



## Human Resources Client Services Guidelines: The UCT Clinical Payline

This document is applicable to all permanent and T2 staff and T1 staff remunerated on the UCT Clinical payline

The purpose of this document is to ensure that line managers and staff are aware of the UCT Clinical payline remuneration framework and principles.

### Categories of posts affected:

**Category A:** Clinical posts which form part of the joint staff establishment as regulated by the 1966 Joint Agreement between UCT and the WCG: DoH&W. Staff occupying these posts have a primary (UCT) and secondary employer (WCG: DoH&W) and are appointed and managed jointly by both employers.

**Category B:** Posts with a clinical component which do not form part of the abovementioned joint staff establishment. Staff occupying such posts are deemed to be joint staff in the context of their engagement on the clinical platform for purposes of teaching, training and research and the requirement for medico-legal protection.

### Clinical staff who do not form part of the joint staff establishment:

The Clinical SASP payline applies to the following categories of staff who do not form part of the joint staff establishment:

- staff who are clinically qualified in GOB funded posts;
- staff contracted to provide clinical teaching and training in the context of the DoHET funding initiative which is primarily aimed at enhancing the quality of clinical teaching and training; and
- research staff who are clinically qualified.

Staff occupying such posts are deemed to be joint staff in the context of their engagement on the clinical platform for purposes of teaching, training and research and the requirement for medico-legal protection.

### Principles:

Staff will be remunerated in accordance with the UCT Clinical payline where their post requires the following:

- a) a clinical qualification (as recognized by the HPCSA);
- b) clinical responsibilities; and
- c) a clinical qualification and clinical skills set is an inherent requirement of the job to provide/practice in the areas of research and clinical teaching and training.

This will allow for internal equity by ensuring that staff are remunerated and rewarded appropriately in relation to each other. It will also allow for external equity by ensuring that the University remains competitive and is able to attract and retain highly skilled staff.

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

- Payment above the UCT Clinical may be motivated for attraction, retention and strategic reasons (including but not limited to ad hom promotion and where the roles and responsibilities would have increased in line with organizational design principles). This discussion should be initiated with the line manager as directed by line.
- Where a staff member on the UCT clinical payline is promoted, there may be a change to the staff member's remuneration.
- Excellence 1 and 2 for Professors and Merit Awards are calculated on grade 1, notch 1 of the clinical rank.
- **All the above is funding dependent.**
- <https://hr.uct.ac.za/remuneration-benefits-remuneration-policy/pay-clinical-academic-staff-joint-staff>

