTMENT FROM OUTSIDE THE PUBLIC HEALTH SECTOR WITH EFFECT FROM 1 JULY 2009**

- 4.1.11.1. Translation from the existing dispensation to appropriate salary scales attached to the OSD will be based on the principle that no person's salary position (notch or package) will be less favourable with the implementation of the revised salary and career progression dispensation.
- 4.1.11.2. The salary position of a serving employee is protected against that of a new appointee. Accordingly, after minimum translation measures referred to in clause 7.2.1, the salaries of serving officials who have been translated to the following OSD post levels, with the following identified **minimum** levels of service/experience after complying with the registration requirements for the respective OSD post levels as on 30 June 2009, shall be re-calculated. The recalculation is done to ensure that their final salaries are not less than what a new appointee from outside the Public Service, with a similar experience profile, would qualify for. The details of the recalculation are as follows:
  - a. **Medical Officer**
    - i. At least 5 years service/experience – minimum of Grade 2
    - ii. At least 10 years service/experience – minimum of Grade 3
  - b. **Dentist**
    - i. At least 7 years service/experience – minimum of Grade 2
    - ii. At least 12 years service/experience – minimum of Grade 3

*David Lam* 

**c. Medical and Dental Specialist (General Specialty)**

- i. At least 5 years service/experience – minimum of Grade 2
- ii. At least 10 years service/experience – minimum of Grade 3

**d. Pharmacologist**

- i. At least 5 years service/experience – minimum of Grade 2
- ii. At least 10 years service/experience – minimum of Grade 3

**e. Pharmacist Assistant (Post basic)**

- i. At least 5 years \*service/experience – minimum of Grade 2
- ii. At least 13 years \*service/experience – minimum of Grade 3

*\* This also includes appropriate experience gained as Specialised Auxiliary Services Officer prior to the date on which statutory registration as Pharmacist Assistant (Post-Basic) became effective*

**f. Pharmacist**

- i. At least 5 years service/experience – minimum of Grade 2
- ii. At least 13 years service/experience – minimum of Grade 3

**g. Pharmaceutical Specialist**

- i. At least 15 years service/experience – minimum of Grade 2

**h. Paramedic/ EMS Lecturer (Paramedic)**

- i. Registered as Paramedics
  - 1. At least 7 years service/experience – minimum of Grade 2
  - 2. At least 14 years service/experience – minimum of Grade 3
  - 3. At least 24 years service/experience – minimum of Grade 4
- ii. Registered as Emergency Care Practitioners
  - 1. At least 7 years service/experience – minimum of Grade 3
  - 2. At least 17 years service/experience – minimum of Grade 4

**4.1.12. SALARY RECOGNITION UPON APPOINTMENT**

- 4.1.12.1 All professionals who are covered by this agreement and who are promoted to a higher post, shall gain at least one (1) notch on such appointment.
- 4.1.12.2 Where a Medical Practitioner, Clinical Manager (Medical), Dentist or Clinical Manager (Dental) is already on a package higher than the maximum of the scale attached to a Registrar, he/she will retain the scale attached to his/her existing post for duration of study.
- 4.1.12.3 Where a Specialist (General Specialty) is already on a package higher than the maximum of the scale attached to a Senior Registrar, he/she will retain the scale attached to his/her existing post for duration of study.

*DWT*  
*JML*  


#### **4.1.13. APPLICATION OF THE DISPENSATION FOR SENIOR MANAGERS IN THE PUBLIC SERVICE**

Senior Professionals employed in posts where registration with a health professionals council as indicated in paragraph 2.3 above is an inherent requirement of the posts they occupy and who are remunerated according to the salary dispensation for Senior Managers in the Public Service (SMS grades A to C) are with effect from 1 July 2009 no longer part of the SMS dispensation and their career and salary progression will be determined by the measures applicable in terms of this agreement.

