

**RESOLUTION 4 OF 2009 OF THE PUBLIC HEALTH  
AND SOCIAL DEVELOPMENT SECTORAL  
BARGAINING COUNCIL**

**OCCUPATIONAL SPECIFIC DISPENSATION (OSD) FOR  
THERAPEUTIC, DIAGNOSTIC AND RELATED ALLIED  
HEALTH PROFESSIONALS**

- 2.4. To introduce differentiated salary scales for identified categories of professionals based on a new remuneration structure.
- 2.5. To provide for translation measures to facilitate the implementation process.
- 2.6. To incorporate the existing scarce skills allowances where payable to such professionals into salary upon translation to the revised salary notches in terms of the relevant translation table.
- 2.7. 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 therapeutic, diagnostic or related allied health profession as contained in **Annexure A** of this agreement; and
- 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 (PHDSBC) and who occupy a post in a therapeutic, diagnostic or related allied health profession as contained in **Annexure A** of this agreement

### 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 therapeutic, diagnostic or related allied health profession as contained in **Annexure A** of this agreement, is introduced with effect from 1 July 2009. The OSD will provide for the following:

##### 4.1.1. UNIQUE REMUNERATION STRUCTURES

The introduction of unique remuneration structures per occupational category.



#### **4.1.6. IMPROVEMENT OF CAREER PATHS**

- 4.1.6.1. 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.
- 4.1.6.2. 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.

#### **4.1.7. 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 **Annexure B** of this agreement.

#### **4.1.8. CONSOLIDATION OF SCARCE SKILLS ALLOWANCE**

- 4.1.8.1. The Scarce Skills Allowance payable to certain categories of health professionals who occupy a post in a therapeutic, diagnostic or related allied health profession in terms of Public Health and Welfare Sectoral Bargaining Council (PHWSBC) Resolution 1 of 2004, shall be terminated upon implementation of this agreement
- 4.1.8.2. The scarce skills allowance has been incorporated into the remuneration with effect from 1 July 2009.

#### **4.1.9. GRADE PROGRESSION**

- 4.1.9.1. 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..
- 4.1.9.2. 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 **Annexure B**.



## 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. **1 July 2009:** The implementation of the revised salary scales, career and salary progression measures as contained in **Annexure B** of the agreement.
- 6.2. **1 July 2009:** Minimum translation from the current salary notch/ package to the appropriate post and salary grade and notch as contained in **Annexure C** 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 serving employee's salary position (notch or package) will be less favourable with the implementation of the revised salary and career progression dispensation.
- 7.2. Where new work levels have been introduced through this OSD such posts will be created and filled through the normal budgetary and prescribed recruitment and selection processes.
- 7.3. The translation to the new dispensation provides for the recognition of relevant experience of serving employees (see *paragraph 4.1.10.2*).

## 8. ACCELERATED GRADE PROGRESSION

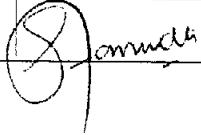
- 8.1. The OSD provides for the introduction of a system of accelerated grade progression, based on shorter qualifying periods than normal, to higher grades based on **above average performance**.
- 8.2. As the accelerated grade progression for employees will be based on **above average performance for 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.



THIS DONE AND SIGNED AT ..... ON THIS THE .....

DAY OF ..... 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		
DENOSA		
PSA		
HOSPERSA		
NUPSAW/SADNU		

Medical Orthotist & Prosthetist  
Medical Technologist  
Occupational Therapist  
Diagnostic Radiographer  
Nuclear Medicine Radiographer  
Radiation Oncology Radiographer  
Ultrasound Radiographer  
Optometrist  
Dispensing Optician  
Oral Hygienist  
Dental Technician  
Physiotherapist  
Forensic Analyst  
Medical Technical Officers  
Medical Biological Scientist (Medical Natural Scientist)  
Radiation Control Officer

**Other Categories:**

Councillor  
Psychometrics  
Psychologists  
Medical Control/ Registration Officers  
Medical Physicist  
Radiation Scientist

Post	Salary levels and scales	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures	
		Qualifications	Registration			
1 CAREER PATH						
1.1	Grade 1	76506 77655 78819 80001 81201 82419 83655 84909 86184 87477	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.	None 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>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><u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes (Accelerated grade progression)</u></p> <p><input type="checkbox"/> 5 years actual service and recognizable experience after compliance with the appointment requirements in the post, with at least 3 annual assessment ratings of Outstanding performance or Performance Significantly Above Expectations in Grade 1.</p> <p><u>Satisfactory Performance (Performance fully effective and slightly above expectations) for grade progression purposes:</u></p> <p><input type="checkbox"/> 10 years actual service and/or recognizable experience after compliance with the appointment requirements on the grade.</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 grade progression is applicable with effect from 1 April 2012.</b></p>

**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 TWO YEAR QUALIFICATION OR TWO-YEAR IN-SERVICE TRAINING PLUS REGISTRATION WITH THE HEALTH PROFESSIONS  
COUNCIL OF SOUTH AFRICA (WHERE APPLICABLE) IS A MINIMUM REQUIREMENT FOR EMPLOYMENT**

<b>Job Category</b>	<b>Job Level Designation (posts)</b>	<b>Grades</b>	<b>Job Level (rank)Code</b>
<b>Electro-Cardiogram Assistant</b>	Electro-Cardiogram Assistant	Grade1 Grade2	
<b>Electro-Encephalographic Assistant</b>	Electro-Encephalographic Assistant	Grade1 Grade2	
<b>Speech Therapy Assistant</b>	Speech Therapy Assistant	Grade1 Grade2	
<b>Community Speech and Hearing Worker</b>	Community Speech and Hearing Worker	Grade1 Grade2	
<b>Assistant Nutritionist</b>	Assistant Nutritionist	Grade1 Grade2	
<b>Medical Technician</b>	Medical Technician	Grade1 Grade2	
<b>Environmental Health Assistant</b>	Environmental Health Assistant	Grade1 Grade2	
<b>Ophthalmology Technician</b>	Ophthalmology Technician	Grade1 Grade2	
<b>Orthopedic Footwear Technician (former Orthopedic Shoemaker)</b>	Orthopedic Footwear Technician	Grade1 Grade2	
<b>Physiotherapy Technician</b>	Physiotherapy Technician	Grade1 Grade2	
<b>Supplementary Diagnostic Radiographer</b>	Supplementary Diagnostic Radiographer	Grade1 Grade2	
<b>Occupational Therapy Technician</b>	Occupational Therapy Technician	Grade1 Grade2	

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	Appropriate qualification (with duration of at least 2 years) or prescribed in-service training (with duration of at least 2 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 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.	None	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:  <u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes (Accelerated grade progression)</u>  <input type="checkbox"/> 5 years actual service and recognizable experience after compliance with the appointment requirements in the grade, with at least 3 annual assessment ratings of Outstanding performance or Performance Significantly Above Expectations in Grade 1.  <u>Satisfactory Performance (Performance fully effective and slightly above expectations) for grade progression purposes:</u>  <input type="checkbox"/> 10 years actual service and/or recognizable experience after compliance with the appointment requirements on the grade.

## ANNEXURE B3

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 EITHER A THREE OR FOUR YEAR TERTIARY EDUCATIONAL QUALIFICATION PLUS REGISTRATION WITH THE HEALTH PROFESSIONS COUNCIL OF SOUTH AFRICA (WHERE APPLICABLE) IS A MINIMUM REQUIREMENT FOR EMPLOYMENT

<b>Job Category</b>	<b>Job Level Designation</b>	<b>Grades</b>	<b>Job Level (rank) Code</b>
Dietician	Dietician (Community Service)	One	
	Dietician	Grade1 Grade2 Grade3	
	* Chief Dietician	Grade1 Grade2	
	* Assistant Director (Dietary Services)	Grade1 Grade2	
	* Deputy Director (Dietary Services)	Grade1 Grade2	
Nutritionist	Nutritionist (Community Service)	One	
	Nutritionist	Grade1 Grade2 Grade3	
	* Chief Nutritionist	Grade1 Grade2	
	* Assistant Director (Nutrition Services)	Grade1 Grade2	
	* Deputy Director (Nutrition Services)	Grade1 Grade2	

<b>Audiologist</b>	Audiologist (Community Service)	One	
	Audiologist	Grade1 Grade2 Grade3	
	Chief Audiologist	Grade1 Grade2	
		Grade1 Grade2	
	Assistant Director (Audiology Services)	Grade1 Grade2	
	Deputy Director (Audiology Services)	Grade1 Grade2	
<b>Dental Therapist</b>	Dental Therapist (Community Service)	One	
	Dental Therapist	Grade1 Grade2 Grade3	
	* Chief Dental Therapist	Grade1 Grade2	
	* Assistant Director (Dental Therapy Services)	Grade1 Grade2	
	* Deputy Director (Dental Therapy Services)	Grade1 Grade2	
<b>Optometrist</b>	Optometrist (Community Service)	One	
	Optometrist	Grade1 Grade2 Grade3	
	* Chief Optometrist	Grade1 Grade2	
	* Assistant Director (Optometry Services)	Grade1 Grade2	
	* Deputy Director (Optometry Services)	Grade1 Grade2	

<b>Medical Technical Officer</b>	Medical Technical Officer (Community Service)	One	
	Medical Technical Officer	Grade1 Grade2 Grade3	
	* Chief Medical Technical Officer	Grade1 Grade2	
	* Assistant Director (Medical Technical Services)	Grade1 Grade2	
	* Deputy Director (Medical Technical Services)	Grade1 Grade2	
<b>Medical Orthotist and Prosthetist</b>	Medical Orthotist and Prosthetist (Community Service)	One	
	Medical Orthotist and Prosthetist	Grade1 Grade2 Grade3	
	* Chief Medical Orthotist and Prosthetist	Grade1 Grade2	
	* Assistant Director (Orthotist and Prosthetics Services )	Grade1 Grade2	
	* Deputy Director (Orthotist and Prosthetics Services )	Grade1 Grade2	
<b>Biokineticist</b>	Biokineticist (Community Service)	One	
	Biokineticist	Grade1 Grade2 Grade3	
	* Chief Biokineticist	Grade1 Grade2	
	* Assistant Director (Biokinetic Services)	Grade1 Grade2	
	* Deputy Director (Biokinetic Services)	Grade1 Grade2	

<b>Dental Technician</b>	Dental Technician (Community Service)	One	
	Dental Technician	Grade1 Grade2 Grade3	
	* Chief Dental Technician	Grade1 Grade2	
	* Assistant Director (Dental Technical Services)	Grade1 Grade2	
	* Deputy Director (Dental Technical Services)	Grade1 Grade2	
<b>Speech Therapist and Audiologist</b>	Speech Therapist and Audiologist (Community Service)	One	
	Speech Therapist and Audiologist	Grade1 Grade2 Grade3	
	* Chief Speech Therapist and Audiologist	Grade1 Grade2	
	* Assistant Director (Speech Therapy and Audiology Services)	Grade1 Grade2	
	* Deputy Director (Speech Therapy and Audiology Services)	Grade1 Grade2	
<b>Radiation Control Officer</b>	Radiation Control Officer (Community Service)	One	
	Radiation Control Officer	Grade1 Grade2 Grade3	
	* Chief Radiation Control Officer	Grade1 Grade2	
	* Assistant Director (Radiation Control Services)	Grade1 Grade2	
	* Deputy Director (Radiation Control Services)	Grade1 Grade2	

\* Provision is also made for the following posts:

- Policy Developer, Assistant Director: ..... Policy and Deputy Director: ..... Policy on these levels
- Posts of Policy Developer and Assistant Director: ..... Policy only to be utilized at District (or equivalent) and provincial head office levels
- Posts of Deputy Director: ..... Policy only to be utilized at provincial head office level
- Therapeutic and Medical Support Services Program Coordinator , Assistant Director: Therapeutic and Medical Support Services and Deputy Director: Therapeutic and Medical Support Services on these levels

**PROFESSIONAL CATEGORIES IN RADIOGRAPHY WHERE A FURTHER TERTIARY EDUCATIONAL QUALIFICATION, PLUS REGISTRATION IN A HIGHER REGISTRATION CATEGORY WITH THE HEALTH PROFESSIONS COUNCIL OF SOUTH AFRICA, IS A MINIMUM REQUIREMENT FOR EMPLOYMENT**

Nuclear Medicine Radiographer	Nuclear Medicine Radiographer	Grade1 Grade2 Grade 3
Radiation Oncology Radiographer	Radiation Oncology Radiographer	Grade1 Grade2 Grade 3
Ultrasound Radiographer	Ultrasound Radiographer	Grade1 Grade2 Grade 3

Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
		Qualifications	Registration	Experience		
<b>1 CAREER PATH: OPERATIONAL</b>						
1.1	Community Service(Where applicable)	106155	Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) in the relevant profession to perform Community	Registration with HPCSA to perform Community Service in the relevant profession (where applicable).	None after registration with the HPCSA to perform Community Service in the relevant profession.	None

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Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
		Qualifications	Registration	Experience		
		163485 165936 168426 170952 173517 176121	registration with the HPCSA in the relevant profession (Where applicable)).	African HPCSA) after registration with the Health Professional Council of South Africa (HPCSA) where (applicable).	<p><b>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes (Accelerated grade progression)</b></p> <p><input type="checkbox"/> 5 years actual service after compliance with the appointment requirements in the grade, with at least 3 annual assessment ratings of Outstanding performance or Performance Significantly Above Expectations in Grade 2.</p> <p><b>Satisfactory Performance (Performance fully effective and slightly above expectations) for grade progression purposes:</b></p> <p><input type="checkbox"/> 10 years actual service on the grade.</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 grade progression is applicable with effect from 1 April 2012.</b></p>	

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Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
		Qualifications	Registration	Experience		
1.5	Chief Grade 1 213,735 216,942 220197 223500 226854 230256 233709 237216	Appropriate qualification that allows registration with the HPCSA in the relevant profession (where applicable).	Registration with the HPCSA in the relevant profession (where applicable).	A minimum of 8 years appropriate experience in the relevant profession after registration with the HPCSA (where applicable)	None	<p>Compliance with the educational qualifications, statutory requirements (where applicable) and competencies for the grade as contained in the appointment requirements as well as the following experiential competency:</p> <p><b>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes (Accelerated grade progression):</b></p> <p><input type="checkbox"/> 5 years actual service in the position of Chief Grade 1, with at least 3 annual assessment ratings of Outstanding performance or Performance Significantly Above Expectations.</p> <p><b>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</b></p> <p><input type="checkbox"/> 8 years actual service in the position of Chief 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> <p><b>Accelerated grade progression may not be effected before 1 April 2012</b></p>
1.6	Chief Grade 2 244386 248,052 251772 255549 259383 263274 267222	Not applicable	Not applicable	Not applicable	Not applicable	<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 Outstanding performance or Performance Significantly Above Expectations</p> <p><input type="checkbox"/> Limited to maximum of 20% per annum of the</p>

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Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
		Qualifications	Registration	Experience		
1.8 Assistant Director Grade 2	271230 279426 283617 287871 292188 296571 301,020	Not applicable	Not applicable	Not applicable	Not applicable	<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 Grade in the Department <input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department
1.9 Deputy Director Grade 1	396960 402915 408960 415095 421320 427641 434055 440565	Appropriate qualification that allows registration with HPCSA in the relevant profession (where applicable).	Registration with the HPCSA in the relevant profession (where applicable).	A minimum of 12 years appropriate experience after registration with HPCSA in the relevant profession, of which 7 years must be appropriate experience in Management		<b>Promotion</b>  <input type="checkbox"/> Promotion to higher vacant advertised post  Compliance with the educational qualifications, statutory requirements (where applicable) and competencies for the grade as contained in the appointment requirements as well as the following experiential competency  <b>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes (Accelerated grade progression):</b>  <input type="checkbox"/> 5 years actual service in the position of Deputy Director Grade 1, with at least 3 annual assessment ratings of Outstanding performance or Performance Significantly Above Expectations.  <b>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</b>  <input type="checkbox"/> 8 years actual service in the position of Deputy Director 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.

