

Page No.	2018 Position code	Occupational families and list of benchmark positions	Most Frequently Occurring Paterson Broad Band or Level
Advocacy / Business Development / Communications / Dialogue / Fund Raising / Marketing / Media / Public Relations / Policy Development and Stakeholder Relationships			
Advocacy / Business Development / Communications / Dialogue / Events / Fund Raising / Marketing / Media / Public Relations and Stakeholder Relationship Management Career			
	B001	Advocacy / Business Development / Communications / Dialogue / Events / Fund Raising Marketing / Media / Public Relations / Stakeholder Relationship Functional Executive / Director or Senior Manager	E Lower
	B002	Advocacy / Business Development / Communications / Dialogue / Events / Fund Raising Marketing / Media / Public Relations / Stakeholder Relationship Functional Divisional Senior Manager	D Upper
	B003	Advocacy / Business Development / Communications / Dialogue / Events / Fund Raising / Events / Marketing / Media / Public Relations / Stakeholder Relationship Functional Middle / Departmental Manager	D Lower
	B004	Advocacy / Business Development / Communications / Dialogue / Events / Fund Raising Marketing / Media / Public Relations / Stakeholder Relationship Functional Junior Manager / Senior Team Leader or Coordinator	C Upper
	B005	Advocacy / Business Development / Communications / Dialogue / Events / Fund Raising / Marketing / Media / Public Relations / Stakeholder Relationship Functional Team Leader / Supervisor or Coordinator	C Lower
Advocacy / Business Development / Communications / Fund Raising / Marketing / Media / Public Relations / Policy Development / Stakeholder Relationships / Graphic Designer Functional Career Expert or Specialist			
	B006	Advocacy / Business Development / Communications / Copy Writer / Dialogue / Events / Editor / Fund Raising / Journalist / Marketing / Media / Public Relations / Policy Development / Digital on Line / Stakeholder Relationship Functional Advanced Career Expert or Specialist	D Upper
	B007	Advocacy / Business Development / Communications / Copy Writer / Dialogue / Events Editor / Fund Raising / Journalist / Marketing / Media / Digital on Line / Public Relations / Stakeholder Relationship Functional Career Specialist or Expert	D Lower
	B008	Advocacy / Business Development / Communications / Copy Writer / Dialogue / Events / Editor / Fund Raising / Journalist / Marketing / Media / Public Relations / Stakeholder Relationship Functional Senior Learning Career Professional or Specialist	C Upper
	B009	Advocacy / Business Development / Communications / Copy Writer / Dialogue / Events / Editor / Fund Raising / Journalist / Marketing / Media / Public Relations / Stakeholder Relationship or Graphic Designer Functional Junior Career Professional or Specialist	C Lower
	B010	Modern Media Tools Specialist or Administrator	C Lower
	B011	Workshop / Events / Radio / Television / Videographer Specialist or Coordinator	C Lower
	B012	Organisation Member / Client / Patient / Donor Stakeholder Administrator and Liaison	C Lower
	B013	Telesales Marketer / Field Officer / Donations / Clients / Member or Patients' Assistant	B Upper
	B014	Functional Administration / Logistical Support or Assistant	B Lower