4.2. The details of the OSD for the respective occupational categories are as follows:

**4.2.1. MEDICAL AND DENTAL PRACTITIONERS: Annexure A1**

**4.2.2. PHARMACISTS AND PHARMACIST ASSISTANTS: Annexure A2**

**4.2.3. EMERGENCY CARE PRACTITIONERS: Annexure A3**

#### **5. STRUCTURING OF SALARY PACKAGES**

5.1. The pensionable income of the cost-to-employer salary package, where applicable, for all the categories covered by this agreement constitutes 70% of the basic salary.

5.2. The measures for the structuring of salary packages will be similar to those of the Middle Management and Senior Management Services.

#### **6. DATE OF IMPLEMENTATION**

The agreement will be implemented as follows:

**6.1.** Within three months of achieving majority signature: The payment of the once-off non-pensionable gratuity as a percentage of the basic annual pensionable salary as on 30 June 2009.

**6.2. 1 July 2009:** The implementation of the revised salary scales, career and salary progression measures as contained in **Annexures A1, A2 and A3** of the agreement.

**6.3. 1 July 2009:** Minimum translation from the current salary notch/ package to the appropriate post and salary grade and notch as contained in **Annexures B1, B2 and B3**.

**6.4. 1 April 2010:** The implementation of the salary/ packages in respect of those categories and translation measures contained in Annexure C1 of the agreement.

#### **7. TRANSLATION MEASURES**

7.1. Translation from the existing dispensation to appropriate salary scales attached to the OSD based on the principle that no person's salary position (notch or package)



will be less favourable with the implementation of the revised salary and career progression dispensation.

7.2. Translation will be done by means of two steps.

**7.2.1 Step One** with effect from 1 July 2009

Minimum translation to the appropriate salary scale attached to posts, as contained in **Annexures B1, B2 and B3** to this agreement. This implies an implementation adjustment in salary to at least a corresponding or the next higher notch on the salary scale attached to the post to which the employee is translated.

**7.2.2. Step Two** with effect from 1 April 2010 for Medical and Dental Practitioners

Minimum translation to the appropriate salary scale attached to posts, as contained in **Annexure C1** to this agreement.

7.3. New work levels have been introduced through this OSD. Where it is required, the following posts will be created and filled through the normal budgetary and prescribed recruitment and selection processes:

- 7.3.1 Senior Registrar;
- 7.3.2 Medical Specialist (Sub-Specialty);
- 7.3.3 Dental Specialist (Sub-Specialty);
- 7.3.4 Pharmacy Supervisor;
- 7.3.5 Senior Pharmaceutical Policy Specialist; and
- 7.3.6 Emergency Care Technician.

## **8. ACCELERATED GRADE PROGRESSION**

- 8.1. The OSD provides for the introduction of a system of accelerated grade progression, based on shorter qualifying periods than normal, to higher grades based on **above average performance**.
- 8.2. As the accelerated grade progression for employees will be based on **above average performance for a cumulative period of 3 years in their respective grades**, and also noting that certain departments have not assessed professionals consistently since the introduction of departmental performance management and development systems, the provision for accelerated grade progression will only be effective from 01 April 2012.
- 8.3. The first performance assessment cycle 1 April 2009 to 31 March 2010, 1 April 2010 to 31 March 2011, and 1 April 2011 to 31 March 2012 will be based on assessment in terms of the Performance Management and Development System.
- 8.4. Employees on production levels, where grade progression opportunities exist, will in terms of the OSD, first qualify for accelerated grade progression 1 April 2012.

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**9. FINANCIAL IMPLICATIONS**

9.1. The implementation of this agreement will be within the budgeted R 1.9 billion over the current and the next two financial years (2009/10-R900 million; 2010/11-R 500 million and 2011/12-R500 million).

9.2. The total expenditure in terms of year 1 and year 2 of implementation is projected at R 1.946 billion, including the once-off payment.

**10. INTERPRETATION AND APPLICATION**

10.1. In the event of any conflict between the provisions of this Agreement and any other agreement of the Council, the provisions of this Agreement shall take precedence.


10.2. No amendments to this Agreement shall be of force or effect unless reduced to writing and agreed upon by the parties to the Council as a Resolution of the Council.

