



Pay-scales effective 1 April 2015

A-C grades = basic salary approach, i.e. without benefits

D and Above = Cost to Company, i.e. inclusive of benefits

1. General and Management

Grade	Minimum	Median	Maximum
A1	84 270.08	96 862.16	109 454.23
A2	96 910.59	111 391.49	125 872.37
A3	111 447.18	128 100.21	144 753.23
B1	128 164.26	147 315.23	166 466.22
B2	147 388.90	169 412.52	191 436.15
B3	169 497.22	194 824.40	220 151.57
B4	194 921.81	224 048.06	253 174.30
B5	224 160.08	257 655.26	291 150.45
C1	257 784.10	296 303.55	334 823.01
C2	296 451.70	340 749.09	385 046.47
C3	349 813.02	402 083.93	454 354.83
C4	412 779.35	474 459.03	536 138.70
C5	487 079.64	559 861.65	632 643.67

2. Medical Professionals Pay-scales effective 1 April 2015

2.1 Laboratory Technicians

Level	Minimum	Median	Maximum
Laboratory Technician Entry	142 462.96	178 078.70	213 694.44
Laboratory Technician Intermediate	192 325.64	240 406.78	288 487.92
Laboratory Technician Principal	259 639.02	324 548.24	389 458.53
Laboratory Technician Expert	350 512.15	438 140.98	525 768.75

2.2 Medical Technologists

Level	Minimum	Median	Maximum
Medical Technologist Entry	221 450.40	248 095.15	274 362.01
Medical Technologist Intermediate	266 632.58	299 587.18	372 324.49
Medical Technologist Principal	359 953.98	429 453.95	515 344.74
Medical Technologist Expert	478 756.54	537 928.69	597 100.85



2.3 Medical Scientists

Level	Minimum	Median	Maximum
Medical Scientist Entry	318 468.00	398 084.74	477 701.47
Medical Scientist Intermediate	443 972.39	554 965.22	665 959.11
Medical Scientist Principal	628 220.62	785 276.30	942 331.98
Medical Scientist Expert	876 471.51	1 095 588.62	1 314 706.75