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Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
		Qualifications	Registration	Experience		
2.2	Nuclear Medicine Radiographer Grade 2 Radiation Oncology Radiographer Grade 2 Ultrasound Radiographer Grade 2	Appropriate qualification that allows for the required registration, as laid down for the relevant post, with the HPCSA in –  213735 216942 220197 223500 226854 230256 233709 237216 240774 244386	Registration with the Health Professional Council of South African HPCSA), as laid down for the relevant post, in –  Plus  Nuclear Medicine Radiography □ Radiation Oncology Radiography □ Ultrasound Radiography	<input type="checkbox"/> 10 years relevant experience after registration in the relevant specialized registration category with the HPCSA, laid down as requirement for the post  <input type="checkbox"/> Nuclear Medicine Radiography <input type="checkbox"/> Radiation Oncology Radiography <input type="checkbox"/> Ultrasound Radiography	Not applicable  10 years actual service and/or recognizable experience after compliance with the appointment requirements on the grade.  <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>  <b>Accelerated grade progression is applicable with effect from 1 April 2012.</b>	<b>purposes:</b>  <input type="checkbox"/> 10 years actual service and/or recognizable experience after compliance with the appointment requirements on the grade.  <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>

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Post	Salary levels and scales	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
		Qualifications	Registration		
<b>3</b>	<b>CAREER PATH: POLICY DEVELOPMENT</b>				
3.1	Policy Developer Grade 1  <u>Note:</u> District (or equivalent) and Provincial Head office only	213,735 216,942 220197  223500 226854 230256 233709 237716	Appropriate qualification that allows registration with the HPCSA in the relevant profession (where applicable).  Registration with the HPCSA in the relevant profession (where applicable).	A minimum of 8 years appropriate experience in the relevant profession after registration with the HPCSA (where applicable)	<p>None</p> <p>Compliance with the educational qualifications, statutory requirements (where applicable) and competencies for the grade as contained in the appointment requirements as well as the following experiential competency:</p> <p><b>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes (Accelerated grade progression):</b></p> <p><input type="checkbox"/> 5 years actual service in the position of Policy Developer Grade 1, with at least 3 annual assessment ratings of <u>Outstanding performance or Performance Significantly Above Expectations.</u></p> <p><b>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</b></p> <p><input type="checkbox"/> 8 years actual service in the position of Policy Developer Grade 1.</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><b>Accelerated grade progression may not be effected before 1 April 2012</b></p>
3.2	Policy Developer Grade 2  <u>Note:</u>	244386 248,052 251772 255549 259383	Not applicable	Not applicable	<p>Not applicable</p> <p>Not applicable</p> <p><b>Accelerated pay progression</b></p> <p><input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least Outstanding performance or Performance Significantly Above</p>

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Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
		Qualifications	Registration	Experience		
3.4 Assistant Director: ..... Policy Grade 2  <u>Note:</u> District (or equivalent) and Provincial Head office only	271230 275,298 279426 283617 287871 292188 296571 301,020	Not applicable	Not applicable	Not applicable	Not applicable	before 1 April 2012
3.5 Deputy Director: ..... Policy Grade 1  <u>Note:</u> Provincial Head office only	396960 402915 408960 415095 421320 427641 434055 440565	Appropriate qualification that allows registration with HPCSA in the relevant profession (where applicable).	Registration with the HPCSA in the relevant profession (where applicable).	A minimum of 12 years appropriate experience after registration with HPCSA in the relevant profession, of which 7 years must be appropriate experience in Management	None	<p>Accelerated pay progression</p> <p><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</p> <p><input type="checkbox"/> Based on assessment of at least above average</p> <p><input type="checkbox"/> Limited to maximum of 20% of employees on this Grade in the Department</p> <p>Promotion</p> <p><input type="checkbox"/> Promotion to higher vacant advertised post</p> <p>Compliance with the educational qualifications, statutory requirements (where applicable) and competencies for the grade as contained in the appointment requirements as well as the following experiential competency</p> <p><u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes (Accelerated grade progression):</u></p> <p><input type="checkbox"/> 5 years actual service in the position of Deputy Director: ..... Policy Grade 1, with at least 5 annual assessment ratings of <u>Outstanding Performance or Performance Significantly Above Expectations.</u></p> <p><u>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</u></p> <p><input type="checkbox"/> 8 years actual service in the position of Deputy Director: ..... Policy Grade 1.</p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements.</p>

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Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures	
		Qualifications	Registration	Experience			
<b>4 CAREER PATH: PROGRAMME COORDINATION &amp; UMBRELLA MANAGEMENT</b>							
4.1	Therapeutic and Medical Support Services Program Coordinator Grade 1	213,735 216,942 220197 223500 226854 230256 233709 237216	Appropriate qualification that allows registration with the HPCSA in the relevant profession (where applicable).	Registration with the HPCSA in the relevant profession (where applicable).	A minimum of 8 years appropriate experience in the relevant profession after registration with the HPCSA (where applicable)	None	Compliance with the educational qualifications, statutory requirements (where applicable) and competencies for the grade as contained in the appointment requirements as well as the following experiential competency:  <u><b>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes (Accelerated grade progression):</b></u>  <input type="checkbox"/> 5 years actual service in the position of Therapeutic and Medical Support Services Program Coordinator Grade 1, with at least 3 annual assessment ratings of Outstanding performance or Performance Significantly Above Expectations.  <u><b>Satisfactory Performance (Performance fully effective (and slightly above expectations) for grade progression purposes:</b></u>  <input type="checkbox"/> 8 years actual service in the position of Therapeutic and Medical Support Services Program Coordinator Grade 1.
4.2	Therapeutic and Medical Support Services	244386 248,052 251772	Not applicable	Not applicable	Not applicable	Not applicable  <u><b>Accelerated pay progression</b></u>  <input type="checkbox"/> 2 Notches per assessment cycle (per annum)	

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Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
		Qualifications	Registration	Experience		
4.4	Assistant Director: Therapeutic and Medical Support Services Grade 2	271230 275,298 279426 283617 287871 292188 296571 301,020	Not applicable	Not applicable	Not applicable	<p>day of the month following the date on which the official met all the requirements.</p> <p><b>Accelerated grade progression may not be effected before 1 April 2012</b></p>
4.5	Deputy Director: Therapeutic and Medical Support Services Grade 1	396960 402915 408960 415095 421320 427641 434055 440565	Appropriate qualification that allows registration with HPCSA in the relevant profession (where applicable).	Registration with the HPCSA in the relevant profession (where applicable).  A minimum of 12 years appropriate experience after registration with HPCSA in the relevant profession, of which 7 years must be appropriate experience in Management	None	<p>Compliance with the educational qualifications, statutory requirements (where applicable) and competencies for the grade as contained in the appointment requirements as well as the following experiential competency</p> <p><b>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes (Accelerated grade progression):</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 5 years actual service in the position of Deputy Director: Therapeutic and Medical Support Services Grade 1, with at least 5 annual assessment ratings of Outstanding performance or Performance Significantly Above Expectations.</li> </ul> <p><b>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 8 years actual service in the position of Deputy</li> </ul>

6X

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

	<b>Post</b>	<b>Salary levels and scales</b>	<b>Appointment requirements Qualifications</b>	<b>Recognition of experience on appointment</b>		<b>Grade progression requirements/measures</b>
				<b>Registration</b>	<b>Experience</b>	
<b>1 Councilor and Psychometrist career path</b>						
1.1	Councilor Grade 1 Psychometrist Grade 1	265563 269547 273591 277695 281859 286086 290376 294732	Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Councilor or Psychometrist	Registration with the Health Professional Council of South Africa (HPCSA) as Councilor or Psychometrist	None after registration with the Health Professional Council (HPCSA) as Councilor or Psychometrist	None
						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:  <u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes (Accelerated grade progression)</u>
						<input type="checkbox"/> 5 years actual service and recognizable experience after compliance with the appointment requirements in the grade, with at least 3 annual assessment ratings of Outstanding performance or Performance Significantly Above Expectations in Grade 1.
						<input type="checkbox"/> 8 years actual service and/or recognizable experiences after compliance with the appointment requirements on the grade.
						<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>
						<b>Accelerated grade progression is applicable with effect from 1 April 2012.</b>
1.2	Councilor Grade 2 Psychometrist Grade 2	303642 308196 312819 317511 322275 327108	Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Councilor or Psychometrist	Registration with the Health Professional Council of South Africa (HPCSA) as Councilor or Psychometrist after registration with the Health	A minimum of 8 years appropriate experience as Councilor or Psychometrist after registration with the Health	None
						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:  <u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade</u>

Post	Salary levels and scales	Appointment requirements Qualifications	Registration	Experience	Recognition of experience on appointment	Grade progression requirements/measures
		Africa (HPCSA) as Councillor or Psychometrist			<input type="checkbox"/> 5 years actual service in the position of Chief Grade 1, with at least 3 annual assessment ratings of Outstanding performance or Performance Significantly Above Expectations.	
					<b>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</b>	
					<input type="checkbox"/> 8 years actual service in the position of Chief Grade 1	
					<b>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements.</b>	
					<b>Accelerated grade progression may not be effected before 1 April 2012</b>	
1.5	Chief Councillor Grade 2 Psychometrist Grade 2	396960 402915 408960 415095 421320 427641 434055 440565 447174	None	None	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 Outstanding Performance or Performance Significantly Above Expectations <input type="checkbox"/> Limited to maximum of 20% per annum of the number of employees on this Grade in the Department	
					<b>Promotion</b>	Promotion to higher vacant advertised post
1.6	Deputy Director Counselling Grade 1 Deputy Director Psychometrist Services Grade 1	427641 434055 440565 447174 453862 460689 467598 474612	Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Councillor or Psychometrist as Councillor or Psychometrist after registration with Health Professional Council of South Africa (HPCSA)	Registration with the Health Professional Council of South Africa (HPCSA) as Councillor or Psychometrist	A minimum of 8 years appropriate experience as Councillor or Psychometrist after registration with Health Professional Council of South Africa (HPCSA)	Compliance with the educational qualifications, statutory requirements (where applicable) and competencies for the grade as contained in the appointment requirements as well as the following experiential competency  <b>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes (Accelerated grade progression);</b>

Post	Salary levels and scales	Appointment requirements Qualifications	Registration	Experience (Intern)	Recognition of experience on appointment	Grade progression requirements/measures
2.2 Psychologist (Community Services)	281859	Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Psychologist (Community Service)	Registration with the Health Professional Council of South Africa (HPCSA) as Psychologist (Community Service)	None after registration with the Health Professional Council of South Africa (HPCSA) as Psychologist (Community Service)	None	<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, prescribed training and competencies for the grade as contained in the appointment requirements as well as the following experiential competency:</p> <p><b>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes (Accelerated grade progression)</b></p> <p><input type="checkbox"/> 5 years actual service and recognizable experience after compliance with the appointment requirements in the grade, with at least 3 annual assessment ratings of Outstanding performance or Performance Significantly Above Expectations in Grade 1.</p>
2.3 Psychologist Grade 1	327108 332016 336996 342051 347181 352389 357675 363039	Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Psychologist in any of the following registration categories: <input type="checkbox"/> clinical psychology <input type="checkbox"/> counseling psychology <input type="checkbox"/> educational psychology <input type="checkbox"/> industrial psychology <input type="checkbox"/> research psychology	Registration with the Health Professional Council of South Africa (HPCSA) as Psychologist in any of the identified categories	None after registration with the Health Professional Council of South Africa (HPCSA) as Psychologist in any of the identified categories	None	<p><b>Satisfactory Performance (Performance fully effective and slightly above expectations) for grade progression purposes:</b></p> <p><input type="checkbox"/> 8 years actual service and/or recognizable experience after compliance with the appointment requirements on the grade.</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 grade progression is applicable with effect from</b></p>

Post	Salary levels and scales	Appointment requirements			Registration	Experience	Recognition of experience on appointment	Grade progression requirements/measures
		Qualifications						
2.3 Psychologist Grade 3	447174 453882 460689 467598 474612 481731 488968 496293 503736 511293 518961 526746	None			None	None	None	<input type="checkbox"/> 2 Notches per assessment cycle (per annum) <input type="checkbox"/> Based on assessment of at least Outstanding performance or Performance Significantly Above Expectations <input type="checkbox"/> Limited to maximum of 20% per annum of the number of employees on this Grade in the Department

**Promotion**  
  
Promotion to higher vacant advertised post

	Post	Salary levels and scales	Appointment requirements		Registration	Experience	Recognition of experience on appointment	Grade progression requirements/measures
			Qualifications					
2.5	Principal Psychologist Grade 2	542,667 550,806 559,068 567,453 575,964 584,604 593,373 602,274 611307 620478	None		None	None	None	<p><input type="checkbox"/> 2 Notches per assessment cycle (per annum)</p> <p><input type="checkbox"/> Based on assessment of at least <u>Outstanding Performance or Performance Significantly Above Expectations</u></p> <p><input type="checkbox"/> Limited to maximum of 20% per annum of the number of employees on this Grade in the Department</p> <p><b>Promotion</b></p> <p>Promotion to higher vacant advertised post</p>

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

Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
		Qualifications	Registration	Experience		
1.1 Medicine Control Officer Grade 1  Medicine Registration Officer Grade 1	* 257772 261639 ** 265563 269547 *** 273591 277695 281859 286086 290376 294732 299154 303642	Appropriate minimum 3-year degree in Chemistry  or  B-Pharm degree (or equivalent)  or  Registration as Pharmacist	Not applicable	None	None	Compliance with the educational qualifications and competencies for the grade as contained in the appointment requirements as well as the following experiential competency:  <b>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes (Accelerated grade progression):</b>  <input type="checkbox"/> 5 years actual service in the position of ..... Grade 1 in the Public Service after compliance with the required qualifications and registration as a Pharmacist with the Pharmacy Council of South Africa with at least 3 annual assessment ratings of Outstanding performance or Performance Significantly Above Expectations in Grade 1  <input type="checkbox"/> 6 years actual service in the position of ..... in the Public Service after compliance with the required minimum qualifications (3 year degree in Chemistry and/or B Degree Pharmacy) with at least 6 annual assessment ratings of Outstanding performance or Performance Significantly Above Expectations in Grade 1  <b>Satisfactory Performance (Performance fully effective (and slightly above expectations) for grade progression purposes:</b>  <input type="checkbox"/> 8 years actual service and/or recognisable experience after compliance with the required

Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
		Qualifications	Registration	Experience		
1.3	<p>Medicine Control Officer Grade 3</p> <p>Medicine Registration Officer Grade 3</p>	357675 363039 368484 374010 379620 385314 391095 396960 402915 408960 415095 421320 427641 434055 440565 447174	None None None None None None None None None None None None None None None None	None None None None None None None None None None None None None None None None	<p><b>Grade 2</b></p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements.</p> <p><b>Accelerated grade progression may not be effected before 1 April 2012</b></p>	<p><b>Grade 2</b></p> <p>Grade progression shall become effective from the 1st day of the month following the date on which the official met all the requirements.</p> <p><b>Accelerated grade progression may not be effected before 1 April 2012</b></p>

Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
		Qualifications	Registration	Experience		
1.5 Deputy Director: Medicine Control Grade 2  Deputy Director: Medicine Registration Grade 2	488,958 496,293 503,736 511,293 518,961 526,746 534,648	None	None	None	None	<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 Outstanding performance or Performance Significantly Above Expectations</p> <p><input type="checkbox"/> Limited to maximum of 20% per annum of the number of employees on this Grade in the Department</p> <p><b>Promotion</b></p> <p>Promotion to higher vacant advertised post</p>

Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
		Qualifications	Registration	Experience		
1.3 Medical Physicist Grade 2						<p><input type="checkbox"/> 8 years actual service and/or recognizable experience after compliance with the appointment requirements on the grade.</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 grade progression is applicable with effect from 1 April 2012.</b></p> <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><b>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes (Accelerated grade progression)</b></p> <p><input type="checkbox"/> 5 years actual service after compliance with the appointment requirements in the grade, with at least 3 annual assessment ratings of Outstanding Performance or Performance Significantly Above Expectations in Grade 2.</p> <p><b>Satisfactory Performance (Performance fully effective and slightly above expectations) for grade progression purposes.</b></p> <p><input type="checkbox"/> 8 years actual service on the grade.</p>

Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
		Qualifications	Registration	Experience		
1.5 Assistant Manager: Medical Physics	427,641 434,055 440,565 447,174 453,882 460,689 467,598 474,612 481,731 488,958	An appropriate qualification that allows for registration with the HPCSA as a Medical Physicist	Registration with the HPCSA as a Medical Physicist	A minimum of 6 years appropriate experience after registration as Medical Physicist	None	<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 Outstanding performance or Performance Significantly Above Expectations</p> <p><input type="checkbox"/> Limited to maximum of 20% per annum of the number of employees on this Grade in the Department</p> <p><b>Promotion</b></p> <p>Promotion to higher vacant advertised post</p>

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

ANNEXURE B7

ANNEXURE A7

Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
		Qualifications	Registration	Experience		
1	Radiation Scientist career path					
1.1	Radiation Scientist Grade 1	303642 308196 312819 317511 322275 327108 332016 336996	Appropriate Masters Degree	None	None	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:  <u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes (Accelerated grade progression)</u>  <input type="checkbox"/> 5 years actual service and recognizable experience after compliance with the appointment requirements in the grade, with at least 3 annual assessment ratings of Outstanding performance or Performance Significantly Above Expectations in Grade 1.  <u>Satisfactory Performance (Performance fully effective and slightly above expectations) for grade progression purposes:</u>  <input type="checkbox"/> 8 years actual service and/or recognizable experience after compliance with the appointment requirements on the grade.

Grade progression shall become effective from the 1st

Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
		Qualifications	Registration	Experience		
1.3 Radiation Scientist Grade 3	396960 402915 408960 415995 421320 427641 434055 440965 447174	None	None	None	None	<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 Outstanding performance or Performance Significantly Above Expectations</p> <p><input type="checkbox"/> Limited to maximum of 20% per annum of the number of employees on this Grade in the Department</p> <p><b>Promotion</b></p> <p>Promotion to higher vacant advertised post</p>

Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
		Qualifications	Registration	Experience		
1.5 Deputy Director: Radiation Scientist Grade 2	488958 496293 503736 511293 518961 526746 534648	None	None	None	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 Outstanding Performance or Performance Significantly Above Expectations</p> <p><input type="checkbox"/> Limited to maximum of 20% per annum of the number of employees on this Grade in the Department</p> <p><u>Promotion</u></p> <p>Promotion to higher vacant advertised post</p>



30 June 2009

Translation with effect from 1 July 2009

<u>1 Post/rank:</u>	See above ranks/posts	..... Grade 1 (See above ranks)	..... Grade 2 (See above ranks)
<u>Salary level:</u>	3		
<u>Translation:</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	54,879	76,506	---
	55,434	76,506	---
	55,986	76,506	---
	56,550	76,506	---
	57,111	76,506	---
	57,684	76,506	---
	58,263	76,506	---
	58,845	76,506	---
	59,436	76,506	---
	60,024	76,506	---
	60,627	76,506	---
	61,239	76,506	---
	61,845	76,506	---
	62,466	76,506	---
	63,087	76,506	---
	63,717	76,506	---

30 June 2009	Translation with effect from 1 July 2009	
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<u>Post/rank:</u>	See above ranks/posts	..... Grade 1 (See above ranks)	..... Grade 2 (See above ranks)
<u>Salary level:</u>	5	<u>Notch</u>	<u>Notch</u>
	76,194	76506	---
	76,959	77655	---
	77,727	78819	---
	78,504	78819	---
	79,287	80001	---
	80,076	81,201	---
	80,880	81,201	---
	81,687	82,419	---
	82,506	83,655	---
	83,331	83,655	---
	84,165	84,909	---
	85,008	86,184	---
	85,860	86,184	---
	86,718	87,477	---
	87,582	---	90120
	88,464	---	90120
	89,346 (P)	---	90120

⑧X

30 June 2009	Translation with effect from 1 July 2009		
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5 Post/rank:	See above ranks/posts	..... Grade 1 (See above ranks)	..... Grade 2 (See above ranks)
Salary level:	7	<u>Notch</u>	<u>Notch</u>
	117,501	---	117816 P
	118,674	---	119583 P
	119,865	---	121377 P
	121,059	---	121377 P
	122,271	---	123198 P
	123,489	---	125046 P
	124,728	---	125046 P
	125,973	---	126921 P
	127,233	---	128826 P
	128,505	---	128826 P
	129,789	---	130758 P
	131,091	---	132720 P
	132,399	---	132720 P
	133,725	---	134712 P
	135,066	---	136734 P
	136,419	---	136734 P
	137,976 (P)	---	138786 P

**Part B: Translation of employees -**

- in the identified Pre-OSD ranks/occupations, and
- with 10 years and more service/appropriate experience on 30 June 2009,

to Grades 1, 2 and 3 of the identified OSD posts

		30 June 2009	Translation with effect from 1 July 2009
1 Post/rank:	See above ranks/posts	..... Grade 1 (See above ranks)	..... Grade 2 (See above ranks)
Salary level:	3		
Translation:	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	54,879	---	90120
	55,434	---	90120
	55,986	---	90120
	56,550	---	90120
	57,111	---	90120
	57,684	---	90120
	58,263	---	90120
	58,845	---	90120
	59,436	---	90120
	60,024	---	90120
	60,627	---	90120
	61,239	---	90120
	61,845	---	90120
	62,466	---	90120
	63,087	---	90120
	63,717	---	90120

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	See above ranks/posts	..... Grade 1 (See above ranks)	..... Grade 2 (See above ranks)
<u>Salary level:</u>	5		
<u>Translation:</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	76,194	---	90120
	76,959	---	90120
	77,727	---	90120
	78,504	---	90120
	79,287	---	90120
	80,076	---	90120
	80,880	---	90120
	81,687	---	90120
	82,506	---	90120
	83,331	---	90120
	84,165	---	90120
	85,008	---	90120
	85,860	---	90120
	86,718	---	90120
	87,582	---	90120
	88,464	---	90120
	89,346 (P)	---	90120

30 June 2009

Translation with effect from 1 July 2009

<u>5 Post/rank:</u>	See above ranks/posts	..... Grade 1  (See above ranks)	..... Grade 2  (See above ranks)
<u>Salary level:</u>	7		
<u>Translation:</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	117,501	---	117816 P
	118,674	---	119583 P
	119,865	---	121377 P
	121,059	---	121377 P
	122,271	---	123198 P
	123,489	---	125046 P
	124,728	---	125046 P
	125,973	---	126921 P
	127,233	---	128826 P
	128,505	---	128826 P
	129,789	---	130758 P
	131,091	---	132720 P
	132,399	---	132720 P
	133,725	---	134712 P
	135,066	---	136734 P
	136,419	---	136734 P
	137,976 (P)	---	138786 P

## **Parts A and B deal with the translation of employees in the following pre-OSD posts/occupations:**

Electro-Cardiogram (ECG) Assistant

Electro-Encephalographic (EEC) Assistant

Speech Therapy Assistant

Community Speech and Hearing Worker

Assistant Nutritionist

Medical Technician

Environmental Health Assistant

Ophthalmology Technician

Orthopedic Footwear Technician

Physiotherapy Technician

Supplementary Diagnostic Radiographer

Occupational Therapy Technician

Radiographic Technician

Radiation Laboratory Technician

**Part C: Employees in the identified pre-OSD posts/occupations with less than 10 years service/appropriate experience (after registration/complying with minimum appointment requirements) on 30 June 2009**

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**Part A: Translation of employees -**

- in the identified Pre-OSD ranks/occupations, and
- with less than 10 years service/appropriate experience on 30 June 2009,

**to Grades 1, 2 and 3 of the identified OSD posts**

	30 June 2009	Translation with effect from 1 July 2009	
Post/rank:	Electro-Cardiogram (ECG) Assistant	Electro-Cardiogram (ECG) Assistant Grade 1	Electro-Cardiogram (ECG) Assistant Grade 2
	Electro-Encephalographic (EEG) Assistant	Electro-Encephalographic (EEG) Assistant Grade 1	Electro-Encephalographic (EEG) Assistant Grade 2
	Speech Therapy Assistant	Speech Therapy Assistant Grade 1	Speech Therapy Assistant Grade 2
	Community Speech and Hearing Worker	Community Speech and Hearing Worker Grade 1	Community Speech and Hearing Worker Grade 2
	Assistant Nutritionist	Assistant Nutritionist Grade 1	Assistant Nutritionist Grade 2
	Medical Technician	Medical Technician Grade 1	Medical Technician Grade 2
	Environmental Health Assistant	Environmental Health Assistant Grade 1	Environmental Health Assistant Grade 2
	Occupational Therapy Technician	Occupational Therapy Technician Grade 1	Occupational Therapy Technician Grade 2
	Ophthalmology Technician	Ophthalmology Technician Grade 1	Ophthalmology Technician Grade 2
	Radiographic Technician	Radiographic Technician Grade 1	Radiographic Technician Grade 2
	Supplementary Diagnostic Radiographer	Supplementary Diagnostic Radiographer Grade 1	Supplementary Diagnostic Radiographer Grade 2
	Radiation Laboratory Technician	Radiation Laboratory Technician Grade 1	Radiation Laboratory Technician Grade 2
	Orthopaedic Footwear Technician	Orthopaedic Footwear Technician Grade 1	Orthopaedic Footwear Technician Grade 2
	Physiotherapy Technician	Physiotherapy Technician Grade 1	Physiotherapy Technician Grade 2

30 June 2009	Translation with effect from 1 July 2009	
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<u>Post/rank:</u>	<u>See above ranks/posts</u>	..... Grade 1  (See above ranks)	..... Grade 2  (See above ranks)
<u>Salary level:</u>	4	<u>Notch</u>	<u>Notch</u>
64,410		95649	---
65,055		95649	---
65,703		95649	---
66,360		95649	---
67,026		95649	---
67,692		95649	---
68,373		95649	---
69,051		95649	---
69,744		95649	---
70,446		95649	---
71,148		95649	---
71,856		95649	---
72,576		95649	---
73,302		95649	---
74,034		95649	---
74,772		95649	---

30 June 2009	Translation with effect from 1 July 2009
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Post/rank:	See above ranks/posts	..... Grade 1	..... Grade 2
Salary level:		(See above ranks)	(See above ranks)
Translation:	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	94,326	95649	---
	95,277	95649	---
	96,225	97083	---
	97,197	98538	---
	98,160	98538	---
	99,144	100017	---
	100,134	101517	---
	101,130	101517	---
	102,147	103041	---
	103,170	104586	---
	104,199	104586	---
	105,237	107748	---
	106,296	107748	---
	107,355	107748	---
	108,429	109365	---
	109,515	---	112671

30 June 2009	Translation with effect from 1 July 2009		
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6 Post/rank:	See above ranks/posts	..... Grade 1 (See above ranks)	..... Grade 2 (See above ranks)
Salary level:	8		
Translation:	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	145,920	---	147303 P
	147,384	---	149514 P
	148,863	---	149514 P
	150,345	---	151758 P
	151,854	---	154035 P
	153,366	---	154035 P
	154,899	---	156345 P
	156,447	---	158691 P
	158,016	---	158691 P
	159,591	---	161070 P
	161,184	---	163485 P
	162,795	---	163485 P
	164,427	---	165936 P
	166,071	---	168426 P
	167,733	---	168426 P
	169,410	---	170952 P

30 June 2009	Translation with effect from 1 July 2009
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Post/rank:	See above ranks/posts	..... Grade 1 (See above ranks)	..... Grade 2 (See above ranks)
Salary level:	4		
Translation:	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	64,410	---	112671
	65,055	---	112671
	65,703	---	112671
	66,360	---	112671
	67,026	---	112671
	67,692	---	112671
	68,373	---	112671
	69,051	---	112671
	69,744	---	112671
	70,446	---	112671
	71,148	---	112671
	71,856	---	112671
	72,576	---	112671
	73,302	---	112671
	74,034	---	112671
	74,772	---	112671

30 June 2009	Translation with effect from 1 July 2009
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<u>4 Post/rank:</u>	See above ranks/posts	..... Grade 1	..... Grade 2
		(See above ranks)	(See above ranks)
<u>Salary level:</u>	6		
<u>Translation:</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	94,326	---	112671
	95,277	---	112671
	96,225	---	112671
	97,197	---	112671
	98,160	---	112671
	99,144	---	112671
	100,134	---	112671
	101,130	---	112671
	102,147	---	112671
	103,170	---	112671
	104,199	---	112671
	105,237	---	112671
	106,296	---	112671
	107,355	---	112671
	108,429	---	112671
	109,515	---	112671

(S)

30 June 2009	Translation with effect from 1 July 2009		
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6 Post/rank:	See above ranks/posts	..... Grade 1	..... Grade 2
		(See above ranks)	(See above ranks)
Salary level:	8		
Translation:	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	145,920	---	147303 P
	147,384	---	149514 P
	148,863	---	149514 P
	150,345	---	151758 P
	151,854	---	154035 P
	153,366	---	154035 P
	154,899	---	156345 P
	156,447	---	158691 P
	158,016	---	158691 P
	159,591	---	161070 P
	161,184	---	163485 P
	162,795	---	163485 P
	164,427	---	165936 P
	166,071	---	168426 P
	167,733	---	168426 P
	169,410	---	170952 P

(S)

**Part A: Translation of employees -**

- in the following identified Pre-OSD ranks/occupations, and
- who perform a statutory Community service

**to the identified OSD posts for Community Service**

30 June 2009	Translation with effect from 1 July 2009
Speech Therapist (Community Service)	Speech Therapist (Community Service)
Audiologist (Community Service)	Audiologist (Community Service)
Speech Therapist and Audiologist (Community Service)	Speech Therapist and Audiologist (Community Service)
Dietician (Community Service)	Dietician (Community Service)
Environmental Health Practitioner (Community Service)	Environmental Health Practitioner (Community Service)
Occupational Therapist (Community Service)	Occupational Therapist (Community Service)
Diagnostic Radiographer (Community Service)	Diagnostic Radiographer (Community Service)
Radiographer (Nuclear Medicine) (Community Service)	Radiographer (Nuclear Medicine) (Community Service)
Radiographer (Radiation Oncology) (Community Service)	Radiographer (Radiation Oncology) (Community Service)
Radiographer (Ultrasound) (Community Service)	Radiographer (Ultrasound) (Community Service)
Physiotherapist (Community Service)	Physiotherapist (Community Service)