**11. DISPUTE RESOLUTION**

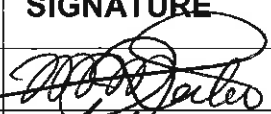

Any disputes about the interpretation or application of this agreement shall be dealt with according to the dispute procedure of the Council.

THIS DONE AND SIGNED AT Boksburg..... ON THIS THE 07.....  
 DAY OF August.....2009

**ON BEHALF OF THE EMPLOYER PARTY**

	NAME	SIGNATURE
STATE AS EMPLOYER	JAMES T. CORNWALL	

**ON BEHALF OF THE TRADE UNION PARTIES**

TRADE UNION	NAME	SIGNATURE
NEHAWU	ZILU ISAAC	
DENOSA	MOISE LETSATS	
PSA		
HOSPERSA		
NUPSAW/SADNU		

**ADDENDUM TO PHSDSBC RESOLUTION 3 OF 2009 –  
OSD FOR DOCTORS, DENTISTS, PHARMACISTS AND  
EMS PERSONNEL**

1. Parties agree to the inclusion of the paragraphs below, after paragraph 2.9 of PHSDSBC Resolution 3 of 2009:
  - a. Parties agree to ring-fence the following categories of employees:
    - i. Medical officers (other than interns and community service practitioners) and dentists;
    - ii. Junior and senior specialists;
    - iii. Pharmacists;
    - iv. Paramedics (with a minimum 3-year qualification).
  - b. Parties agree to review the agreement for the above ring-fenced categories after a period of six months from the date of signature of PHSDSBC Resolution 3 of 2009.
  - c. The outcome of the review shall be subject to negotiations with a view to implementation with effect from 01 April 2010.



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><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 BAA</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 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	<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 BAA and who comply with prescribed grade progression criteria				<p><u>Accelerated pay progression</u></p> <p><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</p>

*Just Mull*

PAR	JOB TITLE	A. JOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
		SALARY LEVEL AND SCALE	QUALIFICATIONS	REGISTRATION		
1.3	Emergency Care officer Grade III	81,201 82,419 83,655 84,909 86,184 87,477 88,788	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 <input type="checkbox"/> None	<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  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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PAR	JOB TITLE	SALARY LEVEL AND SCALE	A. APPOINTMENT REQUIREMENTS		RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION		
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><u>Above average performance and higher rating for grade progression purposes:</u></p> <input type="checkbox"/> A combination of 15 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 2	<p><u>Average performance for grade progression purposes:</u></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><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>21/11/20 [Signature]</p>

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><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> <p><input type="checkbox"/> A combination of 4 years actual service and/or recognisable experience after registration with the HPCSA as ECT</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as ECT Grade 1</p> <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>

*Signature*

PAR	JOB TITLE	SALARY LEVEL AND SCALE	A. JOINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
			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><u>Above average performance and higher rating for grade progression purposes:</u></p> <p><input type="checkbox"/> A combination of 11 years actual service and/or recognisable experience after registration with the HPCSA as ECT</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as ECT Grade II</p> <p><u>Average performance for grade progression purposes:</u></p> <p>A combination of 14 years actual service and/or recognisable experience after registration with the HPCSA as ECT</p> <p><u>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</u></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><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>

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PAR	JOB TITLE	SALARY LEVEL AND SCALE	A. OINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
			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 or <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>Above average performance and higher rating for grade progression purposes:</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>Average performance for grade progression purposes:</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>  Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements
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"/> Registered Paramedic	None	Compliance with the educational qualifications, statutory requirements and competencies for the job level as contained in the appointment requirements

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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		
		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><u>OR</u></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"/> Registered ECP</p> <p>None after registration with the HPCSA as ECP</p>	<p>pointment 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 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><u>Average performance for grade progression purposes:</u></p> <p><b>Registered paramedic</b></p> <p>A combination of 14 years actual service and/or recognisable experience after registration with the HPCSA as Paramedic</p> <p><b>Registered ECP</b></p> <p>A combination of 7 years actual service and/or recognisable experience after registration with the HPCSA as ECP</p>

