

LIST OF SALARY TABLES INCLUDED IN THE ARGRS – JULY 2017 NPO SALARY SURVEY REPORT

The table below lists a summary of the occupational families and salary tables in the survey report; analysed together with the Paterson modal or most frequently occurring grade.

Table - Summary of all Occupational Families and Salary Tables

2017 Position Code	Occupational Family and Role Salary Tables	Paterson Modal Grade
Advocacy / Business Development / Communications / Dialogue / Fund Raising / Marketing / Media / Public Relations and Stakeholder Relationships		
B001	Advocacy / Business Development / Communications / Dialogue / Fund Raising Marketing / Media / Public Relations / Stakeholder Relationship Functional Executive / Director or Senior Manager	E Lower
B002	Advocacy / Business Development / Communications / Dialogue / Fund Raising Marketing / Media / Public Relations / Stakeholder Relationship Functional Divisional Senior Manager	D Upper
B003	Advocacy / Business Development / Communications / Dialogue / Fund Raising Marketing / Media / Public Relations / Stakeholder Relationship Functional Middle / Departmental Manager	D Lower
B004	Advocacy / Business Development / Communications / Dialogue / Fund Raising Marketing / Media / Public Relations / Stakeholder Relationship Functional Junior Manager / Senior Team Leader or Coordinator	C Upper
B004(a)	Advocacy / Business Development / Communications / Dialogue / Fund Raising Marketing / Media / Public Relations / Stakeholder Relationship Functional Team Lead / Supervisor or Coordinator	C Lower
B005	Advocacy / Business Development / Communications / Copy Writer / Dialogue / Editor / Fund Raising / Journalist / Marketing / Media / Public Relations / Stakeholder Relationship Functional Advanced Career Expert or Specialist	D Upper
B006	Advocacy / Business Development / Communications / Copy Writer / Dialogue / Editor / Fund Raising / Journalist / Marketing / Media / Public Relations / Stakeholder Relationship Functional Career Specialist or Expert	D Lower
B007	Advocacy / Business Development / Communications / Copy Writer / Dialogue / Editor / Fund Raising / Journalist / Marketing / Media / Public Relations / Stakeholder Relationship Functional Senior Learning Career Professional or Specialist	C Upper
B008	Advocacy / Business Development / Communications / Copy Writer / Dialogue / Editor / Fund Raising / Journalist / Marketing / Media / Public Relations / Stakeholder Relationship or Graphic Designer Functional Junior Career Professional or Specialist	C Lower
B011	Modern Media Tools Specialist / Coordinator or Administrator	C Lower
B014	Workshop / Events / Radio / Television / Videographer Specialist or Coordinator	C Lower
B010	Organisation Member / Client / Patient / Donor Stakeholder Administrator and Liaison	C Lower
B012	Telesales Marketer / Field Officer / Donations / Clients / Member or Patients Assistant	B Upper
B013	Functional Administration / Logistical Support or Assistant	B Lower
Community Social Services		
C001	Support Care Worker in a Baby / Aged or Primary Medical Community Care Facility	A Band

2 – ARGRS – July 2017 – NPO Salary Survey – List of Salary Tables with the relevant occupational families

2017 Position Code	Occupational Family and Role Salary Tables	Paterson Modal Grade
C002	Case Administrator for a Department of Health Facility or Support Care Worker in Child / Youth Community Care Facility	B Lower
C003+ C004	Support Care Worker Supervisor or Coordinator in a Community Care Facility	B Lower
C005	Facility or House Coordinator / Organizer / Mother	B Lower
C006	Unqualified Teacher / Teaching Aide or Early Childhood Assistant	A Band
C007	Professionally Qualified School Teacher or Early Childhood Development Facilitator	C Lower
C008	Crèche / Nursery School Assistant	A Band
C010+C01 1	Principal of a School / Manager of an Auxiliary Services / Orphanage or Youth Care Centre	C Upper
C014	SAW - Social Auxiliary Worker	B Lower
C016	Qualified Social Worker	C Lower
C018	Social Services / Social Worker Manager or Coordinator	C Upper
C020	Charity Shop Assistant	A Band
C021	Cleaner / Filing Clerk / Packer / Gardener / Security Guard / Kitchen or General Assistant	A Band
Grants / Finance and Related Support Services		
F001	Senior Grants Manager or Coordinator	D Upper
F002	Organisation or Country Grants Manager	D Lower
F003	Senior Grants Officer	C Upper
F004	Grants Administrator	C Lower
F005	Senior Internal Audit / Financial Compliance Manager or Senior Specialist	D Upper
F006	Internal Audit or Financial Compliance Manager or Specialist	D Lower
F007	Internal Audit / Financial Compliance Officer / Developing Specialist	C Upper
F009	Credit Controller / Officer	C Lower
F010	Payroll Officer / Administrator	C Lower
F011	Salaries Clerk	B Lower
F012	CFO - Finance Controller / Executive	E Lower
F013	Finance / Support Services Executive / Senior Manager or High Level Functional Specialist	E Lower