30 June 2009	Translation with effect from 1 July 2009
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<u>Post/rank:</u>  <u>Salary level:</u>  <u>Translation:</u>	<b>See above ranks/posts</b>	<b>See above ranks/posts</b>  (See above ranks)
	7	<b>Notch</b>
		<b>Notch</b>
	117,501	130758 P
	118,674	132720 P
	119,865	134712 P
	121,059	134712 P
	122,271	136734 P
	123,489	138786 P
	124,728	138786 P
	125,973	140868 P
	127,233	142980 P
	128,505	142980 P
	129,789	145125 P
	131,091	147303 P
	132,399	147303 P
	133,725	149514 P
	135,066	151758 P
	136,419	151758 P
	137,976 (P)	154035 P

## Parts B and C deal with the translation of employees in the following pre-OSD occupations who perform production duties:

Biokineticist  
Podiatrist  
Clinical Technologist  
Dental Therapist  
Speech Therapist  
Audiologist  
Speech Therapist & Audiologist  
Nutritionist  
Dietician  
Oral Hygienist  
Environmental Health Practitioner  
Medical Orthotist & Prosthetist  
Medical Technologist  
Occupational Therapist  
Diagnostic Radiographer  
Optometrist  
Dispensing Optician  
Dental Technician  
Physiotherapist  
Forensic Analyst  
Medical Technical Officer  
Medical Biological Scientist  
Radiation Control Officer

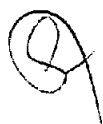
Part G: Employees in the identified pre-OSD posts/occupations with less than 10 years service/appropriate experience (after registration/complying with minimum appointment requirements) on 30 June 2009

Part H: Employees in the identified pre-OSD posts/occupations with 10 years and more service/appropriate experience (after registration/complying with minimum appointment requirements) on 30 June 2009



30 June 2009	Translation with effect from 1 July 2009		
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1 Post/rank:  Salary level:  Translation:	* See identified ranks/posts  6  <u>Notch</u>	* ..... Grade 1  * (See identified ranks)	* ..... Grade 2  * (See identified ranks)	* ..... Grade 3  * (See identified ranks)
		<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	94,326	130,758	---	---
	95,277	130,758	---	---
	96,225	130,758	---	---
	97,197	130,758	---	---
	98,160	130,758	---	---
	99,144	130,758	---	---
	100,134	130,758	---	---
	101,130	130,758	---	---
	102,147	130,758	---	---
	103,170	130,758	---	---
	104,199	130,758	---	---
	105,237	130,758	---	---
	106,296	130,758	---	---
	107,355	130,758	---	---
	108,429	130,758	---	---
	109,515	130,758	---	---



**30 June 2009** **Translation with effect from 1 July 2009**

Q

**Part C: Translation of employees -**

- in the identified Pre-OSD ranks/occupations who perform production work, and
- with 10 years and more service/appropriate experience on 30 June 2009,

to Grades 1, 2 and 3 of the following identified OSD production posts

	30 June 2009	Translation with effect from 1 July 2009		
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1 Post/rank:  Salary level:  Translation:	* See identified ranks/posts  6  <u>Notch</u>	* ..... Grade 1  * (See identified ranks)  <u>Notch</u>	* ..... Grade 2  * (See identified ranks)  <u>Notch</u>	* ..... Grade 3  * (See identified ranks)  <u>Notch</u>
	94,326	---	154,035	---
	95,277	---	154,035	---
	96,225	---	154,035	---
	97,197	---	154,035	---
	98,160	---	154,035	---
	99,144	---	154,035	---
	100,134	---	154,035	---
	101,130	---	154,035	---
	102,147	---	154,035	---
	103,170	---	154,035	---
	104,199	---	154,035	---
	105,237	---	154,035	---
	106,296	---	154,035	---
	107,355	---	154,035	---
	108,429	---	154,035	---
	109,515	---	154,035	---

30 June 2009	Translation with effect from 1 July 2009		
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3 Post/rank:  Salary level:  Translation:	* See identified ranks/posts	* ..... Grade 1  * (See identified ranks)	* ..... Grade 2  * (See identified ranks)	* ..... Grade 3  * (See identified ranks)
	8	Notch	Notch	Notch
	145,920	---	163,485	---
	147,384	---	163,485	---
	148,863	---	165,936	---
	150,345	---	168,426	---
	151,854	---	168,426	---
	153,366	---	170,952	---
	154,899	---	173,517	---
	156,447	---	173,517	---
	158,016	---	176,121	---
	159,591	---	---	181,446
	161,184	---	---	181,446
	162,795	---	---	181,446
	164,427	---	---	184,167
	166,071	---	---	184,167
	167,733	---	---	186,930
	169,410	---	---	189,735

**Part D deals with the translation of employees in the following pre-OSD occupations who occupy supervisory posts graded on salary levels 8 or 9, which posts fit organisationally below the post of Assistant Director (or equivalent) graded on salary level 9 or 10:**

Biokineticist  
Podiatrist  
Clinical Technologist  
Dental Therapist  
Speech Therapist  
Audiologist  
Speech Therapist & Audiologist  
Nutritionist  
Dietician  
Oral Hygienist  
Environmental Health Practitioner  
Medical Orthotist & Prosthetist  
Medical Technologist  
Occupational Therapist  
Diagnostic Radiographer  
Optometrist  
Dispensing Optician  
Dental Technician  
Physiotherapist  
Forensic Analyst  
Medical Technical Officer  
Medical Biological Scientist  
Radiation Control Officer



30 June 2009	Translation with effect from 1 July 2009
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<u>Post/rank:</u>	* See identified ranks/posts	* ..... Grade 1	* ..... Grade 2
<u>Salary level:</u>	8	(See identified ranks)	(See identified ranks)
<u>Translation:</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	145,920	213,735	---
	147,384	213,735	---
	148,863	213,735	---
	150,345	213,735	---
	151,854	213,735	---
	153,366	213,735	---
	154,899	213,735	---
	156,447	213,735	---
	158,016	213,735	---
	159,591	213,735	---
	161,184	213,735	---
	162,795	213,735	---
	164,427	213,735	---
	166,071	213,735	---
	167,733	213,735	---
	169,410	213,735	---
			*



**Part E deals with the translation of employees  
in the following pre-OSD occupations who  
occupy posts of Assistant Director (or  
equivalent) graded on salary levels 9 or 10:**

Biokineticist  
Podiatrist  
Clinical Technologist  
Dental Therapist  
Speech Therapist  
Audiologist  
Speech Therapist & Audiologist  
Nutritionist  
Dietician  
Oral Hygienist  
Environmental Health Practitioner  
Medical Orthotist & Prosthetist  
Medical Technologist  
Occupational Therapist  
Radiographer  
Optometrist  
Dispensing Optician  
Dental Technician  
Physiotherapist  
Forensic Analyst  
Medical Technical Officer  
Medical Biological Scientist  
Radiation Control Officer



30 June 2009	Translation with effect from 1 July 2009	
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<b>* Post/rank:</b>	Assistant Director: Audiology	Assistant Director: Audiology Grade 1	Assistant Director: Audiology Grade 2
	Assistant Director: Speech Therapy and Audiology	Assistant Director: Speech Therapy and Audiology Grade 1	Assistant Director: Speech Therapy and Audiology Grade 2
	Assistant Director: Nutrition	Assistant Director: Nutrition Grade 1	Assistant Director: Nutrition Grade 2
	Assistant Director: Dietetics	Assistant Director: Dietetics Grade 1	Assistant Director: Dietetics Grade 2
	Assistant Director: Forensic Analysis	Assistant Director: Forensic Analysis Grade 1	Assistant Director: Forensic Analysis Grade 2
	Assistant Director: Medical Technical Services	Assistant Director: Medical Technical Services Grade 1	Assistant Director: Medical Technical Services Grade 2
	Assistant Director: Medical Biological Sciences	Assistant Director: Medical Biological Sciences Grade 1	Assistant Director: Medical Biological Sciences Grade 2
	Assistant Director: Radiation Control	Assistant Director: Radiation Control Grade 1	Assistant Director: Radiation Control Grade 2
	Assistant Director (Umbrella post where incumbent is responsible for medical and/or therapeutic support services)	Assistant Director: Therapeutic and Medical Support Services Grade 1	Assistant Director: Therapeutic and Medical Support Services Grade 2



30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	* See identified ranks/posts	* ..... Grade 1 *(See identified ranks)	* ..... Grade 2 *(See Identified ranks)
<u>Salary level:</u>	10	<u>Notch</u>	<u>Notch</u>
	217,482		244,386
	219,651		244,386
	221,850		248,052
	224,073		251,772
	226,308		251,772
	228,576		255,549
	230,862		259,383
	233,163		259,383
	235,497		263,274
	237,855		267,222
	240,231		267,222
	242,637		271,230
	245,061		275,298
	247,512		275,298
	249,984		279,426
	252,483		283,617

## **Public Service Act (Part F 1) and Correctional Service Act appointees (Part F 2)**

**Part F 1: Translation of employees appointed in terms of the Public Service Act, 1994, in the following identified pre-OSD ranks/occupations who occupy posts of Deputy Director (or equivalent) which are graded on salary levels 11 or 12, to Grades 1 and 2 of the following identified OSD Deputy Director posts:**

	30 June 2009	Translation with effect from 1 July 2009
* Post/rank:	Deputy Director: Biokinetics	Deputy Director: Biokinetics Grade 1
	Deputy Director: Podiatrics	Deputy Director: Podiatrics Grade 1
	Deputy Director: Clinical Technology	Deputy Director: Clinical Technology Grade 1
	Deputy Director: Dental Therapy	Deputy Director: Dental Therapy Grade 1
	Deputy Director: Speech Therapist	Deputy Director: Speech Therapist Grade 1
	Deputy Director: Environmental Health	Deputy Director: Environmental Health Grade 1
	Deputy Director: Medical Orthotics & Prosthetists	Deputy Director: Medical Orthotics & Prosthetists Grade 1
	Deputy Director: Medical Technology	Deputy Director: Medical Technology Grade 1
	Deputy Director: Occupational Therapy	Deputy Director: Occupational Therapy Grade 1
	Deputy Director: Oral Hygiene	Deputy Director: Oral Hygiene Grade 1
	Deputy Director: Dispensing Optics	Deputy Director: Dispensing Optics Grade 1
	Deputy Director: Radiography	Deputy Director: Radiography Grade 1
	Deputy Director: Optometry	Deputy Director: Optometry Grade 1



30 June 2009	Translation with effect from 1 July 2009
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1 Post/rank:  Salary level:  Translation:	* See identified ranks/posts  11  <u>Notch</u>	* ..... Grade 1  * (See identified ranks)  <u>Notch</u>	* ..... Grade 2  * (See identified ranks)  <u>Notch</u>
	344,052	396,960	---
	347,454	396,960	---
	350,886	396,960	---
	354,357	396,960	---
	357,864	396,960	---
	361,404	396,960	---
	364,977	396,960	---
	368,589	402,915	---
	372,237	402,915	---
	375,921	408,960	---
	379,638	415,095	---
	383,394	415,095	---
	387,192	421,320	---
	391,026	427,641	---
	394,896	427,641	---
	398,805	434,055	---

**Part F 2: Translation of employees appointed in terms of the Correctional Services Act, in the above identified pre-OSD ranks/occupations who occupy posts of Deputy Director (or equivalent) which are graded on salary levels 11 or 12, to Grades 1 and 2 of the above identified OSD Deputy Director posts:**

		30 June 2009	Translation with effect from 1 July 2009	
1 Post/rank:	* See identified ranks/posts	* ..... Grade 1 * (See identified ranks)	* ..... Grade 2 * (See identified ranks)	
Salary level:	11	Notch	Notch	
	346,590	396,960	---	
	350,013	396,960	---	
	353,478	396,960	---	
	356,976	396,960	---	
	360,507	396,960	---	
	364,077	396,960	---	
	367,677	402,915	---	
	371,319	402,915	---	
	374,994	408,960	---	
	378,699	415,095	---	
	382,449	415,095	---	
	386,238	421,320	---	
	390,057	427,641	---	
	393,918	427,641	---	
	397,818	434,055	---	
	400,584	434,055	---	

**Part G deals with the translation of employees in the following pre-OSD occupations who occupy production or supervisory posts graded on salary levels 8 or 9, which posts fit organisationally below the post of Assistant Director (or equivalent) (salary level 9 or 10), and perform policy development duties at National/Provincial level (Head office or District level):**

Biokineticist  
Podiatrist  
Clinical Technologist  
Dental Therapist  
Speech Therapist & Audiologist  
Nutritionist  
Dietician  
Environmental Health Practitioner  
Medical Orthotist & Prosthetist  
Medical Technologist  
Occupational Therapist  
Radiographer  
Optometrist  
Dental Technician  
Physiotherapist  
Forensic Analyst  
Medical Technical Officer  
Medical Biological Scientist  
Radiation Control Officer



30 June 2009	Translation with effect from 1 July 2009	
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	* Physiotherapist	Policy Developer: Physiotherapy Grade 1	Policy Developer: Physiotherapy Grade 2
	* Speech Therapist and Audiologist	Policy Developer: Speech Therapy and Audiology Grade 1	Policy Developer: Speech Therapy and Audiology Grade 2
	* Nutritionist	Policy Developer: Nutrition Grade 1	Policy Developer: Nutrition Grade 2
	* Dietician	Policy Developer: Dietetics Grade 1	Policy Developer: Dietetics Grade 2
	* Forensic Analyst	Policy Developer: Forensic Analysis Grade 1	Policy Developer: Forensic Analysis Grade 2
	* Medical Technical Officer	Policy Developer: Medical Technica Officer Grade 1	Policy Developer: Medical Technica Officer Grade 2
	* Medical Natural Scientist	Policy Developer: Medical Natural Sciences Grade 1	Policy Developer: Medical Natural Sciences Grade 2
	* Radiation Control Officer	Policy Developer: Radiation Control Grade 1	Policy Developer: Radiation Control Grade 2

\* Including posts graded on salary levels 8 or 9 - normally designated as Chief ... - which posts fit organisationally below the post of Assistant Director (or equivalent) graded on salary level 9 or 10

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	* See identified ranks/posts	* ..... Grade 1 * (See identified ranks)	* ..... Grade 2 * (See identified ranks)
<u>Salary level:</u>	7		
<u>Translation:</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	117,501	213,735	---
	118,674	213,735	---
	119,865	213,735	---
	121,059	213,735	---
	122,271	213,735	---
	123,489	213,735	---
	124,728	213,735	---
	125,973	213,735	---
	127,233	213,735	---
	128,505	213,735	---
	129,789	213,735	---
	131,091	213,735	---
	132,399	213,735	---
	133,725	213,735	---
	135,066	213,735	---
	136,419	213,735	---
	137,976 (P)	213,735	---