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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		
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	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>OR</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	Registration with the HPCSA as Paramedic or ECP	<input type="checkbox"/> Registered Paramedic 14 years after registration with the HPCSA as Paramedic  <input type="checkbox"/> Registered ECP 7 years after registration with the HPCSA as ECP	None	Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements  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>  <b>Registered Paramedic</b> <input type="checkbox"/> A combination of 19 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 3  <b>Registered ECP</b>  <input type="checkbox"/> A combination of 12 years actual service and/or recognisable experience after registration with the HPCSA as ECP  <input type="checkbox"/> At least 2 years of this period must be actual service as Paramedic Grade 3  <u>Average performance for grade progression purposes:</u>  <b>Registered paramedic</b> A combination of 24 years actual service and/or recognisable experience after registration with the

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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		
1.8	Paramedic Grade 4	213,735 216,942 220,197 223,600 226,864 230,256 233,709 237,216 240,774	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>OR</b> Successful completion of the following qualifications that allows registration with the HPCSA as Emergency Care Practitioner (ECP):	Registration with the HPCSA as Paramedic or ECP	<input type="checkbox"/> Registered Paramedic 24 years after registration with the HPCSA as Paramedic  <input type="checkbox"/> Registered ECP 17 years after registration with the HPCSA as ECP	None	HPCSA as Paramedic  Registered ECP A combination of 17 years actual service and/or recognisable experience after registration with the HPCSA as ECP  Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements  <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

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PAR	JOB TITLE	SALARY LEVEL AND SCALE	POINTMENT REQUIREMENTS			RECOGNITION OF APPROPRIATE EXPERIENCE AT APPOINTMENT	GRADE PROGRESSION / PAY PROGRESSION / POST PROMOTION REQUIREMENTS / MEASURES
			QUALIFICATIONS	REGISTRATION	EXPERIENCE		
			<input type="checkbox"/> Recognised B-Tech degree				

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**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	<p>EMS Shift Leader Grade 1</p> <p>82,419 83,655 84,909 86,184 87,477 88,788 90,120 91,473 92,844 94,236</p>	<p><input type="checkbox"/> No appointments are done on this Grade</p> <p><input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of Shift Leaders and who are registered as BAAs</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 1</p> <p><u>Average performance for grade progression purposes:</u></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	<p>EMS Shift Leader Grade 2</p> <p>97,083 98,538 100,017 101,517 103,041 104,586 106,155</p>	<p><input type="checkbox"/> No appointments are done on this Grade</p> <p><input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of Shift Leaders and who are registered as BAAs</p> <p><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</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</p>

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						such (higher) category	
1.11	EMS Shift Leader Grade 3	107,748 109,365 111,006  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><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 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 AEAAs <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	<u>Registered as AEA</u> Not applicable  <u>Registered as ECT</u> 10 Years after registration with the HPCSA as ECT	None	<p><u>Accelerated pay progression - only applicable to registered AEA 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> <p><u>Grade progression - only applicable to registered ECTs on this Grade</u></p>

<p>1.13</p>	<p>EMS Shift Leader Grade 5</p>	<p>178,764 181,446 184,167 186,930 189,735 192,582 195,471 198,402 201,378 204,399</p>	<p> <input type="radio"/> Grade can only be reached by EMS Shift Leaders Grade 3 who are registered with the HPCSA as AEA's and who comply with prescribed grade progression criteria   <input type="checkbox"/> Successful completion of the ECT programmes courses that allows registration with the HPCSA as ECT         </p>	<p>Registration with the HPCSA as ECT or paramedic</p>	<p> <input type="checkbox"/> Registered ECT  <input type="radio"/> No appointments are done on this Grade  <input type="radio"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of Shift Leaders and who are registered as ECT  <input type="radio"/> Grade can only be reached by EMS Shift Leader         </p>	<p> <u>Registered as ECT</u>            Not applicable   <u>Registered as Paramedic</u>            10 Years after registration with the HPCSA as PARAMEDIC         </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:   <u>Above average performance and higher rating for grade progression purposes:</u>            5 years actual service on EMS Shift Leader Grade 4 after registration as ECT   <u>Average performance for grade progression purposes:</u>            10 years actual service on EMS Shift Leader Grade 4 after registration as ECT   <u>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</u> </p>	<p> <u>Accelerated pay progression - only applicable to registered ECT 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, statutory requirements and competencies for the job level as contained in the appointment requirements         </p>
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1.14	EMS Shift Leader Grade 6	220,197 223,500 226,854 230,256 233,709 237,216 240,774 244,386 240,052 261,772	<p>ers Grade 5 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>Registration with the HPCSA as paramedic or ECP</p>	<p><u>Registered as Paramedic</u> Not applicable</p> <p><u>Registered as ECP</u> 10 Years after registration with the HPCSA as ECP</p>	None	<p>pointment 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 5 after registration as Paramedic</p> <p><u>Average performance for grade progression purposes:</u></p> <p>10 years actual service on EMS Shift Leader Grade 5 after registration as Paramedic</p> <p><u>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</u></p> <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>
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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	<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 BAA	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 the 1st day of the month following the date on which the official met all the requirements
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	<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 BAA <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	<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