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Community Aged / Auxiliary / Child / Disabled and Youth Care Services			
	C001	Support Care Worker within the Community / Baby / Child / Youth / Aged or Primary Medical Care Facility	A Band
	C002	Case Administrator for a Department of Health Facility or Support Care Worker in Child / Youth Community Care Facility	B Lower
	C003	Support Care Worker Supervisor or Coordinator in a Community Care Facility or Shelter	B Lower
	C004	Facility or House Coordinator / Organiser / House Mother	B Lower
	C005 + C007	Unqualified Teacher / Teaching Aide or Early Childhood Development / Crèche / Nursery School Assistant	A Band
	C006	Professionally Qualified Early Childhood Development / School Teacher	C Lower
	C008	Principal of a School / Manager of an Auxiliary Services / Orphanage or Youth Care Centre	C Upper
	C009	SAW - Social Auxiliary Worker	B Upper
	C010	Professionally Qualified Social Worker	C Lower
	C011	Social Services / Social Worker Manager or Coordinator	C Upper
	C012	Charity Shop Supervisor	B Lower
	C013	Charity Shop Assistant	A Band
	C014	Cleaner / Filing Clerk / Packer / Gardener / Laundry / Kitchen / Maintenance General Assistant	A Band
	C015	General Maintenance Assistant	B Lower
Finance / Grants / Internal Audit and Associated Support Services			
Grants Management and Administration			
	F001	Senior Grants Manager or Coordinator	D Upper
	F002	Organisation or Country Grants Manager	D Lower
	F003	Senior Grants Officer	C Upper
	F004	Grants or Donor Administrator	C Lower
Internal Audit and Financial Compliance			
	F005	Senior Internal Audit / Financial / Grants Compliance Manager or Specialist	D Upper
	F006	Internal Audit / Financial / Grants Compliance Manager or Specialist	D Lower
	F007	Internal Audit / or Financial / Grants Compliance Officer / Developing Specialist	C Upper
Creditors Control Function			

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	F026	Credit Manager	Not Analysed
	F027	Senior Credit Controller / Officer	Not Analysed
	F009	Credit Controller / Officer	C Lower
	F028	Back-end Credit function Clerk	B Upper
Payroll / Salaries			
	F010	Payroll Officer / Human Resources Administrator	C Upper
	F011	Salaries Clerk	B Upper
Finance /Administration or related Support Services			
	F012	CFO - Finance Controller / Support Services Executive / Director	E Lower
	F013	Finance / Support Services Executive / Senior Manager or High Level Functional Specialist	E Lower
	F014	Senior Finance / Secretarial / Compliance / Cost Analyst Manager or Functional Specialist	D Upper
	F015	Organisation / Country Office / Regional or Provincial Finance Manager / Senior Finance Officer or Accountant	D Lower
	F016	Cost / Program / Project(s) Finance Manager / Senior Finance Officer or Accountant	D Lower
	F017	Management / Finance Officer / Accountant	C Upper
	F018	Qualified Bookkeeper / Junior Accountant	C Upper
	F019	Unqualified Bookkeeper / Junior Accountant	C Lower
	F020	Accounts / Collections / Creditors / Debtors / Disbursements / and Micro Loans Reconciliation Clerk	B Upper
	F021	Accounts / Support Services Manager	D Lower
	F022	Senior Accounts / Support Services Officer	C Upper
	F023	Finance / Administration Officer	C Lower
	F024	Specialist Finance / Administration Support	B Upper
	F025	Creditors / Debtors Accounts Data Capture Clerk or Cashier	B Lower
General			
General			
	G001	CEO / African Region / Country Executive Director or Representative	E Upper
	G002	Deputy Director	E Lower

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	G029	General Manager or Executive Director of a subsidiary organisation	E Lower
	G003	Executive Specialized Function(s)	E Lower
	G004	Facilities / Commercial Operations Manager	D Lower
	G004(a)	Facilities / Commercial Operations Officer	C Lower
	G005	Health, Risk, Security, Safety, Environment and Compliance Manager	D Lower
	G006	Health, Risk, Security, Safety, Environment and Compliance Officer	C Lower
	G007	Company Secretary (non – financial)	D Lower
	G008	Office / Administration Manager	C Upper
	G009	Office / Administration Officer or Team Leader	C Lower
	G010	Senior Knowledge, Information and Archives Specialist or Librarian	D Lower
	G011	Knowledge, Information and Archives / Librarian Specialist	C Lower
	G012	Library / Resource Centre or Museum Assistant	Not Analysed
	G013	Cook – Not Qualified	A Band
	G013(a)	Catering Manager / Coordinator	C Lower
	G014	Farm Labourer / Cleaner / Filing Clerk / Gardener / General Maintenance & Housekeeper	A Band
	G015	Security Guard	A Band
Secretarial			
	G016	Executive Assistant	C Upper
	G017	Personal Assistant to CEO or other Senior Executive(s)	C Lower
	G018	Departmental / Provisional Secretary to Managers / Executives	B Upper
Front Office / Administration / Logistics			
	G019	Administration / Front Office / Logistics Support Clerk	B Upper
	G020	Front Office Receptionist	B Lower
	G021	Office Assistant / Relief Receptionist	B Lower
	G022	Junior Administrator / General Semi-Skilled Clerk (Non-Financial)	B Lower
	G030	Senior Skilled Specialised Clerk / Typesetter / Junior Desk Top Publisher	B Upper