2 – ARGRS – July 2017 – NPO Salary Survey – List of Salary Tables with the relevant occupational families

2017 Position Code	Occupational Family and Role Salary Tables	Paterson Modal Grade
F014	Senior Finance / Secretarial / Compliance / Cost Analyst Manager or Functional Specialist	D Upper
F015	Country Office / Regional / Program / Project Finance Manager / Senior Finance Officer or Accountant	D Lower
F016	Finance Officer / Accountant	C Upper
F017	Qualified Bookkeeper / Junior Accountant	C Upper
F018	Unqualified Bookkeeper / Junior Accountant	C Lower
F019	Accounts / Debtors / Creditors Clerk	B Upper
F020	Accounts / Support Services Manager	D Lower
F021	Senior Accounts / Support Services Officer	C Upper
F022	Finance / Administration Officer	C Lower
F023	Specialist or Finance / Administration Clerk	B Upper
F024	Accounts Data Capture Clerk	B Lower
CEO / Executive / Country Directors & G E N E R A L		
G001	CEO / African Region / Country Executive Director or Representative	E Upper
G030	Deputy Director	E Lower
G002	Executive Specialized Function(s)	E Lower
G003	Facilities Manager	C Upper
G004	Risk, Security, Safety, Environment and Compliance Manager	D Lower
G032	Risk, Security, Safety, Environment and Compliance Officer	C Lower
G006	Company Secretary (Non – financial)	D Lower
G007	Office / Administration Manager	C Upper
G008	Office / Administration Officer or Team Leader	C Lower
G009	Senior Knowledge / Information and Archives Specialist or Librarian	D Band
G010	Knowledge / Information / Archives / Librarian Specialist	C Upper
G011	Library / Resource Centre or Museum Assistant	B Upper
G015	Cook – Not Qualified	A Band
G016	Cleaner / Filing Clerk / Gardener / Security Guard and Housekeeper	A Band

2 – ARGRS – July 2017 – NPO Salary Survey – List of Salary Tables with the relevant occupational families

2017 Position Code	Occupational Family and Role Salary Tables	Paterson Modal Grade
G017	Executive Assistant	C Upper
G018	Personal Assistant to CEO or other Senior Executive(s)	C Lower
G019	Divisional / Departmental Secretary to Manager(s) or Executive(s)	B Upper
G020	Senior Administration / Front Office / Logistics Support Clerk	B Upper
G021	Front Office Receptionist	B Lower
G022	Office Assistant / Relief Receptionist	B Lower
G023	Junior Administrator / General Semi-Skilled Clerk (Non-Financial)	B Lower
G024	Data Capture / Input Clerk	B Lower
G025	Data Capture / Input Supervisor	B Upper
G026	Senior Driver	B Upper
G027	Driver / Chauffeur	B Lower
G028	Building / Maintenance Supervisor / Officer	B Upper
G029	Caretaker / Handyman or Supervisor	B Lower
Human Resources		
H001	Human Resources Executive / Senior Manager who could be responsible for up to four (4) or more countries across the African Continent	E Lower
H002	Senior Human Resources Manager / Generalist - for an organisation or country office which employs MORE than 600 employees or has offices / operations in three (3) or more countries across the African Continent	D Upper
H003	Human Resources Manager / Generalist - for an organisation or country office employing LESS than 599 employees and who has operations / offices only in South Africa	D Lower
H004	Senior Human Resources Officer / Generalist	C Upper
H005	Human Resources Officer / Generalist / Administrator / 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 and Human Capital employed on Learnerships		
INT01	Matriculant Learners WITH Mathematics and Science as subjects	B Lower
INT02	Matriculant Learner with NO Mathematics and / or Science as subjects	B Lower
INT03	Undergraduate Intern	B Upper

2 – ARGRS – July 2017 – NPO Salary Survey – List of Salary Tables with the relevant occupational families