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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><u>Above average performance and higher rating for grade progression purposes:</u></p> <p>5 years actual service on EMS Station manager Grade 3</p> <p><u>Average performance for grade progression purposes:</u></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 AEA <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 Station manager and who are regis-</li> </ul>	Registration with the HPCSA as AEA or ECT	<p><u>Registered as AEA</u> Not applicable</p> <p><u>Registered as ECT</u> 12 Years after registration with the HPCSA as ECT</p>	None	<p><u>Accelerated pay progression - only applicable to registered AEA 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> <p><u>Grade progression - only applicable to registered ECTs on this Grade</u></p>


  
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<p>1.19</p>	<p>EMS Station Manager Grade 5</p>	<p>210,576 213,735 216,942 220,197 223,500 226,854</p>	<p> <input type="radio"/> 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   <input type="checkbox"/> Successful completion of the ECT programmes courses that allows registration with the HPCSA as ECT         </p>	<p>Registration with the HPCSA as ECT or paramedic</p>	<p> <u>Registered as ECT</u>            Not applicable   <u>Registered as Paramedic</u>            12 Years after registration with the HPCSA as PARAMEDIC         </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>5 years actual service on EMS Station Manager Grade 4 after registration as ECT</p> <p><u>Average performance for grade progression purposes:</u></p> <p>10 years actual service on EMS Station Manager Grade 4 after registration as ECT</p> <p><u>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</u></p>	<p><u>Accelerated pay progression - only applicable to registered ECT on this Grade</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>Grade progression - only applicable to registered paramedics on this Grade</u></p> <p>Compliance with the educational qualifications, statutory requirements and competencies</p>
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			<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>Registration with the HPCSA as paramedic or ECP</p>	<p><b>Registered as Paramedic</b> Not applicable</p> <p><b>Registered as ECP</b> 12 Years after registration with the HPCSA as ECP</p>	<p>None</p>	<p>cies for the job level as contained in the appointment requirements as well as the following experiential competency:</p> <p><b>Above average performance and higher rating for grade progression purposes:</b></p> <p>5 years actual service on EMS Station Manager Grade 5 after registration as Paramedic</p> <p><b>Average performance for grade progression purposes:</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>
<p>1.20 EMS Station Manager Grade 6</p>	<p>233,709 237,216 240,774 244,386 348,052 251,772 355,549 259,383 263,274</p>		<p><input type="checkbox"/> Registered Paramedic</p> <ul style="list-style-type: none"> <li><input type="radio"/> No appointments are done on this Grade</li> <li><input type="radio"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of Station Manager and who are registered as Paramedic</li> <li><input type="radio"/> Grade can only be reached by</li> </ul>	<p>Registration with the HPCSA as paramedic or ECP</p>	<p><b>Registered as Paramedic</b> Not applicable</p> <p><b>Registered as ECP</b> 12 Years after registration with the HPCSA as ECP</p>	<p>None</p>	<p><b>Accelerated pay progression</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>Promotion</b></p> <p>Promotion to higher vacant advertised post</p>