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	G023	Data Capturer / Clerk	B Lower
	G024	Data Capture / Administration Supervisor	B Upper
Drivers			
	G025	Senior Driver	B Upper
	G026	Driver / Chauffer	B Lower
Building Maintenance			
	G027	Building / Maintenance Supervisor / Officer	B Upper
	G028	Caretaker / Handyman or Supervisor	B Lower
Human Resources			
	H001	Human Resources Executive / Senior Manager / Divisional Head	E Lower
	H002	Human Resources Manager / Generalist - for an organisation or country office which employs MORE than 400 employees	D Upper
	H003	Human Resources Manager / Generalist – for an organisation or country office employing 399 or LESS employees	D Lower
	H004	Senior Human Resources Officer / Generalist	C Upper
	H005	Human Resources Officer / Generalist / Administrator and Wellness Coordinator	C Lower
	H006	Human Resources Support / Assistant	B Upper
	H007	Human Resources Expert or Specialist, Remuneration, Talent Management, Human Capital Information	D Lower
Interns			
	INT01	Matriculant Learners WITH Mathematics and Science as subjects	B Upper
	INT02	Matriculant Learner with NO Mathematics and / or Science as subjects	B Lower
	INT03	Undergraduate Intern	B Upper
	INT04	Graduate Intern	C Lower
Information / Communications / Technology			
	ICT001	Information / Communications / Technology Functional Executive / Director or Senior Manager or Functional Advanced Career Expert or Specialist	E Lower
	ICT002 + ICT003	Information / Communications / Technology or Manager or Functional Career Specialist	D Lower
	ICT004	Information / Communications Technology Support Officer / Technician	C Upper

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	ICT005	Information / Communications Technology Support Officer / Technician / Website Designer & Administrator	C Lower
	ICT006	Information / Communications Technology Network / Software Support	B Upper
	ICT007	Donor data base Coordinator / Administrator	C Upper
Inwood / Outward Supply Chain			
	K001	Senior Supply Chain or Materials Manager	D Upper
	K002	Logistics / Supply Chain / Distribution / Procurement Manager	D Lower
	K003	Logistics / Supply Chain / Distribution / Warehouse / Materials Coordinator or Controller	C Lower
	K004 + K005	Specialised Buyer or Organisation Buyer / Procurement Officer	C Lower
	K006	Travel Coordinator / Administrator	C Lower
	K007 + K009	Outward Bound Logistics Support / Administrator	B Upper
	K008	Fleet Administrator or Coordinator	C Lower
Legal			
	LEG001	Head / Manager of Litigation / Legal Services or Program	E Lower
	LEG002	Advocate	D Upper
	LEG003	Attorney - Professionally qualified Attorney who has 10, 1 (TEN) OR MORE YEARS' legal working experience since qualifying	D Upper
	LEG004	Attorney - Professionally qualified Attorney who has BETWEEN 5, 1 AND 10, 0 YEARS' legal working experience since qualifying	D Lower
	LEG005	Attorney - Professionally qualified Attorney who has BETWEEN 3, 1 AND 5, 0 YEARS' legal working experience since qualifying	C Upper
	LEG006	Attorney - Professionally qualified Attorney who has LESS THAN 3 YEARS' legal working experience since qualifying	C Lower
	LEG007	Candidate Attorney	C Lower
	LEG008	Paralegal	C Lower
	LEG009	Legal Intern	C Lower
	LEG010	Legal Secretary	C Lower
	LEG011	Legal Officer / Counsellor	C Upper
Medical / Health Care Programs			

