

Appendix I

GUIDE TO THE UCT CLINICAL PAYLINE¹

Table 1

Professors/Associate Professor (on the UCT Clinical Payline)²

Clinical Rank	1 April 2023	1 April 2024
Medical Specialist (<i>Grade1 Notch 1</i>)	R1,214,805	R1,271,901
Medical Sub-Specialist (<i>Grade1 Notch 1</i>)	R1,406,565	R1,472,673
Head Clinical Unit (<i>Grade 1, Notch 1</i>)	R1,887,363	R1,976,070
Head Clinical Department (<i>Grade 1, Notch 1</i>)	R2,354,559	R2,465,223
<i>Excellence 1 (Competitive process)</i> <i>(HCD Grade 1 Notch 5)</i>	R2,497,788	R2,616,501
<i>Excellence 2 (Competitive process)</i> <i>(HCD Grade 2 Notch 1)</i>	R2,572,671	R2,693,586
UCT Associate Professor	(1 January 2023)	(1 January 2024)
Standard Academic Salary Package (<i>SASP</i>)	R1,232,882	R1,303,157
<i>Compete for Merit Awards (5% of SASP)</i>	R61,645	R65,159
UCT Professor	(1 January 2023)	(1 January 2024)
Standard Academic Salary Package (<i>SASP</i>)	R1,504,192	R1,589,931
<i>Excellence 1 (12%)</i> <i>(Competitive process)</i>	R1,684,695	R1,780,723
<i>Excellence 2 (30%)</i> <i>(Competitive process)</i>	R1,955,450	R2,066,911

¹ Alignment to DPSA OSD Salary levels at Grade 1, Notch1. Staff members on the clinical payline are remunerated based on a number of factors including clinical rank; size and shape of department/division/unit; roles and responsibilities (organizational design).

² *Excellence 1 and 2* for Professors and *Merit Awards* for Associate Professors on the clinical payline are calculated on grade 1, notch 1 of the relevant clinical rank.

Table 2**Associate Professor/Senior Lecturer/Lecturer (on the UCT Clinical Payline driven by clinical rank)**

Clinical Rank	1 April 2023	1 April 2024
Medical Officer (<i>Grade1 Notch 1</i>)	R906,540	R949,146
Medical Specialist (<i>Grade 1 Notch 1</i>)	R1,214,805	R1,271,901
Medical Sub-Specialist (<i>Grade1 Notch 1</i>)	R1,406,565	R1,472 673
UCT Lecturer	(1 January 2023)	(1 January 2024)
Standard Academic Salary Package (<i>SASP</i>)	R853,709	R901,517
<i>Compete for Merit Awards (5% of SASP)</i>	R42,686	R45,077
UCT Senior Lecturer	(1 January 2023)	(1 January 2024)
Standard Academic Salary Package (<i>SASP</i>)	R1,027,040	R1,084,555
<i>Compete for Merit Awards (5% of SASP)</i>	R51,352	R54,228
UCT Associate Professor	(1 January 2023)	(1 January 2024)
Standard Academic Salary Package (<i>SASP</i>)	R1,232,882	R1,303,157
<i>Compete for Merit Awards (5% of SASP)</i>	R61,645	R65,159