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1.23	EMS Sub-District Manager Grade 3	233,709 237,216 240,774 244,386 248,052 251,772	<p>posts of Sub-District manager and who are registered as AEAs</p> <ul style="list-style-type: none"> <li>o 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> <li>o Successful completion of the ECT programmes courses that allows registration with the HPCSA as ECT</li> </ul>	<p>Registration with the HPCSA as ECT or paramedic</p>	<p>Registered as ECT</p> <p>Not applicable</p> <p><u>Registered as Paramedic</u> 14 Years after registration with the HPCSA as PARAMEDIC</p>	None	<p>registration in such (higher) category</p> <p><u>Grade progression - only applicable to registered ECTs 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 Sub-district Manager Grade 2 after registration as ECT</p> <p><u>Average performance for grade progression purposes:</u></p> <p>10 years actual service on EMS Sub-District Manager Grade 2 after registration as ECT</p> <p><u>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</u></p>
<p>Only applicable to registered ECT on this Grade</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 style="text-align: right;"><i>WJL</i></p>							

1.24	EMS Sub-District Manager Grade 4	259,383 263,274 267,222 271,230 275,298	<p>and who are registered as ECT</p> <ul style="list-style-type: none"> <li>o 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>Registration with the HPCSA as paramedic or ECP</p>	<p>Registered as Paramedic</p> <p>Not applicable</p> <p><b>Registered as ECP</b> 14 Years after registration with the HPCSA as ECP</p>	None	<p><b>Grade progression - only applicable to registered paramedics on this Grade</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>Above average performance and higher rating for grade progression purposes:</b></p> <p>5 years actual service on EMS Sub-District Manager Grade 3 after registration as Paramedic</p> <p><b>Average performance for grade progression purposes:</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> <p><b>Accelerated pay progression</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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<p><b>Promotion</b> Promotion to higher vacant advertised post</p>				<p>posts of Sub-District Manager and who are registered as Paramedic</p> <ul style="list-style-type: none"> <li>○ 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> <li>□ Successful completion of the B Tech degree that allows registration with the HPCSA as ECP</li> </ul>		
<p><b>Post: EMS District Manager</b></p> <ul style="list-style-type: none"> <li>□ Grades 1 applicable to Registered AEA</li> <li>□ Grades 2 applicable to Registered ECT</li> <li>□ Grades 2 and 3 applicable to Registered Paramedics</li> <li>□ Grade 3 applicable to Registered ECP</li> </ul>						
<p><b>Accelerated pay progression</b></p> <ul style="list-style-type: none"> <li>□ Promotion to higher vacant advertised post</li> <li>or</li> <li>□ 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>□ No appointments is done on this Grade</p> <p>□ Grade is only utilised to accommodate employees who occupied pre-OSD posts of EMS District Manager and who are registered as AEA</p>	<p>210,576 213,735 216,942 220,197 223,500 226,854 230,256 233,709 237,216 240,774</p>	<p>EMS District Manager Grade 1</p>			<p><i>AWT</i></p>

*AWT*

<p>1.26</p>	<p>EMS District Manager Grade 2</p>	<p>248,052 251,772 255,549 259,383 263,274 267,222</p>	<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>□ Successful completion of the CCA course or National Diploma that allows registration with the HPCSA as Paramedic</li> </ul>	<p>Registration with the HPCSA as ECT or paramedic</p>	<p><u>Registered as ECT</u> 16 Years after registration with the HPCSA as ECT</p> <p><u>Registered as Paramedic</u> 16 Years after registration with the HPCSA as PARAMEDIC</p>	<p>None</p> <p><u>Only applicable to registered ECT on this Grade</u></p> <ul style="list-style-type: none"> <li>□ Promotion to higher vacant advertised post</li> </ul> <p>or</p> <ul style="list-style-type: none"> <li>□ 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><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>4 years actual service on EMS District Manager Grade 2 after registration as Paramedic</p> <p><u>Average performance for grade progression purposes:</u></p> <p>6 years actual service on EMS District Manager Grade 2 after registration as Paramedic</p> <p><u>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements</u></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><input type="radio"/> No appointments are done on this Grade</li> <li><input type="radio"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of District Manager and who are registered as Paramedic</li> <li><input type="radio"/> 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> <li><input type="checkbox"/> Successful completion of the B Tech degree that allows registration with the HPCSA as ECP</li> </ul>	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> <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
<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> <input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least above average