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Medical / Health Care Program Professionally Medically Qualified (medical practitioner or professional nurse) Health Care Program Management Career			
	MED001	Health Care Program Senior Executive / Chief Operating Officer or Senior Manager	E Upper
	MED002	Health Care Program Executive / Chief Operating Officer or Senior Manager	E Lower
	MED003	Health Care Program / Project Middle Manager or Coordinator	D Upper
	MED004	Health Care Program / Project Intermediate Manager or Coordinator	D Lower
Medical / Health Care Program Professionally Medically Qualified Medical Practitioner or Health Care Program Professional Career			
	MED005	Senior Medical Career Expert / Specialist or Technical Advisor	D Upper
	MED006	Intermediate Medical Career Professional or Technical Expert	D Lower
Medical / Health Care Program Executive or Management Career (Graduates but NOT professionally qualified medical practitioners, professional nurses or equivalent)			
	MED007	Medical / Health Operations / Program(s)/ Executive or Senior Manager May also be a “high level” expert	E Lower
	MED008 + MED009	Medical / Health Operations / Programs Projects Executive or Senior Manager	D Upper
	MED010	Provincial / District Medical / Health Operations / Programs / Projects Team Intermediate Manager	D Lower
	MED011	Provincial / District Medical / Health Operations / Program / Project(s) Officer or Junior Manager	C Upper
	MED012	District / Site Medical / Health Operations / Programs / Project Junior Officer / Team Leader or Coordinator	C Lower
Medical / Health Care Programs Pharmaceutical Management and Professional Career			
	MED013	Senior Pharmacist / Manager / Provincial / District Coordinator / Advisor	D Upper
	MED014	Professionally Qualified Pharmacist / Advisor	C Upper
	MED015	Post Basic Pharmacy Assistant	B Upper
	MED016	Basic Pharmacy Assistant / Mentor	B Upper
Medical / Health Care Programs Nursing Career Professional			
	MED017	Public Health Nurse / Senior Professional Nurse	D Lower
	MED018	Nurse Clinical Mentor / Officer / Education Coordinator	D Lower
	MED019	Clinical Nurse Trainer & Mentor for HIV/AIDS and TB	C Upper
	MED020	Professionally Qualified Nurse	C Lower
	MED020(a)	Professionally Qualified Nurse Counsellor	C Lower
	MED020(b)	Post Retirement Professional Nurse	C Lower

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	MED021	Auxiliary or Lay Health Nurse	B Upper
	MED022	Professional Qualified Nurse / Phlebotomist with relevant working experience	C Upper
	MED023	Enrolled / Staff Nurse or Nursing Assistant	B Lower
Medical / Health Care Programs Laboratory Professional Career			
	MED024	Medical Regional / District Laboratory Manager or Coordinator	D Upper
	MED025	Medical Laboratory Technologist	C Upper
	MED025(a)	Medical Laboratory Technician / Assistant	B Upper
Medical / Health Care Programs Mobilising the Community, Counselling, Testing & Screening			
	MED026	Medical Community Mobiliser / Counsellor	B Upper
	MED026(a)	Junior Medical Community Mobiliser / Counsellor	B Lower
	MED027	Lay Community / Hospital / Clinic Counsellor	B Lower
	MED028	HAST Team Leader / TB / HIV / AIDS / Reproductive Health Lay Counsellor or Case Officer	B Upper
	MED029	HAST Community Outreach Worker	A Band
	MED030	Community Patient / Client Recruiter	A Band
	MED052	Medical Linkage Officer	B Upper
Medical / Health Care Programs Information / Data Management			
	MED031	Senior Health Information / Data Manager / Controller Coordinator / Mining Analyst / Specialist	D Upper
	MED032	Health Information / Data Systems Officer / Controller	C Lower
	MED033	Data Quality Mentor / Data Analyst	B Upper
	MED033(a)	Data Quality Support	B Lower
Medical / Health Care Program Administration and Logistical Support			
	MED034	Senior Medical / Health Programs / Projects Administration / Logistical Support	C Lower
Medical / Health Care Programs Monitoring, Evaluation and Quality Assurance			
	MED035	Monitoring & Evaluation / Quality Assurance Division or Department Executive or Senior Manager	D Upper
	MED036	Monitoring and Evaluation Data Manager	D Lower
	MED037	DOH Quality Improvement Coach	D Lower