JOYCE MOGALE
Chief Executive Officer

01/12/2015

Date



MANAGEMENT AND GENERAL

PROFICIENCY ASSESSMENT MATRICES – DEC 2015

PROFICIENCY MATRIX FOR GENERAL SCALES

Grade	Essential Qualification	Proficiency											Maximum-Scale Years Experience
		Minimum Salary Scale											
		Minimum Years Experience			Mid-Salary Scale			Minimum Years Experience					
	0	1	2	3	4	5	6	7	8	9	10	11+	
A1	Grade 10 / NCF Lvl 2	R 94,270.08	R 84,270.08	R 84,270.08	R 86,798.18	R 89,407.13	R 92,094.19	R 96,862.16	R 101,705.27	R 103,642.51	R 105,642.51	R 109,454.24	
A2	Grade 10 / NCF Lvl 2	R 96,910.59	R 96,910.59	R 96,910.59	R 99,817.91	R 99,817.91	R 99,817.91	R 111,991.49	R 116,961.06	R 119,188.89	R 119,188.89	R 125,872.39	
A3	Grade 10 / NCF Lvl 2	R 111,447.18	R 111,447.18	R 111,447.18	R 114,790.60	R 114,790.60	R 114,790.60	R 128,100.21	R 134,505.22	R 137,067.22	R 137,067.22	R 144,752.24	
B1	Grade 12 / NCF Lvl 4	R 128,164.26	R 128,164.26	R 128,164.26	R 132,009.18	R 132,009.18	R 132,009.18	R 147,315.23	R 154,680.99	R 157,627.30	R 157,627.30	R 166,666.21	
B2	Grade 12 / NCF Lvl 4	R 147,388.90	R 147,388.90	R 147,388.90	R 151,810.56	R 151,810.56	R 151,810.56	R 169,412.52	R 177,883.14	R 181,271.39	R 181,271.39	R 191,436.14	
B3	Grade 12 / NCF Lvl 4	R 169,497.22	R 169,497.22	R 169,497.22	R 174,582.14	R 174,582.14	R 174,582.14	R 194,824.40	R 204,565.62	R 208,462.10	R 208,462.10	R 220,151.57	
B4	Grade 12 / NCF Lvl 4	R 194,921.81	R 194,921.81	R 194,921.81	R 200,769.46	R 200,769.46	R 200,769.46	R 224,048.06	R 235,250.46	R 239,731.42	R 239,731.42	R 253,174.30	
B5	Grade 12 / NCF Lvl 4	R 224,160.08	R 224,160.08	R 224,160.08	R 230,884.88	R 230,884.88	R 230,884.88	R 257,655.26	R 270,538.03	R 275,691.13	R 275,691.13	R 291,150.44	
C1	Higher / Advanced National Certificate / Diploma NCF Lvl 6	R 257,784.10	R 257,784.10	R 257,784.10	R 265,517.62	R 265,517.62	R 265,517.62	R 296,303.55	R 311,118.73	R 311,118.73	R 317,044.80	R 334,823.00	
C2	Higher / Advanced National Certificate / Diploma NCF Lvl 6	R 296,451.70	R 296,451.70	R 296,451.70	R 305,345.26	R 305,345.26	R 305,345.26	R 340,749.09	R 357,786.54	R 357,786.54	R 364,601.52	R 385,046.47	
C3	Higher / Advanced National Certificate / Diploma NCF Lvl 6	R 349,813.02	R 349,813.02	R 349,813.02	R 360,307.41	R 360,307.41	R 360,307.41	R 402,083.93	R 422,188.13	R 422,188.13	R 430,229.80	R 454,354.84	
C4	Higher / Advanced National Certificate / Diploma NCF Lvl 6	R 412,779.35	R 412,779.35	R 412,779.35	R 425,162.74	R 425,162.74	R 425,162.74	R 474,459.03	R 498,181.99	R 498,181.99	R 507,671.17	R 536,138.71	
C5	Higher / Advanced National Certificate / Diploma NCF Lvl 6	R 487,079.64	R 487,079.64	R 487,079.64	R 501,692.03	R 501,692.03	R 501,692.03	R 559,861.65	R 587,854.74	R 587,854.74	R 599,051.97	R 632,643.66	
D1	Bachelor's Degree / Advanced (Higher) Diploma / NCF Lvl 7	R 574,753.98	R 574,753.98	R 574,753.98	R 591,996.60	R 591,996.60	R 591,996.60	R 660,636.76	R 693,668.60	R 693,668.60	R 706,981.33	R 746,519.54	
D2	Bachelor's Degree / Advanced (Higher) Diploma / NCF Lvl 7	R 678,209.69	R 678,209.69	R 678,209.69	R 698,555.88	R 698,555.88	R 698,555.88	R 779,551.38	R 818,528.94	R 818,528.94	R 834,119.97	R 880,893.06	
D3	Bachelor's Degree / Advanced (Higher) Diploma / NCF Lvl 7	R 752,289.84	R 752,289.84	R 752,289.84	R 774,858.53	R 774,858.53	R 774,858.53	R 864,700.56	R 907,936.01	R 907,936.01	R 925,230.03	R 977,112.09	
D4	Bachelor's Degree / Advanced (Higher) Diploma / NCF Lvl 7	R 846,326.07	R 846,326.07	R 846,326.07	R 871,715.85	R 871,715.85	R 871,715.85	R 972,788.59	R 1,021,428.02	R 1,021,428.02	R 1,040,883.79	R 1,099,251.10	
D5	Bachelor's Degree / Advanced (Higher) Diploma / NCF Lvl 7	R 952,116.83	R 952,116.83	R 952,116.83	R 980,680.33	R 980,680.33	R 980,680.33	R 1,094,387.16	R 1,149,106.52	R 1,149,106.52	R 1,170,994.26	R 1,236,657.50	
E1	Bachelor's Degree / Advanced (Higher) Diploma / NCF Lvl 7	R 1,071,131.43	R 1,071,131.43	R 1,071,131.43	R 1,103,265.37	R 1,103,265.37	R 1,103,265.37	R 1,231,185.55	R 1,292,744.83	R 1,292,744.83	R 1,317,368.54	R 1,391,239.68	
E2	Bachelor's Degree / Advanced (Higher) Diploma / NCF Lvl 7	R 1,205,022.86	R 1,205,022.86	R 1,205,022.86	R 1,241,173.55	R 1,241,173.55	R 1,241,173.55	R 1,385,083.75	R 1,454,337.94	R 1,454,337.94	R 1,482,039.61	R 1,565,444.63	
E3	Bachelor's Degree / Advanced (Higher) Diploma / NCF Lvl 7	R 1,355,650.72	R 1,355,650.72	R 1,355,650.72	R 1,396,320.24	R 1,396,320.24	R 1,396,320.24	R 1,558,219.22	R 1,636,130.18	R 1,636,130.18	R 1,667,294.56	R 1,760,787.72	
E4	Bachelor's Degree / Advanced (Higher) Diploma / NCF Lvl 7	R 1,525,107.06	R 1,525,107.06	R 1,525,107.06	R 1,570,860.27	R 1,570,860.27	R 1,570,860.27	R 1,752,996.62	R 1,840,646.45	R 1,840,646.45	R 1,875,706.39	R 1,980,886.19	
E5	Bachelor's Degree / Advanced (Higher) Diploma / NCF Lvl 7	R 1,715,745.45	R 1,715,745.45	R 1,715,745.45	R 1,767,217.81	R 1,767,217.81	R 1,767,217.81	R 1,972,121.20	R 2,070,727.26	R 2,070,727.26	R 2,110,169.68	R 2,228,496.95	
F1	Bachelor's Degree / Advanced (Higher) Diploma / NCF Lvl 7	R 1,921,108.84	R 1,921,108.84	R 1,921,108.84	R 1,978,742.11	R 1,978,742.11	R 1,978,742.11	R 2,164,498.96	R 2,272,723.91	R 2,272,723.91	R 2,316,013.89	R 2,407,889.07	
F2	Bachelor's Degree / Advanced (Higher) Diploma / NCF Lvl 7	R 2,029,383.62	R 2,029,383.62	R 2,029,383.62	R 2,084,666.85	R 2,084,666.85	R 2,084,666.85	R 2,262,308.47	R 2,375,423.89	R 2,375,423.89	R 2,420,670.06	R 2,456,412.51	
F3	Bachelor's Degree / Advanced (Higher) Diploma / NCF Lvl 7	R 2,442,601.92	R 2,442,601.92	R 2,442,601.92	R 2,509,265.13	R 2,509,265.13	R 2,509,265.13	R 2,702,308.47	R 2,820,129.28	R 2,820,129.28	R 2,875,423.89	R 2,955,102.13	