30 June 2009

Translation with effect from 1 July 2009

4 Post/rank:	* See identified ranks/posts	* ..... Grade 1 * (See identified ranks)	* ..... Grade 2 * (See identified ranks)
Salary level:	9		
Translation:	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	174,243	213,735	---
	175,977	213,735	---
	177,741	213,735	---
	179,520	213,735	---
	181,317	213,735	---
	183,132	213,735	---
	184,959	213,735	---
	186,810	213,735	---
	188,676	213,735	---
	190,557	213,735	---
	192,468	213,735	---
	194,391	216,942	---
	196,338	220,197	---
	198,300	220,197	---
	200,283	223,500	---
	202,287	226,854	---
	204,090 (P)	226,854	---
	210,489 (P)	233,709	---

**Part H: Translation of the following employees who -**

- occupy posts of Assistant Director (or equivalent) graded on salary levels 9 or 10, and
- oversee policy development duties at national/provincial level (head office or district level),

**to Grades 1 and 2 of the following identified OSD posts**

	30 June 2009	Translation with effect from 1 July 2009
<b>* Post/rank:</b>	Assistant Director: Biokinetics	Assistant Director: Biokinetics Policy Grade 1
	Assistant Director: Podiatrics	Assistant Director: Podiatrics Policy Grade 1
	Assistant Director: Clinical Technology	Assistant Director: Clinical Technology Policy Grade 1
	Assistant Director: Dental Therapy	Assistant Director: Dental Therapy Policy Grade 1
	Assistant Director: Environmental Health	Assistant Director: Environmental Health Policy Grade 1
	Assistant Director: Medical Orthotics & Prosthetists	Assistant Director: Medical Orthotics & Prosthetists Policy Grade 1
	Assistant Director: Medical Technology	Assistant Director: Medical Technology Policy Grade 1
	Assistant Director: Occupational Therapy	Assistant Director: Occupational Therapy Policy Grade 1
	Assistant Director: Diagnostic Radiography	Assistant Director: Radiography Policy Grade 1
	Assistant Director: Optometry	Assistant Director: Optometry Policy Grade 1
	Assistant Director: Dental Technology	Assistant Director: Dental Technology Policy Grade 1
	Assistant Director: Physiotherapy	Assistant Director: Physiotherapy Policy Grade 1
	Assistant Director: Speech Therapy and Audiology	Assistant Director: Speech Therapy and Audiology Policy Grade 1
	Assistant Director: Nutrition	Assistant Director: Nutrition Policy Grade 1
		Assistant Director: Biokinetics Policy Grade 2
		Assistant Director: Podiatrics Policy Grade 2
		Assistant Director: Clinical Technology Policy Grade 2
		Assistant Director: Dental Therapy Policy Grade 2
		Assistant Director: Environmental Health Policy Grade 2
		Assistant Director: Medical Orthotics & Prosthetists Policy Grade 2
		Assistant Director: Medical Technology Policy Grade 2
		Assistant Director: Occupational Therapy Policy Grade 2
		Assistant Director: Radiography Policy Grade 2
		Assistant Director: Optometry Policy Grade 2
		Assistant Director: Dental Technology Policy Grade 2
		Assistant Director: Physiotherapy Policy Grade 2
		Assistant Director: Speech Therapy and Audiology Policy Grade 2
		Assistant Director: Nutrition Policy Grade 2

30 June 2009

Translation with effect from 1 July 2009

2 Post/rank:	* See identified ranks/posts	* ..... Grade 1	* ..... Grade 2
	Salary level:	* (See identified ranks)	* (See identified ranks)
	Translation:	<u>Notch</u>	<u>Notch</u>
	174,243	237,216	
	175,977	237,216	
	177,741	237,216	
	179,520	237,216	
	181,317	237,216	
	183,132	237,216	
	184,959	237,216	
	186,810	237,216	
	188,676	237,216	
	190,557	237,216	
	192,468	237,216	
	194,391	237,216	
	196,338	237,216	
	198,300	237,216	
	200,283	237,216	
	202,287	237,216	
	204,090 (P)	237,216	
	210,489 (P)	237,216	

(S)

**Part I deals with the translation of employees in the following pre-OSD occupations who occupy supervisory posts of Deputy Director (or equivalent) (salary level 11 or 12), and who oversee policy development duties at National/Provincial level (Head office level only):**

- Biokineticist
- Podiatrist
- Clinical Technologist
- Dental Therapist
- Speech Therapist & Audiologist
- Nutritionist
- Dietician
- Environmental Health Practitioner
- Medical Orthotist & Prosthetist
- Medical Technologist
- Occupational Therapist
- Radiographer
- Optometrist
- Dental Technician
- Physiotherapist
- Forensic Analyst
- Medical Technical Officer
- Medical Biological Scientist
- Radiation Control Officer



30 June 2009	Translation with effect from 1 July 2009	
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Deputy Director: Nutrition	Deputy Director: Nutrition Policy Grade 1	Deputy Director: Nutrition Policy Grade 2
Deputy Director: Dietetics	Deputy Director: Dietetics Policy Grade 1	Deputy Director: Dietetics Policy Grade 2
Deputy Director: Forensic Analysis	Deputy Director: Forensic Analysis Policy Grade 1	Deputy Director: Forensic Analysis Policy Grade 2
Deputy Director: Medical Technical Services	Deputy Director: Medical Technical Services Grade 1	Deputy Director: Medical Technical Services Grade 2
Deputy Director: Medical Natural Sciences	Deputy Director: Medical Natural Sciences Policy Grade 1	Deputy Director: Medical Natural Sciences Policy Grade 2
Deputy Director: Radiation Control	Deputy Director: Radiation Control Policy Grade 1	Deputy Director: Radiation Control Policy Grade 2



30 June 2009	Translation with effect from 1 July 2009		
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<u>Post/rank:</u>	<u>* See identified ranks/posts</u>	<u>* ..... Grade 1</u> <small>* (See identified ranks)</small>	<u>* ..... Grade 2</u> <small>* (See identified ranks)</small>
<u>Salary level:</u>	12	<u>Notch</u>	<u>Notch</u>
	407,745	---	453,882
	411,783	---	453,882
	415,863	---	453,882
	419,985	---	460,689
	424,149	---	460,689
	428,349	---	467,598
	432,591	---	474,612
	436,881	---	474,612
	441,210	---	481,731
	445,581	---	488,958
	449,997	---	488,958
	454,461	---	496,293
	458,964	---	503,736
	463,512	---	503,736
	468,111	---	511,293
	472,758	---	518,961

30 June 2009	Translation with effect from 1 July 2009
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Post/rank:	* See identified ranks/posts	* ..... Grade 1 * (See identified ranks)	* ..... Grade 2 * (See identified ranks)
Salary level:	12	Notch	Notch
	410,805	---	453,882
	414,870	---	453,882
	418,980	---	460,689
	423,132	---	460,689
	427,323	---	467,598
	431,562	---	474,612
	435,840	---	474,612
	440,160	---	481,731
	444,519	---	488,958
	448,923	---	488,958
	453,378	---	496,293
	457,869	---	503,736
	462,408	---	503,736
	466,995	---	511,293
	471,627	---	518,961
	476,307	---	518,961

**Part J:** Translation of employees in the identified Pre-OSD ranks/occupations -

- who occupy posts graded on salary levels 8 or 9, which posts fit organisationally below the post of Assistant Director (or equivalent) graded on salary level 9 or 10, and

who coordinate a program in therapeutic, diagnostic and allied support services (non-Nursing),

**to Grades 1 and 2 of the following identified OSD Programme Coordinator posts where it is a post requirement that the incumbent of the post must maintain registration with the HPCSA in the required category**

	30 June 2009	Translation with effect from 1 July 2009	
* Post/rank:	* Biokineticist * Podiatrist * Clinical Technologist * Dental Therapist * Environmental Health Practitioner * Medical Orthotist & Prosthetist * Medical Technologist * Occupational Therapist * Radiographer * Optometrist * Dental Technician	Program Coordinator (.....) Grade 1	Program Coordinator (.....) Grade 2

30 June 2009	Translation with effect from 1 July 2009
--------------	--

<u>Post/rank:</u>	<u>* See identified ranks/posts</u>	Program Coordinator (.....) Grade 1	Program Coordinator (.....) Grade 2
<u>Salary level:</u>	6	<u>Notch</u>	<u>Notch</u>
94,326		213,735	---
95,277		213,735	---
96,225		213,735	---
97,197		213,735	---
98,160		213,735	---
99,144		213,735	---
100,134		213,735	---
101,130		213,735	---
102,147		213,735	---
103,170		213,735	---
104,199		213,735	---
105,237		213,735	---
106,296		213,735	---
107,355		213,735	---
108,429		213,735	---
109,515		213,735	---

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	* See identified ranks/posts	Program Coordinator (.....) Grade 1	Program Coordinator (.....) Grade 2
<u>Salary level:</u>	8		
<u>Translation:</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	145,920	213,735	---
	147,384	213,735	---
	148,863	213,735	---
	150,345	213,735	---
	151,854	213,735	---
	153,366	213,735	---
	154,899	213,735	---
	156,447	213,735	---
	158,016	213,735	---
	159,591	213,735	---
	161,184	213,735	---
	162,795	213,735	---
	164,427	213,735	---
	166,071	213,735	---
	167,733	213,735	---
	169,410	213,735	---

**Part K deals with the translation of employees in the following pre-OSD occupations who occupy posts of Assistant Director (or equivalent) (salary level 9 or 10), and who oversee more than one occupation or who coordinate various programmes in therapeutic, diagnostic and allied support services (non-Nursing), provided it is a post requirement that the incumbent must maintain registration with the HPCSA in the required category**

● Biokineticist  
Podiatrist  
Clinical Technologist  
Dental Therapist  
Speech Therapist & Audiologist  
Nutritionist  
Dietician  
Environmental Health Practitioner  
Medical Orthotist & Prosthetist  
Medical Technologist  
Occupational Therapist  
Radiographer  
Optometrist  
Dental Technician  
Physiotherapist  
Forensic Analyst  
Medical Technical Officer  
Medical Natural Scientist  
Medical Biological Scientist

●

(S)

30 June 2009

Translation with effect from 1 July 2009

	Assistant Director: Dietetics	
	Assistant Director: Physiotherapy	
	Assistant Director: Speech Therapy and Audiology	
	Assistant Director: Nutrition	
	Assistant Director: Forensic Analysis	Assistant Director: Therapeutic and Medical Support Services Grade 1
	Assistant Director: Medical Technical Services	
	Assistant Director: Medical biological Sciences	
	Assistant Director: Radiation Control	Assistant Director: Therapeutic and Medical Support Services Grade 1

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	* See identified ranks/posts	<u>Assistant Director: Therapeutic and Medical Support Services Grade 1</u>	<u>Assistant Director: Therapeutic and Medical Support Services Grade 2</u>
<u>Salary level:</u>	10	<u>Notch</u>	<u>Notch</u>
	217,482		244,386
	219,651		244,386
	221,850		248,052
	224,073		251,772
	226,308		251,772
	228,576		255,549
	230,862		259,383
	233,163		259,383
	235,497		263,274
	237,855		267,222
	240,231		267,222
	242,637		271,230
	245,061		275,298
	247,512		275,298
	249,984		279,426
	252,483		283,617

## Public Service Act (Part L 1) and Correctional Service Act appointees (Part L 2)

Part L 1: Translation of employees appointed in terms of the Public Service Act, 1994 who -

- occupy the following identified posts of Deputy Director (or equivalent) graded on salary levels 11 or 12, and
- oversee more than one occupation or who coordinate various programmes in therapeutic, diagnostic and allied support services (non-Nursing),

to Grades 1 and 2 of the following identified OSD post of Deputy Director: Therapeutic and Medical Support Services, provided it is a post requirement that the incumbent of the post must maintain registration with the HPCSA in the required category

	30 June 2009	Translation with effect from 1 July 2009
* Post/rank:	<p>Deputy Director: Biokinetics</p> <p>Deputy Director: Podiatrics</p> <p>Deputy Director: Clinical Technology</p> <p>Deputy Director: Environmental Health</p> <p>Deputy Director: Medical Orthotics &amp; Prosthetists</p> <p>Deputy Director: Medical Technology</p> <p>Deputy Director: Occupational Therapy</p> <p>Deputy Director: Diagnostic Radiography</p> <p>Deputy Director: Optometry</p> <p>Deputy Director: Dental Technology</p> <p>Deputy Director: Physiotherapy</p> <p>Deputy Director: Speech Therapy and Audiology</p>	<p>Deputy Director: Therapeutic and Medical Support Services Grade 1</p> <p>Deputy Director: Therapeutic and Medical Support Services Grade 2</p>

30 June 2009	Translation with effect from 1 July 2009
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<u>Post/rank:</u>	* See identified ranks/posts	Deputy Director: Therapeutic and Medical Support Services Grade 1	Deputy Director: Therapeutic and Medical Support Services Grade 2
<u>Salary level:</u>	11	<u>Notch</u>	<u>Notch</u>
	344,052	396,960	---
	347,454	396,960	---
	350,886	396,960	---
	354,357	396,960	---
	357,864	396,960	---
	361,404	396,960	---
	364,977	396,960	---
	368,589	402,915	---
	372,237	402,915	---
	375,921	408,960	---
	379,638	415,095	---
	383,394	415,095	---
	387,192	421,320	---
	391,026	427,641	---
	394,896	427,641	---
	398,805	434,055	---

**Part L 2:** Translation of employees appointed in terms of the Correctional Services Act who -

- occupy the above identified posts of Deputy Director (or equivalent) graded on salary levels 11 or 12, and
  - oversee more than one occupation or who coordinate various programmes.