  
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	<p>436,350 442,896 449,538 458,282 483,125</p>	<p>with the HPCSA as Paramedic: <input type="checkbox"/> Critical Care Assistance (CCA) programme or <input type="checkbox"/> Recognised National Diploma  <u>OR</u> Successful completion of the following qualifications that allows registration with the HPCSA as Emergency Care Practitioner (ECP):  <input type="checkbox"/> Recognised B-Tech degree</p>		HPCSA as Paramedic or as ECP	<p>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</p>
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**Post: EMS Provincial Manager**

<p>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</p>	<p>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  <u>OR</u> Successful completion of</p>	<p>Registration with the HPCSA as Paramedic or ECP</p>	<p><u>Registered as Paramedic or ECP</u> 20 Years after registration with the HPCSA as Paramedic or as ECP</p>	None	<p><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</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>Above average performance and higher rating for grade progression purposes:</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>Average performance for grade progression purposes:</b></p> <p>A combination of 10 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>
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2.2	EMS Lecturer (AEA) Grade 2	<p>103,041 104,586 106,155 107,748 109,365 111,006 112,671 114,360 116,076 117,816</p>	<p><input type="checkbox"/> No direct appointment on this Grade</p> <p><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>	<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>Above average performance and higher rating for grade progression purposes:</b></p> <p><input type="checkbox"/> A combination of 15 years actual service and/or recognisable experience after registration with the HPCSA as AEA</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as Ambulance Emergency Assistant Grade 2</p> <p><b>Average performance for grade progression purposes:</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	<p>121,377 123,198 125,046 126,921 128,826 130,758 132,720 134,712 136,734</p>	<p><input type="checkbox"/> No direct appointment on this Grade</p> <p><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>	<p><b>Accelerated pay progression</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>Promotion</b></p> <p>Promotion to higher vacant advertised post</p> <p><i>Just</i> <i>ML</i></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>Above average performance and higher rating for grade progression purposes:</b></p> <p><input type="checkbox"/> A combination of 4 years actual service and/or recognisable experience after registration with the HPCSA as ECT</p> <p><input type="checkbox"/> At least 2 years of this period must be actual service as EMS Lecturer (ECT) Grade 1</p> <p><b>Average performance for grade progression purposes:</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> <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>Above average performance and higher rating for grade progression purposes:</b></p> <p><input type="checkbox"/> A combination of 11 years actual service and/or recognisable experience after registration with the HPCSA as ECT</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>Above average performance and higher rating for grade progression purposes:</b></p> <p><input type="checkbox"/> A combination of 11 years actual service and/or recognisable experience after registration with the HPCSA as ECT</p>	

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							<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>  <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
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		

**Post: Lecturer (Paramedic)**

- Grades 1, 2, 3 and 4 are applicable to Registered Paramedics (Critical Care Assistant (CCA) qualified or National Diploma)
- 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  or	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
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				<p>fective from the 1st day of the month following the date on which the official met all the requirements 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>EMS Course Coordinator Grade 2</p>	<p>178,764 181,446 184,167 186,930 189,735 192,582 195,471 198,402 201,378 204,399</p>	<p><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>	<p><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</p> <p><u>Grade progression - only applicable to registered ECTs 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 Co-ordinator Grade 2 after registration as ECT <u>Average performance for grade progression purposes:</u> 10 years actual service on EMS Course Co-ordinator Grade 2 after registration as ECT</p>