PROFICIENCY ASSESSMENT MATRICES – DEC 2015

LABORATORY TECHNICIAN

PROFICIENCY MATRIX FOR CORE SKILLS SCALES

Level	Job Title	Criteria	Essential Qualification	Further Qualification	Proficiency											Maximum Scale Years Experience
					Minimum Salary Scale					Mid-Salary Scale						
					Minimum Years Experience											
Entry	Medical Technician		Certificate & professional body		0	1	2	3	4	5	6	7	8	9	10	11+
					R 142,462.96	R 142,462.96	R 142,462.96	R 146,736.85	R 146,736.85	R 146,736.85	R 248,095.15	R 260,499.91	R 260,499.91	R 265,461.81	R 265,461.81	R 274,362.01
Intermediate	Medical Technician		Certificate & professional body		0	1	2	3	4	5	6	7	8	9	10	11+
					R 192,325.64	R 192,325.64	R 192,325.64	R 198,095.41	R 198,095.41	R 198,095.41	R 291,587.18	R 314,566.54	R 314,566.54	R 320,558.28	R 320,558.28	R 372,324.49
Principal	Medical Technician		Certificate & professional body		0	1	2	3	4	5	6	7	8	9	10	11+
					R 259,639.02	R 259,639.02	R 259,639.02	R 267,428.19	R 267,428.19	R 267,428.19	R 429,483.95	R 450,926.65	R 450,926.65	R 459,515.73	R 459,515.73	R 515,944.74
Expert	Medical Technician		Certificate & professional body		0	1	2	3	4	5	6	7	8	9	10	11+
					R 350,512.15	R 350,512.15	R 350,512.15	R 361,027.51	R 361,027.51	R 361,027.51	R 545,997.62	R 571,297.50	R 571,297.50	R 594,217.45	R 594,217.45	R 606,057.36