**to Grades 1 and 2 of the following identified OSD post of Deputy Director: Therapeutic and Medical Support Services, provided it is a post requirement that the incumbent of the post must maintain registration with the HPCSA in the required category**

**● TRANSLATION OF EMPLOYEES  
("PSYCHOLOGISTS") REGISTERED  
WITH THE HPCSA IN THE  
FOLLOWING CATEGORIES, WITH  
EFFECT FROM 1 JULY 2009**

**Councillor**  
**Psychometrist**  
**Psychologist (Intern)**  
**Psychologist (Community Service)**  
**Psychologist (Clinical Psychology)**  
**Psychologist (Counselling Psychology)**  
**Psychologist (Educational Psychology)**  
**Psychologist (Industrial Psychology)**  
**Psychologist (Research Psychology)**



**Translation of employees who -**

- are registered with the HPCSA as Councillors and Psychometrists;
- perform production duties of Counselling or Psychometrists; and
- have less than 8 years service/appropriate experience after registration as Councillor or Psychometrist on 30 June 2009,

**to production posts of Councillor and Psychometrist Grades 1, 2 and 3 respectively**

	30 June 2009	Translation with effect from 1 July 2009		
1 Post/rank:	Psychologist	Councillor Grade 1 Psychometrist Grade 1	Councillor Grade 2 Psychometrist Grade 2	Councillor Grade 3 Psychometrist Grade 3
Salary level:	7	Total package	Total package	Total package
Translation:	<u>Notch</u>			
	117,501	265,563	---	---
	118,674	265,563	---	---
	119,865	265,563	---	---
	121,059	265,563	---	---
	122,271	265,563	---	---
	123,489	265,563	---	---
	124,728	265,563	---	---
	125,973	265,563	---	---
	127,233	265,563	---	---
	128,505	265,563	---	---
	129,789	265,563	---	---
	131,091	265,563	---	---
	132,399	265,563	---	---
	133,725	265,563	---	---
	135,066	265,563	---	---
	136,419	265,563	---	---
	137,976 (P)	265,563	---	---

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	<u>Psychologist</u>	<u>Councillor Grade 1 Psychometrist Grade 1</u>	<u>Councillor Grade 2 Psychometrist Grade 2</u>	<u>Councillor Grade 3 Psychometrist Grade 3</u>
<u>Salary level:</u>	9			
<u>Translation:</u>	<u>Notch</u>	<u>Total package</u>	<u>Total package</u>	<u>Total package</u>
	174,243	265,563	---	---
	175,977	269,547	---	---
	177,741	269,547	---	---
	179,520	273,591	---	---
	181,317	277,695	---	---
	183,132	277,695	---	---
	184,959	281,859	---	---
	186,810	281,859	---	---
	188,676	286,086	---	---
	190,557	290,376	---	---
	192,468	290,376	---	---
	194,391	294,732	---	---
	196,338	294,732	---	---
	198,300	---	303642	---
	200,283	---	303642	---
	202,287	---	303642	---
	204,090 (P)	---	308196	---
	210,489 (P)	---	312819	---

**PART B****Translation of Psychologists who -**

- are registered as **Councillors and Psychometrists**;
- perform production duties of **Counselling or Psychometrists**; and
- have 8 years or more service/appropriate experience after registration as Councillor or Psychometrist respectively on 30 June 2009,

**to production posts of Councillor and Psychometrist Grades 1, 2 and 3 respectively**

30 June 2009	Translation with effect from 1 July 2009		
--------------	--	--	--

1 Post/rank:	Psychologist	Councillor Grade 1 Psychometrist Grade 1	Councillor Grade 2 Psychometrist Grade 2	Councillor Grade 3 Psychometrist Grade 3
Salary level:	7			
Translation:	Notch	<u>Total package</u>	<u>Total package</u>	<u>Total package</u>
	117,501	---	303642	---
	118,674	---	303642	---
	119,865	---	303642	---
	121,059	---	303642	---
	122,271	---	303642	---
	123,489	---	303642	---
	124,728	---	303642	---
	125,973	---	303642	---
	127,233	---	303642	---
	128,505	---	303642	---
	129,789	---	303642	---
	131,091	---	303642	---
	132,399	---	303642	---
	133,725	---	303642	---
	135,066	---	303642	---
	136,419	---	303642	---
	137,976 (P)	---	303642	---

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	<u>Psychologist</u>	<u>Councillor Grade 1</u> <u>Psychometrist Grade 1</u>	<u>Councillor Grade 2</u> <u>Psychometrist Grade 2</u>	<u>Councillor Grade 3</u> <u>Psychometrist Grade 3</u>
<u>Salary level:</u>	9			
<u>Translation:</u>	<u>Notch</u>	<u>Total package</u>	<u>Total package</u>	<u>Total package</u>
	174,243	---	303642	---
	175,977	---	303642	---
	177,741	---	303642	---
	179,520	---	303642	---
	181,317	---	303642	---
	183,132	---	303642	---
	184,959	---	303642	---
	186,810	---	303642	---
	188,676	---	303642	---
	190,557	---	303642	---
	192,468	---	303642	---
	194,391	---	303642	---
	196,338	---	303642	---
	198,300	---	303642	---
	200,283	---	303642	---
	202,287	---	303642	---
	204,090 (P)	---	308196	---
	210,489 (P)	---	312819	---

**Part C deals with the translation of registered Councillors and Psychometrists who occupy supervisory posts graded on salary levels 9 or 10, which posts fit organisationally below the post of Deputy Director (or equivalent) (salary level 11 or 12) in the following fields:**

- **Counselling**
- **Psychometrist Services**



30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	<u>Chief ... (or equivalent) posts</u>	<u>Chief Councillor Grade 1</u>	<u>Chief Councillor Grade 2</u>
	<u>Salary level:</u>	<u>Chief Psychometrist Grade 1</u>	<u>Chief Psychometrist Grade 2</u>
<u>Translation</u>	<u>Notch</u>	<u>Total package</u>	<u>Total package</u>
	217,482	347,181	---
	219,651	347,182	---
	221,850	347,183	---
	224,073	347,184	---
	226,308	347,185	---
	228,576	347,186	---
	230,862	347,187	---
	233,163	347,188	---
	235,497	347,189	---
	237,855	352,389	---
	240,231	352,389	---
	242,637	357,675	---
	245,061	363,039	---
	247,512	363,039	---
	249,984	368,484	---
	252,483	368,484	---



**Public Service Act (Part D 1) and Correctional Service Act  
appointees (Part D 2)**

**PART D 1**

Translation of employees appointed in terms of the Public Service Act, 1994 who -

- are registered as Councillors and Psychometrists; and
- occupy posts of Deputy Director (or equivalent) (salary level 11 or 12) in Counselling or Psychometric Services),

to production posts of Deputy Director: Counselling or Deputy Director:

Psychometric Services Grades 1 and 2 respectively

	30 June 2009	Translation with effect from 1 July 2009	
Post/rank:	Deputy Director: ... (or equivalent posts)	Deputy Director: Counselling Grade 1	Deputy Director: Counselling Grade 2
Salary level:	11	Deputy Director: Psychometric Services Grade 1	Deputy Director: Psychometric Services Grade 2
Translation:	Notch	Total package	Total package
	344,052	427,641	---
	347,454	427,641	---
	350,886	427,641	---
	354,357	427,641	---
	357,864	427,641	---
	361,404	427,641	---
	364,977	427,641	---
	368,589	427,641	---
	372,237	427,641	---
	375,921	427,641	---
	379,638	427,641	---
	383,394	427,641	---
	387,192	427,641	---
	391,026	427,641	---
	394,896	427,641	---
	398,805	434,055	---

**PART D 2**

Translation of employees appointed in terms of the Correctional Services Act,  
who -

- are registered as Councillors or Psychometrists; and
- occupy posts of Deputy Director (or equivalent) (salary level 11 or 12) in  
Counselling or Psychometric Services),

to production posts of Deputy Director: Counselling or Deputy Director:  
Psychometric Services Grades 1 and 2 respectively

	30 June 2009	Translation with effect from 1 July 2009	
1 Post/rank:	Deputy Director: ... (or equivalent posts)	Deputy Director: Counselling Grade 1	Deputy Director: Counselling Grade 2
Salary level:	11	Deputy Director: Psychometric Services Grade 1	Deputy Director: Psychometric Services Grade 2
Translation:	Notch	Total package	Total package
	346,590	427,641	---
	350,013	427,641	---
	353,478	427,641	---
	356,976	427,641	---
	360,507	427,641	---
	364,077	427,641	---
	367,677	427,641	---
	371,319	427,641	---
	374,994	427,641	---
	378,699	427,641	---
	382,449	427,641	---
	386,238	427,641	---
	390,057	427,641	---
	393,918	427,641	---
	397,818	434,055	---
	400,584	434,055	---

- **Part E deals with the translation of registered Psychologists (Intern)**
- 

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30 June 2009

Translation with effect from 1 July  
2009

<u>Post/rank:</u>	<u>Psychologist (Intern)</u>	<u>Psychologist (Intern)</u>
<u>Salary level:</u>	8	
<u>Translation:</u>	<u>Notch</u>	<u>Total package</u>
	145,920	265,563
	147,384	265,563
	148,863	265,563
	150,345	265,563
	151,854	265,563
	153,366	265,563
	154,899	265,563
	156,447	265,563
	158,016	265,563
	159,591	265,563
	161,184	265,563
	162,795	265,563
	164,427	265,563
	166,071	265,563
	167,733	265,563
	169,410	265,563

**PART F**

**Translation of employees on salary levels 7 to 9 who -**

- are registered as Psychologist (Community Service); and
- perform the statutory community service,

**to posts of Psychologist (Community Service)**

	30 June 2009	Translation with effect from 1 July 2009
1 Post/rank:	Psychologist (Community Service)	Psychologist (Community Service)
Salary level:	7	
Translation:	<u>Notch</u>	<u>Total package</u>
	117,501	281,859
	118,674	281,859
	119,865	281,859
	121,059	281,859
	122,271	281,859
	123,489	281,859
	124,728	281,859
	125,973	281,859
	127,233	281,859
	128,505	281,859
	129,789	281,859
	131,091	281,859
	132,399	281,859
	133,725	281,859
	135,066	281,859
	136,419	281,859
	137,976 (P)	281,859

	30 June 2009	Translation with effect from 1 July 2009
Post/rank:	Psychologist (Community Service)	Psychologist (Community Service)
Salary level:	9	
Translation:	<u>Notch</u>	<u>Total package</u>
	174,243	281,859
	175,977	281,859
	177,741	281,859
	179,520	281,859
	181,317	281,859
	183,132	281,859
	184,959	281,859
	186,810	281,859
	188,676	286,086 P
	190,557	290,376 P
	192,468	290,376 P
	194,391	294,732 P
	196,338	294,732 P
	198,300	299,154 P
	200,283	303,642 P
	202,287	303,642 P
	204,090 (P)	308,196 P
	210,489 (P)	312,819 P

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**Public Service Act (Parts G 1 and H 1) and Correctional Service Act  
appointees (Parts G 2 and H2)**

**PART G 1**

Translation of employees on salary levels 8 to 11, appointed in terms of the Public Service Act, 1994, who -

- are registered as Psychologists;
- perform production duties of Psychologist; and
- have less than 8 years service/appropriate experience after registration as Psychologist on 30 June 2009,

to production posts of Clinical Psychologist Grades 1, 2 and 3 respectively

	30 June 2009	Translation with effect from 1 July 2009		
Post/rank:	Psychologist	Psychologist Grade 1	Psychologist Grade 2	Psychologist Grade 3
Salary level:	8			
Translation:	Notch	Total package	Total package	Total package
	145,920	327,108	---	---
	147,384	327,108	---	---
	148,863	327,108	---	---
	150,345	327,108	---	---
	151,854	327,108	---	---
	153,366	327,108	---	---
	154,899	327,108	---	---
	156,447	327,108	---	---
	158,016	327,108	---	---
	159,591	327,108	---	---
	161,184	327,108	---	---
	162,795	327,108	---	---
	164,427	327,108	---	---
	166,071	327,108	---	---
	167,733	327,108	---	---
	169,410	327,108	---	---

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	<b>Psychologist</b>	<b>Psychologist Grade 1</b>	<b>Psychologist Grade 2</b>	<b>Psychologist Grade 3</b>
<u>Salary level:</u>	10			
<u>Translation:</u>	<u>Notch</u>	<u>Total package</u>	<u>Total package</u>	<u>Total package</u>
	217,482	327,108	---	---
	219,651	327,108	---	---
	221,850	332,016	---	---
	224,073	332,016	---	---
	226,308	336,996	---	---
	228,576	336,996	---	---
	230,862	342,051	---	---
	233,163	347,181	---	---
	235,497	347,181	---	---
	237,855	352,389	---	---
	240,231	352,389	---	---
	242,637	357,675	---	---
	245,061	363,039	---	---
	247,512	363,039	---	---
	249,984	---	385314	---
	252,483	---	385314	---

**PART G 2**

**Translation of employees on salary levels 8 to 11, appointed in terms of the Correctional Services Act, 1994, who -**

- are registered as Psychologists;
- perform production duties of Psychologist; and
- have less than 8 years service/appropriate experience after registration as Psychologist on 30 June 2009,

**to production posts of Psychologist Grades 1, 2 and 3 respectively**

30 June 2009	Translation with effect from 1 July 2009		
--------------	--	--	--

1 Post/rank:	Psychologist	Psychologist Grade 1	Psychologist Grade 2	Psychologist Grade 3
Salary level:	8			
Translation:	Notch	<u>Total package</u>	<u>Total package</u>	<u>Total package</u>
	145,920	327,108	---	---
	147,384	327,108	---	---
	148,863	327,108	---	---
	150,345	327,108	---	---
	151,854	327,108	---	---
	153,366	327,108	---	---
	154,899	327,108	---	---
	156,447	327,108	---	---
	158,016	327,108	---	---
	159,591	327,108	---	---
	161,184	327,108	---	---
	162,795	327,108	---	---
	164,427	327,108	---	---
	166,071	327,108	---	---
	167,733	327,108	---	---
	169,410	327,108	---	---

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	<u>Psychologist</u>	<u>Psychologist Grade 1</u>	<u>Psychologist Grade 2</u>	<u>Psychologist Grade 3</u>
<u>Salary level:</u>	10			
<u>Translation:</u>	<u>Notch</u>	<u>Total package</u>	<u>Total package</u>	<u>Total package</u>
	217,482	327,108	---	---
	219,651	327,108	---	---
	221,850	332,016	---	---
	224,073	332,016	---	---
	226,308	336,996	---	---
	228,576	336,996	---	---
	230,862	342,051	---	---
	233,163	347,181	---	---
	235,497	347,181	---	---
	237,855	352,389	---	---
	240,231	352,389	---	---
	242,637	357,675	---	---
	245,061	363,039	---	---
	247,512	363,039	---	---
	249,984	---	385314	---
	252,483	---	385314	---

## PART H 1

Translation of employees on salary levels 8 to 11, appointed in terms of the Public Service Act, 1994, who -

- are registered as Psychologists;
- who perform production duties of Psychologist; and
- who have 8 years and more service/appropriate experience after registration as Psychologist on 30 June 2009,

to production posts of Psychologist Grades 1, 2 and 3 respectively

30 June 2009	Translation with effect from 1 July 2009		
--------------	--	--	--

Post/rank:  Salary level:  Translation:	Psychologist  8  Notch	Psychologist Grade 1  <u>Total package</u>	Psychologist Grade 2  <u>Total package</u>	Psychologist Grade 3  <u>Total package</u>
	145,920	---	385314	---
	147,384	---	385314	---
	148,863	---	385314	---
	150,345	---	385314	---
	151,854	---	385314	---
	153,366	---	385314	---
	154,899	---	385314	---
	156,447	---	385314	---
	158,016	---	385314	---
	159,591	---	385314	---
	161,184	---	385314	---
	162,795	---	385314	---
	164,427	---	385314	---
	166,071	---	385314	---
	167,733	---	385314	---
	169,410	---	385314	---

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	Psychologist	Psychologist Grade 1	Psychologist Grade 2	Psychologist Grade 3
<u>Salary level:</u>	10			
<u>Translation:</u>	<u>Notch</u>	<u>Total package</u>	<u>Total package</u>	<u>Total package</u>
	217,482	---	385314	---
	219,651	---	385314	---
	221,850	---	385314	---
	224,073	---	385314	---
	226,308	---	385314	---
	228,576	---	385314	---
	230,862	---	385314	---
	233,163	---	385314	---
	235,497	---	385314	---
	237,855	---	385314	---
	240,231	---	385314	---
	242,637	---	385314	---
	245,061	---	385314	---
	247,512	---	385314	---
	249,984	---	385314	---
	252,483	---	385314	---



**PART H 2**

Translation of employees on salary levels 8 to 11, appointed in terms of the Correctional Services Act, who -

- are registered as Psychologists;
- who perform production duties of Psychologist; and
- who have 8 years and more service/appropriate experience after registration as Psychologist on 30 June 2009,

to production posts of Psychologist Grades 1, 2 and 3 respectively

30 June 2009	Translation with effect from 1 July 2009		
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1 Post/rank:	Psychologist	Psychologist Grade 1	Psychologist Grade 2	Psychologist Grade 3
Salary level:	8			
Translation:	Notch	Total package	Total package	Total package
	145,920	---	385314	---
	147,384	---	385314	---
	148,863	---	385314	---
	150,345	---	385314	---
	151,854	---	385314	---
	153,366	---	385314	---
	154,899	---	385314	---
	156,447	---	385314	---
	158,016	---	385314	---
	159,591	---	385314	---
	161,184	---	385314	---
	162,795	---	385314	---
	164,427	---	385314	---
	166,071	---	385314	---
	167,733	---	385314	---
	169,410	---	385314	---