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						<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>EMS Course Coordinator Grade 3</p>	<p>210,576 213,735 216,942 220,197 223,500 226,854</p>	<p><input type="checkbox"/> Registered ECT</p> <ul style="list-style-type: none"> <li><input type="radio"/> No appointments are done on this Grade</li> <li><input type="radio"/> Grade is only utilized to accommodate employees who occupied pre-OSD posts of Course Coordinator and who are registered as ECT</li> <li><input type="radio"/> 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> <li><input type="checkbox"/> Successful completion of the CCA course or National Diploma that allows registration with the HPCSA as Paramedic</li> </ul>	<p>Registration with the HPCSA as paramedic</p>	<p><u>Registered as ECT</u> Not applicable</p> <p><u>Registered as Paramedic</u> 12 Years after registration with the HPCSA as PARAMEDIC</p>	<p>None</p>	<p><u>Only applicable to registered ECT on this Grade</u></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> <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 Coordinator Grade 3 after registration as Paramedic</p> <p><u>Average performance for grade progression purposes:</u></p> <p>10 years actual service on EMS Course Coordinator Grade 3 after registration as Paramedic</p>

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				<p>Registration with the HPCSA as paramedic or ECP</p>	<p><u>Registered as Paramedic</u> Not applicable</p> <p><u>Registered as ECP</u> 12 Years after registration with the HPCSA as ECP</p>	<p>None</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>EMS Course Coordinator Grade 4</p> <p>233,709 237,216 240,774 244,386 348,052 251,772 355,549 259,383 263,274</p>	<p><input type="checkbox"/> Registered Paramedic</p> <p><input type="checkbox"/> No appointments are done on this Grade</p> <p><input type="checkbox"/> Grade is only utilized to accommodate employees who occupied pre-OSD posts of Station Manager and who are registered as Paramedic</p> <p><input type="checkbox"/> Grade can only be reached by 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>				<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>	

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- Grade 1 applicable to Registered AEA
- Grade 2 applicable to registered ECT
- Grades 2 and 3 applicable to Registered Paramedics
- 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	<input type="checkbox"/> Registered ECT <input type="checkbox"/> No appointments are done on this Grade <input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of Course Coordinator and who are registered as ECT <input type="checkbox"/> No progression to next grade <input type="checkbox"/> Successful completion of the CCA course or National Diploma that allows registration with the HPCSA as Paramedic	<input type="checkbox"/> Registered as ECT Not applicable  <input checked="" type="checkbox"/> Registered as Paramedic 14 Years after registration with the HPCSA as PARAMEDIC	None	<p><u>Only applicable to registered AEA on this Grade</u></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
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 <input type="checkbox"/> No appointments are done on this Grade <input type="checkbox"/> Grade is only utilised to accommodate employees who occupied pre-OSD posts of Course Coordinator and who are registered as ECT <input type="checkbox"/> No progression to next grade <input type="checkbox"/> Successful completion of the CCA course or National Diploma that allows registration with the HPCSA as Paramedic	<input type="checkbox"/> Registered as ECT Not applicable  <input checked="" type="checkbox"/> Registered as Paramedic 14 Years after registration with the HPCSA as PARAMEDIC	None	<p><u>Only applicable to registered ECT on this Grade</u></p> <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  <p><u>Grade progression - only applicable to registered paramedics on this Grade</u></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><u>Above average performance and higher rating for grade progression purposes:</u></p> 5 years actual service as Deputy Principal	

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<p>2.13 Deputy Principal: EMS Training College Grade 3</p>	<p>387,351 393,162 399,060 405,045 411,120 417,288</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 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>	<p>Registration with the HPCSA as paramedic or ECP</p>	<p><u>Registered as Paramedic</u> Not applicable</p> <p><u>Registered as ECP</u> 14 Years after registration with the HPCSA as ECP</p>	<p>None</p>	<p>EMS Training college Grade 2 after registration as Paramedic</p> <p><u>Average performance for grade progression purposes:</u></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>
<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><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>						

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			progression criteria  <input type="checkbox"/> Successful completion of the B Tech degree that allows registration with the HPCSA as ECP			
<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	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  <input type="checkbox"/> or <input type="checkbox"/> Recognised National Diploma  <b>OR</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	Registration with the HPCSA as Paramedic or ECP	<b>Registered as Paramedic or ECP</b>  18 Years after registration with the HPCSA as Paramedic or as ECP	None
					<b>Accelerated pay progression</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>Promotion</b>  Promotion to higher vacant advertised post	

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