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	MED038	Monitoring and Evaluation Data Coordinator / Specialist	C Upper
	MED039	Junior Monitoring and Evaluation Data Coordinator / Specialist	C Lower
Medical / Health Care Programs Research			
	MED040	Medical / Health Program Executive or Senior Manager	E Lower
	MED041	Medical / Health Program Research Manager / Expert / Advisor or Specialist	D Upper
	MED042	Epidemiologist / Researcher / Expert / Advisor or Specialist	D Upper
	MED043	Senior Medical / Health Program Research Specialist / Advisor	D Lower
	MED044	Medical / Health Program Research Specialist / Advisor	C Upper
	MED045	Medical Field Data Collector Supervisor	C Lower
	MED046	Medical Field Data Collector	B Lower
	MED047	Medical Data Capture Entry Operator / Clerk	B Lower
Medical / Health Care Programs Training, Development and Capacity Building			
	MED048	Medical / Health Program Training & Development Manager	D Upper
	MED049	Medical / Health Program Training Junior Training Officer	C Lower
	MED051	HIV Prevention Course Facilitator	B Upper
	MED053	Community Health Care Educator	B Upper
	MED050	Medical Auxiliary Professional	C Lower
Monitoring and Evaluation / Quality Assurance (excludes health care program occupational family research roles)			
	N001	Monitoring & Evaluation / Quality Assurance Division Executive or Senior Manager	Not Analysed
	N002	Monitoring & Evaluation / Quality Assurance Division or Department Executive / Senior or Advanced Specialist or Technical Advisor	D Upper
	N003	Monitoring & Evaluation / Quality Assurance Line Manager or Intermediate Specialist / Statistician	D Lower
	N004	Monitoring & Evaluation / Quality Assurance Officer or Advancing Career Professional	C Upper
	N005	Monitoring & Evaluation / Quality Assurance Team Leader / Supervisor or Learning Career Professional (not an intern or an employee on a learnership)	C Lower
	N006	Monitoring & Evaluation Support / Assistant	B Upper
Operations / Programs / Projects (excludes medical and legal occupational family roles)			

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Operations / Programs / Projects Management Career				
	P001	Operations / Programs / Projects Executive or Senior Manager Responsible for four (4) or more countries or geographical areas within the African Continent	E Lower	
	P002	Operations / Programs / Projects Executive or Senior Manager Responsible for up to three (3) geographical areas or countries within the African Continent	D Upper	
	P003	Country Office / Regional / Provincial / District Operations / Programs / Projects Manager	D Lower	
	P004	Social Development / Operations / Programs / Projects Manager	D Lower	
	P005	Senior Operations / Programs / Projects Team / Branch Coordinator / Manager	C Upper	
	P006	Organisation or Country Office Operations / Programs / Projects Team Leader / Coordinator	C Lower	
Operations / Programs / Projects Professional Career (role holders in these positions are functional specialists and usually have no line management responsibility, but are functional specialists in their area of expertise)				
	P007	Advanced Operations / Programs / Expert / Specialist or Technical Advisor / Business Consultant	D Upper	
	P008	Intermediate Operations / Programs / Project Expert / Specialist or Technical Advisor / Business Consultant	D Lower	
	P009	Advancing Career Operations / Programs / Project Expert / Specialist / Business Consultant	C Upper	
	P010	Learning Career Operations / Program Entry Level Graduate (Not an Intern)	C Lower	
	P011	Social Development / Economic Community Program Facilitator / Coordinator / Mobiliser / Liaison Officer / Consultant	C Lower	
	P011(a)	Project / Micro Loan / Small Business Community Development Facilitators	B Upper	
	P012	Junior Social Community Mobiliser / Facilitator / Coordinator / Counsellor	B Lower	
Operations / Programs / Projects Administration and Logistical Support				
	P013	Operations / Programs / Projects Administrator / Logistical Support Officer	C Lower	298 195
	P014	Operations / Programs / Projects Administrator & Logistical Support	B Upper	178 440
	P015	Junior Operations / Programs / Projects Administrator or Logistical Support	B Lower	109 159
Economic / Education / Legal and Social Research (excludes health care program occupational family research roles)				
Social Research Management Career and / or Functional Specialists				
	R001	Social Research Programs Executive / Senior Manager / Expert or Advisor	D Upper	
	R002	Social Research Programs / Projects / Field Intermediate Manager / Specialist / Analyst	D Lower	
	R003	Senior Social Research Programs / Projects / Field Junior Manager / Coordinator or an Advancing Career Professional / Specialist	C Upper	