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	<u>Psychologist</u>	<u>Psychologist Grade 1</u>	<u>Psychologist Grade 2</u>	<u>Psychologist Grade 3</u>
<u>Salary level:</u>	10			
<u>Translation:</u>	<u>Notch</u>	<u>Total package</u>	<u>Total package</u>	<u>Total package</u>
	217,482	---	385314	---
	219,651	---	385314	---
	221,850	---	385314	---
	224,073	---	385314	---
	226,308	---	385314	---
	228,576	---	385314	---
	230,862	---	385314	---
	233,163	---	385314	---
	235,497	---	385314	---
	237,855	---	385314	---
	240,231	---	385314	---
	242,637	---	385314	---
	245,061	---	385314	---
	247,512	---	385314	---
	249,984	---	385314	---
	252,483	---	385314	---

- **Part I deals with the translation of registered Psychologists who occupy posts of Principal Psychologist (or equivalent) on salary level 11 or 12**
- 

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30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	Principal Psychologist (or equivalent posts)	Principal Psychologist Grade 1	Principal Psychologist Grade 2
<u>Salary level:</u>	12		
<u>Translation:</u>	<u>Notch</u>	<u>Total package</u>	<u>Total package</u>
	407,745	474,612	---
	411,783	474,612	---
	415,863	474,612	---
	419,985	474,612	---
	424,149	474,612	---
	428,349	474,612	---
	432,591	474,612	---
	436,881	474,612	---
	441,210	481,731	---
	445,581	488,958	---
	449,997	488,958	---
	454,461	496,293	---
	458,964	503,736	---
	463,512	503,736	---
	468,111	511,293	---
	472,758	518,961	---

30 June 2009	Translation with effect from 1 July 2009
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2 Post/rank:  Salary level:  Translation:	Principal Psychologist (or equivalent posts)	Principal Psychologist Grade 1	Principal Psychologist Grade 2
	Notch	Total package	Total package
	410,805	474,612	---
	414,870	474,612	---
	418,980	474,612	---
	423,132	474,612	---
	427,323	474,612	---
	431,562	474,612	---
	435,840	474,612	---
	440,160	481,731	---
	444,519	488,958	---
	448,923	488,958	---
	453,378	496,293	---
	457,869	503,736	---
	462,408	503,736	---
	466,995	511,293	---
	471,627	518,961	---
	476,307	518,961	---

**Public Service Act (Part J 1) and Correctional Service Act  
appointees (Part J 2)**

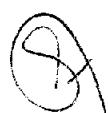
**PART J 1**

Translation of employees, appointed in terms of the Public Service Act, 1994,  
who -

- are registered as Psychologists; and
- occupy posts of Chief Psychologist (or equivalent) (salary level 13 (SMS Band A)),

to posts of Chief Psychologist Grades 1 and 2 respectively

	30 June 2009	Translation with effect from 1 July 2009	
1 Post/rank:	Chief Psychologist (or equivalent posts)	Principal Psychologist Grade 1	Principal Psychologist Grade 2
Salary level:	13		
Translation:	<u>Notch</u>	<u>Total package</u>	<u>Total package</u>
	615,633	688,632	---
	624,867	688,632	---
	634,242	688,632	---
	643,755	688,632	---
	653,412	698,961	---
	663,216	709,446	---
	673,164	720,087	---
	683,262	730,887	---
	693,510	---	752976
	703,914	---	752976
	714,471	---	764271
	725,190	---	775734
	736,065	---	787371



**TRANSLATION OF EMPLOYEES  
INVOLVED IN MEDICINE CONTROL  
AND REGISTRATION AT THE  
NATIONAL DEPARTMENT OF  
HEALTH WITH EFFECT FROM 1  
JULY 2009**

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## PART A

Translation of Medicine Control Officers and Medicine Registration Officers on salary levels 6 to 10 who -

- perform production duties of Medicine Control or Medicine Registration;
- are in possession of an appropriate 3- or 4-year qualification (excluding a recognised B-Pharm degree or registration as Pharmacist with the SA Pharmacy Council (SAPC)); and
- have less than 12 years service/appropriate experience after complying with the minimum educational and/or experience requirements for the production post on 30 June 2009,

to production posts of Medicine Control Officer and Medicine Registration Officer Grades 1, 2 and 3 respectively

	30 June 2009	Translation with effect from 1 July 2009		
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1 Post/rank:	Medicine Control Officer Medicine Registration Officer	Medicine Control Officer Grade 1 Medicine Registration Officer Grade 1	Medicine Control Officer Grade 2 Medicine Registration Officer Grade 2	Medicine Control Officer Grade 3 Medicine Registration Officer Grade 3
Salary level:	6	Notch	Notch	Notch
	94,326	257,772	---	---
	95,277	257,772	---	---
	96,225	257,772	---	---
	97,197	257,772	---	---
	98,160	257,772	---	---
	99,144	257,772	---	---
	100,134	257,772	---	---
	101,130	257,772	---	---
	102,147	257,772	---	---
	103,170	257,772	---	---
	104,199	257,772	---	---
	105,237	257,772	---	---
	106,296	257,772	---	---
	107,355	257,772	---	---
	108,429	257,772	---	---
	109,515	257,772	---	---

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	Medicine Control Officer	Medicine Control Officer Grade 1	Medicine Control Officer Grade 2	Medicine Control Officer Grade 3
<u>Salary level:</u>	Medicine Registration Officer	Medicine Registration Officer Grade 1	Medicine Registration Officer Grade 2	Medicine Registration Officer Grade 3
<u>Translation:</u>	<u>Notch</u>	<u>Total package</u>	<u>Total package</u>	<u>Total package</u>
	145,920	257,772	---	---
	147,384	257,772	---	---
	148,863	257,772	---	---
	150,345	257,772	---	---
	151,854	257,772	---	---
	153,366	257,772	---	---
	154,899	257,772	---	---
	156,447	257,772	---	---
	158,016	257,772	---	---
	159,591	257,772	---	---
	161,184	257,772	---	---
	162,795	257,772	---	---
	164,427	257,772	---	---
	166,071	257,772	---	---
	167,733	257,772	---	---
	169,410	261,639	---	---

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	Medicine Control Officer	Medicine Control Officer Grade 1	Medicine Control Officer Grade 2	Medicine Control Officer Grade 3
<u>Salary level:</u>	Medicine Registration Officer	Medicine Registration Officer Grade 1	Medicine Registration Officer Grade 2	Medicine Registration Officer Grade 3
<u>Translation:</u>	10 <u>Notch</u>	<u>Total package</u>	<u>Total package</u>	<u>Total package</u>
	217,482	---	322275	---
	219,651	---	327108	---
	221,850	---	332016	---
	224,073	---	332016	---
	226,308	---	336996	---
	228,576	---	336996	---
	230,862	---	342051	---
	233,163	---	347181	---
	235,497	---	347181	---
	237,855	---	---	357675
	240,231	---	---	357675
	242,637	---	---	357675
	245,061	---	---	363039
	247,512	---	---	363039
	249,984	---	---	368484
	252,483	---	---	368484

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	<b>Medicine Control Officer</b>	<b>Medicine Control Officer Grade 1</b>	<b>Medicine Control Officer Grade 2</b>	<b>Medicine Control Officer Grade 3</b>
<u>Salary level:</u>	Medicine Registration Officer	Medicine Registration Officer Grade 1	Medicine Registration Officer Grade 2	Medicine Registration Officer Grade 3
<u>Translation:</u>	<b>Notch</b>	<b>Total package</b>	<b>Total package</b>	<b>Total package</b>
117,501	---	312,819	---	
118,674	---	312,819	---	
119,865	---	312,819	---	
121,059	---	312,819	---	
122,271	---	312,819	---	
123,489	---	312,819	---	
124,728	---	312,819	---	
125,973	---	312,819	---	
127,233	---	312,819	---	
128,505	---	312,819	---	
129,789	---	312,819	---	
131,091	---	312,819	---	
132,399	---	312,819	---	
133,725	---	312,819	---	
135,066	---	312,819	---	
136,419	---	312,819	---	
137,976 (P)	---	312,819	---	

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	Medicine Control Officer	Medicine Control Officer Grade 1	Medicine Control Officer Grade 2	Medicine Control Officer Grade 3
<u>Salary level:</u>	Medicine Registration Officer	Medicine Registration Officer Grade 1	Medicine Registration Officer Grade 2	Medicine Registration Officer Grade 3
<u>Translation:</u>	<u>Notch</u>	<u>Total package</u>	<u>Total package</u>	<u>Total package</u>
	174,243	---	312,819	---
	175,977	---	312,819	---
	177,741	---	312,819	---
	179,520	---	312,819	---
	181,317	---	312,819	---
	183,132	---	312,819	---
	184,959	---	312,819	---
	186,810	---	312,819	---
	188,676	---	312,819	---
	190,557	---	312,819	---
	192,468	---	312,819	---
	194,391	---	312,819	---
	196,338	---	312,819	---
	198,300	---	312,819	---
	200,283	---	312,819	---
	202,287	---	312,819	---
	204,090 (P)	---	312,819	---
	210,489 (P)	---	312,819	---

**Parts C and D deal with the translation of  
Medicine Control Officers and Medicine  
Registration Officers with a B-Pharm degree  
who perform production duties**

Part C: Employees with less than 10 years service/appropriate experience (after obtaining an appropriate 4-year tertiary Pharmacy qualification) on 30 June 2009

Part D: Employees with 10 years and more service/appropriate experience (after obtaining an appropriate 4-year tertiary Pharmacy qualification) on 30 June 2009

	30 June 2009	Translation with effect from 1 July 2009		
Post/rank:	Medicine Control Officer	Medicine Control Officer Grade 1	Medicine Control Officer Grade 2	Medicine Control Officer Grade 3
Salary level:	7	Medicine Registration Officer Grade 1	Medicine Registration Officer Grade 2	Medicine Registration Officer Grade 3
Translation:	Notch	Total package	Total package	Total package
	117,501	265,563	---	---
	118,674	265,563	---	---
	119,865	265,563	---	---
	121,059	265,563	---	---
	122,271	265,563	---	---
	123,489	265,563	---	---
	124,728	265,563	---	---
	125,973	265,563	---	---
	127,233	265,563	---	---
	128,505	265,563	---	---
	129,789	265,563	---	---
	131,091	265,563	---	---
	132,399	265,563	---	---
	133,725	265,563	---	---
	135,066	265,563	---	---
	136,419	265,563	---	---
	137,976 (P)	265,563	---	---

30 June 2009

Translation with effect from 1 July 2009

4 Post/rank:  Salary level:  Translation:	Medicine Control Officer	Medicine Control Officer Grade 1	Medicine Control Officer Grade 2	Medicine Control Officer Grade 3
	Medicine Registration Officer	Medicine Registration Officer Grade 1	Medicine Registration Officer Grade 2	Medicine Registration Officer Grade 3
	9 Notch	Total package	Total package	Total package
	174,243	265,563	---	---
	175,977	269,547	---	---
	177,741	269,547	---	---
	179,520	273,591	---	---
	181,317	277,695	---	---
	183,132	277,695	---	---
	184,959	281,859	---	---
	186,810	281,859	---	---
	188,676	286,086	---	---
	190,557	290,376	---	---
	192,468	290,376	---	---
	194,391	294,732	---	---
	196,338	294,732	---	---
	198,300	299,154	---	---
	200,283	303,642	---	---
	202,287	303,642	---	---
	204,090 (P)	---	312,819	---
	210,489 (P)	---	312,819	---

**PART D**

**Translation of Medicine Control Officers and Medicine Registration Officers on salary levels 6 to 10 who -**

- perform production duties of Medicine Control or Medicine Registration;
- are in possession of a B-Pharm degree; and
- have 10 years or more service/appropriate experience after complying with the minimum educational and/or experience requirements for the production post on 30 June 2009,

**to production posts of Medicine Control Officer and Medicine Registration Officer Grades 1, 2 and 3 respectively**

	30 June 2009	Translation with effect from 1 July 2009		
Post/rank:	Medicine Control Officer Medicine Registration Officer	Medicine Control Officer Grade 1 Medicine Registration Officer Grade 1	Medicine Control Officer Grade 2 Medicine Registration Officer Grade 2	Medicine Control Officer Grade 3 Medicine Registration Officer Grade 3
Salary level:	6			
Translation:	Notch	Notch	Notch	Notch
	94,326	---	312,819	---
	95,277	---	312,819	---
	96,225	---	312,819	---
	97,197	---	312,819	---
	98,160	---	312,819	---
	99,144	---	312,819	---
	100,134	---	312,819	---
	101,130	---	312,819	---
	102,147	---	312,819	---
	103,170	---	312,819	---
	104,199	---	312,819	---
	105,237	---	312,819	---
	106,296	---	312,819	---
	107,355	---	312,819	---
	108,429	---	312,819	---
	109,515	---	312,819	---

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	Medicine Control Officer	Medicine Control Officer Grade 1	Medicine Control Officer Grade 2	Medicine Control Officer Grade 3
<u>Salary level:</u>	Medicine Registration Officer	Medicine Registration Officer Grade 1	Medicine Registration Officer Grade 2	Medicine Registration Officer Grade 3
<u>Translation:</u>	<u>Notch</u>	<u>Total package</u>	<u>Total package</u>	<u>Total package</u>
	145,920	---	312,819	---
	147,384	---	312,819	---
	148,863	---	312,819	---
	150,345	---	312,819	---
	151,854	---	312,819	---
	153,366	---	312,819	---
	154,899	---	312,819	---
	156,447	---	312,819	---
	158,016	---	312,819	---
	159,591	---	312,819	---
	161,184	---	312,819	---
	162,795	---	312,819	---
	164,427	---	312,819	---
	166,071	---	312,819	---
	167,733	---	312,819	---
	169,410	---	312,819	---

30 June 2009

Translation with effect from 1 July 2009

<u>5 Post/rank:</u>	Medicine Control Officer Medicine Registration Officer	Medicine Control Officer Grade 1 Medicine Registration Officer Grade 1	Medicine Control Officer Grade 2 Medicine Registration Officer Grade 2	Medicine Control Officer Grade 3 Medicine Registration Officer Grade 3
<u>Salary level:</u>	10			
<u>Translation:</u>	<u>Notch</u>	<u>Total package</u>	<u>Total package</u>	<u>Total package</u>
	217,482	---	322275	---
	219,651	---	327108	---
	221,850	---	332016	---
	224,073	---	332016	---
	226,308	---	336996	---
	228,576	---	336996	---
	230,862	---	342051	---
	233,163	---	347181	---
	235,497	---	347181	---
	237,855	---	---	357675
	240,231	---	---	357675
	242,637	---	---	357675
	245,061	---	---	363039
	247,512	---	---	363039
	249,984	---	---	368484
	252,483	---	---	368484

## **Translation of Medicine Control Officers and Medicine Registration Officers on salary levels 6 to 10 who -**

- perform production duties of Medicine Control or Medicine Registration;
  - are registered as Pharmacist with the SAPC; and
  - have less than 8 years service/appropriate experience after registration on 30 June 2009,