MEDICAL TECHNOLOGISTS

PROFICIENCY MATRIX FOR CORE SKILLS SCALES

Level	Job Title	Criteria	Essential Qualification	Further Qualification	Proficiency											Maximum Scale Years Experience
					Minimum Salary Scale					Mid-Salary Scale						
					Minimum Years Experience											
Entry	Medical Technologist		Diploma & Professional body		0	1	2	3	4	5	6	7	8	9	10	11+
					R 221,450.40	R 221,450.40	R 221,450.40	R 228,093.91	R 228,093.91	R 228,093.91	R 318,043.91	R 348,095.15	R 348,099.91	R 360,499.91	R 365,461.81	R 365,461.81
Intermediate	Medical Technologist		Diploma & Professional body		0	1	2	3	4	5	6	7	8	9	10	11+
					R 266,632.58	R 266,632.58	R 266,632.58	R 274,631.56	R 274,631.56	R 274,631.56	R 374,631.56	R 399,587.18	R 399,587.18	R 414,536.54	R 414,536.54	R 420,558.28
Principal	Medical Technologist		Diploma & Professional body		0	1	2	3	4	5	6	7	8	9	10	11+
					R 399,953.98	R 399,953.98	R 399,953.98	R 407,952.60	R 407,952.60	R 407,952.60	R 507,952.60	R 532,908.65	R 532,908.65	R 547,908.65	R 547,908.65	R 552,908.65
Expert	Medical Technologist		Diploma & Professional body		0	1	2	3	4	5	6	7	8	9	10	11+
					R 485,937.99	R 485,937.99	R 485,937.99	R 500,516.03	R 500,516.03	R 500,516.03	R 645,997.62	R 671,297.50	R 671,297.50	R 694,217.45	R 694,217.45	R 706,057.36

MEDICAL SCIENTISTS

PROFICIENCY MATRIX FOR CORE SKILLS SCALES

Level	Job Title	Criteria	Essential Qualification	Further Qualification	Proficiency											Maximum Scale Years Experience
					Minimum Salary Scale					Mid-Salary Scale						
					Minimum Years Experience											
Entry	Medical Scientist		BSc Honours		0	1	2	3	4	5	6	7	8	9	10	11+
					R 318,468.00	R 318,468.00	R 318,468.00	R 328,022.04	R 328,022.04	R 328,022.04	R 398,084.74	R 417,988.98	R 417,988.98	R 425,950.67	R 425,950.67	R 477,201.47
Intermediate	Medical Scientist		MSc		0	1	2	3	4	5	6	7	8	9	10	11+
					R 450,681.97	R 450,681.97	R 450,681.97	R 464,150.93	R 464,150.93	R 464,150.93	R 563,289.77	R 591,454.26	R 591,454.26	R 602,720.05	R 602,720.05	R 675,948.49
Principal	Medical Scientist		PhD		0	1	2	3	4	5	6	7	8	9	10	11+
					R 637,643.93	R 637,643.93	R 637,643.93	R 656,773.25	R 656,773.25	R 656,773.25	R 797,055.44	R 836,908.21	R 836,908.21	R 852,949.32	R 852,949.32	R 906,466.96
Expert	Medical Scientist		PhD		0	1	2	3	4	5	6	7	8	9	10	11+
					R 889,618.99	R 889,618.99	R 889,618.99	R 916,307.15	R 916,307.15	R 916,307.15	R 1,112,022.45	R 1,167,623.57	R 1,167,623.57	R 1,189,964.02	R 1,189,964.02	R 1,394,427.35