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	R004	Social Research Programs / Projects Team Leader / Supervisor / Coordinator	C Lower
Social Research Professional Career (role holders in these positions are functional specialists and have no line management responsibility)			
	R005 + R006	Social Research Learning Career Professional / Specialist	C Lower
Social Research Administration / Logistical Support			
	R007	Social Research Administration / Logistical Support	B Upper
	R008	Social Research Administration / Logistical Support Assistant	B Lower
Social Housing			
	S002	General Manager / National Property Development Manager	E Lower
	S003	Regional / Operations Property Manager	D Lower
	S012	Maintenance Manager	D Lower
	S004	Maintenance Officer or Supervisor / Coordinator	C Lower
	S005	Semi-Skilled Maintenance Worker	B Lower
	S006	Portfolio / Administration Manager / Analyst	D Lower
	S007	Sales / Senior Tenant Liaison Officer / Leasing Administrator	C Lower
	S009	Senior Tenant / Lease Administrator	C Lower
	S010	Junior Tenant Liaison Officer	B Upper
	S011	Maintenance Administration and Logistical Support	B Upper
Training / Development and Education (excludes health care program training / development and education roles roles)			
Training / Development & Education Line Management Career Roles			
	T001	College / Academy / organisation Training or Educational Programs Executive or Senior Manager	E Lower
	T002	College / Academy / Organisation Training or Educational Development Manager	D Lower
	T003	Program / Project Organisation Senior Training Officer or Junior Manager	C Upper
	T004	College / Academic / organisation SAQA, CHE and DHET Accreditation & Compliance Manager	D Lower
	T005	Materials Development Coordinator	C Upper
	T006	Programs / Course Developer / Coordinator or Manager	C Upper
	T007	Regional / Senior Training or Educational Junior Manager or Senior Officer	C Upper

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	T008	Junior Training or Educational Functional Administration Officer, Team Leader or Supervisor	C Lower
	T009	Administration Supervisor	Not Analysed
Training / Development & Education Specialists Career Roles			
	T010	Advanced Career / Subject / Program Expert / Specialist or Advisor	D Upper
	T011	Intermediate Career / Subject / Program Expert / Specialist or Advisor	D Lower
	T012	Regional / Provincial Scholarship Program Coordinator	C Lower
	T013	Senior Training Officer (technical and non-technical)	C Upper
	T014	Junior Training Officer (technical & non-technical)	C Lower
	T015	Junior Learning Functional Career / Subject / Program Officer or Specialist	C Lower
	T016	Peer Education / Training and Development Presenter / Coach	B Lower
	T017	ABET and Basic Computer Skills Centre Facilitator	B Lower
Training / Development & Education Programs Administration / Logistical Support Roles			
	T018	College / Academy / Organisation Training & Education Programs Administration & Logistical Coordinator / Support	C Lower
	T019	Training Administrator / Coordinator	B Upper
	T020	College / Academy Dispatch / Stock Control Clerk	B Upper
	T021	Basic Learner / Facilitator / ECD / Toy Library Administration/ Logistics and Queries Support	A Band
	T022	General College / Academy / Administration Clerk	B Lower