**to production posts of Medicine Control Officer and Medicine Registration Officer  
Grades 1, 2 and 3 respectively**

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	Medicine Control Officer	Medicine Control Officer Grade 1	Medicine Control Officer Grade 2	Medicine Control Officer Grade 3
<u>Salary level:</u>	Medicine Registration Officer	Medicine Registration Officer Grade 1	Medicine Registration Officer Grade 2	Medicine Registration Officer Grade 3
<u>Translation:</u>	<u>Notch</u>	<u>Total package</u>	<u>Total package</u>	<u>Total package</u>
	145,920	273,591	---	---
	147,384	273,591	---	---
	148,863	273,591	---	---
	150,345	273,591	---	---
	151,854	273,591	---	---
	153,366	273,591	---	---
	154,899	273,591	---	---
	156,447	273,591	---	---
	158,016	273,591	---	---
	159,591	273,591	---	---
	161,184	273,591	---	---
	162,795	273,591	---	---
	164,427	273,591	---	---
	166,071	273,591	---	---
	167,733	273,591	---	---
	169,410	273,591	---	---

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	Medicine Control Officer	Medicine Control Officer Grade 1	Medicine Control Officer Grade 2	Medicine Control Officer Grade 3
<u>Salary level:</u>	Medicine Registration Officer	Medicine Registration Officer Grade 1	Medicine Registration Officer Grade 2	Medicine Registration Officer Grade 3
<u>Translation:</u>	<u>Notch</u>	<u>Total package</u>	<u>Total package</u>	<u>Total package</u>
	217,482	---	322275	---
	219,651	---	327108	---
	221,850	---	332016	---
	224,073	---	332016	---
	226,308	---	336996	---
	228,576	---	336996	---
	230,862	---	342051	---
	233,163	---	347181	---
	235,497	---	347181	---
	237,855	---	---	357675
	240,231	---	---	357675
	242,637	---	---	357675
	245,061	---	---	363039
	247,512	---	---	363039
	249,984	---	---	368484
	252,483	---	---	368484

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	Medicine Control Officer	Medicine Control Officer Grade 1	Medicine Control Officer Grade 2	Medicine Control Officer Grade 3
<u>Salary level:</u>	Medicine Registration Officer	Medicine Registration Officer Grade 1	Medicine Registration Officer Grade 2	Medicine Registration Officer Grade 3
<u>Translation:</u>	<u>Notch</u>	<u>Total package</u>	<u>Total package</u>	<u>Total package</u>
	117,501	---	312,819	---
	118,674	---	312,819	---
	119,865	---	312,819	---
	121,059	---	312,819	---
	122,271	---	312,819	---
	123,489	---	312,819	---
	124,728	---	312,819	---
	125,973	---	312,819	---
	127,233	---	312,819	---
	128,505	---	312,819	---
	129,789	---	312,819	---
	131,091	---	312,819	---
	132,399	---	312,819	---
	133,725	---	312,819	---
	135,066	---	312,819	---
	136,419	---	312,819	---
	137,976 (P)	---	312,819	---

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	Medicine Control Officer Medicine Registration Officer	Medicine Control Officer Grade 1 Medicine Registration Officer Grade 1	Medicine Control Officer Grade 2 Medicine Registration Officer Grade 2	Medicine Control Officer Grade 3 Medicine Registration Officer Grade 3
<u>Salary level:</u>	9			
<u>Translation:</u>	<u>Notch</u>	<u>Total package</u>	<u>Total package</u>	<u>Total package</u>
	174,243	---	312,819	---
	175,977	---	312,819	---
	177,741	---	312,819	---
	179,520	---	312,819	---
	181,317	---	312,819	---
	183,132	---	312,819	---
	184,959	---	312,819	---
	186,810	---	312,819	---
	188,676	---	312,819	---
	190,557	---	312,819	---
	192,468	---	312,819	---
	194,391	---	312,819	---
	196,338	---	312,819	---
	198,300	---	312,819	---
	200,283	---	312,819	---
	202,287	---	312,819	---
	204,090 (P)	---	312,819	---
	210,489 (P)	---	312,819	---

**Part G deals with the translation of employees who occupy posts of**

- **Deputy Director: Medicine Control or Medicine Registration (or equivalent) (salary level 11 or 12) - 1st supervisory/managerial level**
- 

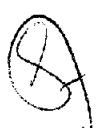
SA

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	<u>Deputy Director: Medicine Control</u>	<u>Deputy Director: Medicine Control Grade 1</u>	<u>Deputy Director: Medicine Control Grade 2</u>
<u>Salary level:</u>	<u>Deputy Director: Medicine Registration</u>	<u>Deputy Director: Medicine Registration Grade 2</u>	<u>Deputy Director: Medicine Registration Grade 3</u>
<u>Translation:</u>	<u>Notch</u>	<u>Total package</u>	<u>Total package</u>
	407,745	447,174	---
	411,783	447,174	---
	415,863	453,882	---
	419,985	460,689	---
	424,149	460,689	---
	428,349	467,598	---
	432,591	474,612	---
	436,881	474,612	---
	441,210	---	488958
	445,581	---	488958
	449,997	---	488958
	454,461	---	496293
	458,964	---	503736
	463,512	---	503736
	468,111	---	511293
	472,758	---	518961

- **Part A deals with the translation of Medical Physicists registered as Medical Physicists (Intern)**
- 

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30 June 2009	Translation with effect from 1 July 2009
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1 Post/rank:	Medical Physicists (Intern)	Medical Physicist (Intern)
Salary level:	7	
Translation:	<u>Notch</u>	<u>Total package</u>
	117,501	191,388 P
	118,674	194,259 P
	119,865	194,259 P
	121,059	197,172 P
	122,271	197,172 P
	123,489	200,130 P
	124,728	200,130 P
	125,973	203,133 P
	127,233	203,133 P
	128,505	206,181 P
	129,789	206,181 P
	131,091	209,274 P
	132,399	212,412 P
	133,725	212,412 P
	135,066	215,598 P
	136,419	215,598 P
	137,976 (P)	218,832 P

**PART B**

**Translation of employees on salary levels 7 to 10 who -**

- are registered as Medical Physicists;
- perform production duties of Medical Physicists; and
- have less than 8 years service/appropriate experience after registration as Medical Physicist on 30 June 2009,

**to production posts of Medical Physicist Grades 1, 2 and 3 respectively**

	30 June 2009	Translation with effect from 1 July 2009		
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1 Post/rank:	Medical Physicists	Medical Physicists Grade 1	Medical Physicists Grade 2	Medical Physicists Grade 3
Salary level:	7			
Translation:	Notch	Total package	Total package	Total package
	117,501	303,642	---	---
	118,674	303,642	---	---
	119,865	303,642	---	---
	121,059	303,642	---	---
	122,271	303,642	---	---
	123,489	303,642	---	---
	124,728	303,642	---	---
	125,973	303,642	---	---
	127,233	303,642	---	---
	128,505	303,642	---	---
	129,789	303,642	---	---
	131,091	303,642	---	---
	132,399	303,642	---	---
	133,725	303,642	---	---
	135,066	303,642	---	---
	136,419	303,642	---	---
	137,976 (P)	303,642	---	---

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	<u>Medical Physicists</u>	<u>Medical Physicists Grade 1</u>	<u>Medical Physicists Grade 2</u>	<u>Medical Physicists Grade 3</u>
<u>Salary level:</u>	9			
<u>Translation:</u>	<u>Notch</u>	<u>Total package</u>	<u>Total package</u>	<u>Total package</u>
	174,243	303,642	---	---
	175,977	303,642	---	---
	177,741	303,642	---	---
	179,520	303,642	---	---
	181,317	303,642	---	---
	183,132	303,642	---	---
	184,959	303,642	---	---
	186,810	303,642	---	---
	188,676	303,642	---	---
	190,557	303,642	---	---
	192,468	303,642	---	---
	194,391	303,642	---	---
	196,338	303,642	---	---
	198,300	303,642	---	---
	200,283	303,642	---	---
	202,287	303,642	---	---
	204,090 (P)	308196	---	---
	210,489 (P)	312819	---	---

PART C

**Translation of employees on salary levels 7 to 10 who -**

- are registered as Medical Physicists;
- perform production duties of Medical Physicists; and
- have 8 years and more service/appropriate experience after registration as Medical Physicist on 30 June 2009,

**to production posts of Medical Physicist Grades 1, 2 and 3 respectively**

		30 June 2009	Translation with effect from 1 July 2009		
1 Post/rank:	Medical Physicists	Medical Physicists Grade 1	Medical Physicists Grade 2	Medical Physicists Grade 3	
Salary level:	7				
Translation:	Notch	Total package	Total package	Total package	
	117,501	---	347181	---	
	118,674	---	347181	---	
	119,865	---	347181	---	
	121,059	---	347181	---	
	122,271	---	347181	---	
	123,489	---	347181	---	
	124,728	---	347181	---	
	125,973	---	347181	---	
	127,233	---	347181	---	
	128,505	---	347181	---	
	129,789	---	347181	---	
	131,091	---	347181	---	
	132,399	---	347181	---	
	133,725	---	347181	---	
	135,066	---	347181	---	
	136,419	---	347181	---	
	137,976 (P)	---	347181	---	

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	<u>Medical Physicists</u>	<u>Medical Physicists Grade 1</u>	<u>Medical Physicists Grade 2</u>	<u>Medical Physicists Grade 3</u>
<u>Salary level:</u>	9			
<u>Translation:</u>	<u>Notch</u>	<u>Total package</u>	<u>Total package</u>	<u>Total package</u>
	174,243	---	347181	---
	175,977	---	347181	---
	177,741	---	347181	---
	179,520	---	347181	---
	181,317	---	347181	---
	183,132	---	347181	---
	184,959	---	347181	---
	186,810	---	347181	---
	188,676	---	347181	---
	190,557	---	347181	---
	192,468	---	347181	---
	194,391	---	347181	---
	196,338	---	347181	---
	198,300	---	347181	---
	200,283	---	347181	---
	202,287	---	347181	---
	204,090 (P)	---	347181	---
	210,489 (P)	---	347181	---

**Part D deals with the translation of employees who occupy posts of**

- **Assistant Manager: Medical Physics (or equivalent) (salary level 11) - 1st supervisory/managerial level**
- 

(S)

**Part E deals with the translation of employees who occupy posts of**

- **Deputy Manager: Medical Physics (or equivalent) (salary level 12) - 2nd supervisory/managerial level**

(A)

**● TRANSLATION OF EMPLOYEES INVOLVED IN  
RADIATION SCIENCES (AS SCIENTISTS) AT  
THE NATIONAL DEPARTMENT OF HEALTH,  
WITH EFFECT FROM 1 JULY 2009**

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**PART A**

**Translation of employees on salary levels 7 to 10 who -**

- perform production duties of Radiation Scientist in the National Department of Health; and
- **have less than 8 years service/appropriate experience as Radiation Scientist (after complying with the prescribed appointment requirements) on 30 June 2009,**

**to production posts of Radiation Scientist Grades 1, 2 and 3 respectively**

	30 June 2009	Translation with effect from 1 July 2009		
1 Post/rank:	Radiation Scientist	Radiation Scientist Grade 1	Radiation Scientist Grade 2	Radiation Scientist Grade 3
Salary level:	7	Total package	Total package	Total package
Translation:	Notch			
	117,501	303,642	---	---
	118,674	303,642	---	---
	119,865	303,642	---	---
	121,059	303,642	---	---
	122,271	303,642	---	---
	123,489	303,642	---	---
	124,728	303,642	---	---
	125,973	303,642	---	---
	127,233	303,642	---	---
	128,505	303,642	---	---
	129,789	303,642	---	---
	131,091	303,642	---	---
	132,399	303,642	---	---
	133,725	303,642	---	---
	135,066	303,642	---	---
	136,419	303,642	---	---
	137,976 (P)	303,642	---	---

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	Radiation Scientist	Radiation Scientist Grade 1	Radiation Scientist Grade 2	Radiation Scientist Grade 3
<u>Salary level:</u>	9			
<u>Translation:</u>	<u>Notch</u>	<u>Total package</u>	<u>Total package</u>	<u>Total package</u>
	174,243	303,642	---	---
	175,977	303,642	---	---
	177,741	303,642	---	---
	179,520	303,642	---	---
	181,317	303,642	---	---
	183,132	303,642	---	---
	184,959	303,642	---	---
	186,810	303,642	---	---
	188,676	303,642	---	---
	190,557	303,642	---	---
	192,468	303,642	---	---
	194,391	303,642	---	---
	196,338	303,642	---	---
	198,300	303,642	---	---
	200,283	303,642	---	---
	202,287	303,642	---	---
	204,090 (P)	308,196	---	---
	210,489 (P)	312,819	---	---

PART B

Translation of employees on salary levels 7 to 10 who -

- perform production duties of Radiation Scientist in the National Department of
- have 8 years and more service/appropriate experience Radiation Scientist on 30 June 2009,

to production posts of Radiation Scientist Grades 1, 2 and 3 respectively

	30 June 2009	Translation with effect from 1 July 2009		
Post/rank:	Radiation Scientist	Radiation Scientist Grade 1	Radiation Scientist Grade 2	Radiation Scientist Grade 3
Salary level:	7	Total package	Total package	Total package
Translation:	Notch			
	117,501	---	347181	---
	118,674	---	347182	---
	119,865	---	347183	---
	121,059	---	347184	---
	122,271	---	347185	---
	123,489	---	347186	---
	124,728	---	347187	---
	125,973	---	347188	---
	127,233	---	347189	---
	128,505	---	347190	---
	129,789	---	347191	---
	131,091	---	347192	---
	132,399	---	347193	---
	133,725	---	347194	---
	135,066	---	347195	---
	136,419	---	347196	---
	137,976 (P)	---	347197	---

30 June 2009

Translation with effect from 1 July 2009

<u>Post/rank:</u>	Radiation Scientist	Radiation Scientist Grade 1	Radiation Scientist Grade 2	Radiation Scientist Grade 3
<u>Salary level:</u>	9			
<u>Translation:</u>	<u>Notch</u>	<u>Total package</u>	<u>Total package</u>	<u>Total package</u>
	174,243	---	347181	---
	175,977	---	347182	---
	177,741	---	347183	---
	179,520	---	347184	---
	181,317	---	347185	---
	183,132	---	347186	---
	184,959	---	347187	---
	186,810	---	347188	---
	188,676	---	347189	---
	190,557	---	347190	---
	192,468	---	347191	---
	194,391	---	347192	---
	196,338	---	347193	---
	198,300	---	347194	---
	200,283	---	347195	---
	202,287	---	347196	---
	204,090 (P)	---	347197	---
	210,489 (P)	---	347198	---

**Part C deals with the translation of employees who occupy posts of**

**Deputy Director: Radiation Sciences**

**(or equivalent) (salary level 11 or 12) -**

**1st supervisory/managerial level at the national Department of Health**



30 June 2009	<b>Translation with effect from 1 July 2009</b>		
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Post/rank:	Deputy Director: Radiation Sciences	Deputy Director: Radiation Sciences Grade 1	Deputy Director: Radiation Sciences Grade 2
Salary level:	12	<u>Notch</u>	<u>Total package</u>
	407,745	447,174	---
	411,783	447,174	---
	415,863	453,882	---
	419,985	460,689	---
	424,149	460,689	---
	428,349	467,598	---
	432,591	474,612	---
	436,881	474,612	---
	441,210	---	488958
	445,581	---	488958
	449,997	---	488958
	454,461	---	496293
	458,964	---	503736
	463,512	---	503736
	468,111	---	511293
	472,758	---	518961