2017 Position Code	Occupational Family and Role Salary Tables	Paterson Modal Grade
INT04	Graduate Intern	C Lower
Information / Communications Technology		
ICT003	Information / Communications Technology Manager or High Level Specialist	D Lower
ICT004	Information / Communications Technology Senior Support Officer / Technician	C Upper
ICT005+IC T006+ ICT007	Information / Communications Technology Support Officer / Technician / Website Designer & Administrator	C Lower
ICT008	Information / Communication Technology Network / Software Support	B Band
Logistics / Supply Chain		
K002	Logistics / Supply Chain / Distribution / Warehouse / Procurement Manager	D Lower
K003	Logistics / Supply Chain / Distribution / Warehouse / Materials Coordinator or Controller	C Lower
K004	Specialised Buyer / Procurement Officer	C Lower
K005	Buyer / Procurement Officer	C Lower
K006	Travel Coordinator / Administrator	C Lower
K009+ K010	Storeman / Materials Handler / Logistics Support	B Upper
K013	Fleet Administrator or Coordinator	C Lower
LEGAL		
LEG002+ LEG003	Head / Manager of Litigation / Legal Services	E Lower
LEG004+LE G005	ADVOCATE who has an LLB Degree, followed by a pupillage and an examination that is a prerequisite to join the bar.	D Upper
LEG010	Professionally qualified ATTORNEY, who has 10 (TEN) OR MORE YEARS' legal working experience since qualifying.	D Upper
LEG009	Professionally qualified ATTORNEY who has BETWEEN 5, 1 AND 10 YEARS' legal working experience since qualifying.	D Lower
LEG008	Professionally qualified ATTORNEY who has BETWEEN 3, 1 AND 5 YEARS' legal working experience since qualifying.	D Lower
LEG007	Professionally qualified ATTORNEY who has LESS THAN 3 YEARS' legal working experience since qualifying	C Upper
LEG011	Candidate Attorney who has an LLB Degree	C Lower
LEG013	Paralegal	C Lower
LEG014	Legal Intern	C Lower

2 – ARGRS – July 2017 – NPO Salary Survey – List of Salary Tables with the relevant occupational families

2017 Position Code	Occupational Family and Role Salary Tables	Paterson Modal Grade
LEG015	Legal Secretary	C Lower
Health Care / Medical Programs		
MED001	Health Care Program Senior Executive or Chief Operations Officer responsible for operations / programs in four (4) or more countries within the African Continent	E Upper
MED002	Health Care Program Executive / Senior Manager / Chief Operations Officer responsible for operations / programs in three (3) or less countries within the African Continent	E Lower
MED003	Health Care Program / Project Senior Manager or Coordinator	D Upper
MED004	Health Care Program / Project Intermediate Manager or Coordinator	D Lower
MED005	Senior Medical Career Expert / Specialist or Technical Advisor	D Upper
MED006	Intermediate Medical Career Professional or Technical Expert	D Lower
MED049	Medical / Health Operations / Program(s) Executive or Senior Manager who is responsible for four (4) or more countries within the African Continent	E Upper
MED050	Medical / Health Operations / Program(s) / Projects Executive or Senior Manager responsible for up to three (3) countries within the African Continent	D Upper
MED051	National Senior Medical / Health Operations / Program / Projects Senior Manager	D Upper
MED052	Regional / District Medical / Health Operations / Programs / Projects Intermediate Manager	D Lower
MED053	Regional / District Medical / Health Operations / Programs / Projects Officer or Junior Manager	C Upper
MED053(a)	District / Site Medical / Health Operations / Programs / Projects Junior Officer / Team Leader or Coordinator	C Lower
MED012	Senior Pharmacist / Manager / District Coordinator	D Upper
MED013	Professionally Qualified Pharmacist	D Lower
MED014	Post Basic Pharmacy Assistant	C Lower
MED015	Basic Pharmacy Assistant	B Upper
MED021	Public Health Nurse / Senior Professional Nurse	D Lower
MED022	Nurse Clinical Mentor / Officer / Education Coordinator	D Lower
MED024	Clinical Nurse Trainer & Mentor for HIV/AIDS and TB	C Upper
MED026	Professionally Qualified Nurse	C Lower
MED027	Auxiliary or Lay Health Nurse	B Upper
MED029	Phlebotomist / Enrolled Nurse with relevant working experience	B Lower
MED028	Enrolled / Staff Nurse or Nursing Assistant	B Lower

2 – ARGRS – July 2017 – NPO Salary Survey – List of Salary Tables with the relevant occupational families

2017 Position Code	Occupational Family and Role Salary Tables	Paterson Modal Grade
MED030	Medical Regional or District Laboratory Manager or Coordinator	D Lower
MED031	Medical Laboratory Technologist	C Upper
MED033 + MED034	Medical Community Mobiliser / Counsellor (Professionally Qualified)	C Lower
MED035	Lay Community / Hospital / Clinic Counsellor	B Lower
MED036	HAST Team Leader / Senior TB / HIV / AIDS / Reproductive Health Lay Counsellor or Case Officer	B Upper
MED038	HAST Community Mentor / Counsellor / Outreach Worker (also includes drug resistant counsellors)	A Band
MED038(a)	Community Patient / Client Recruiter	A Band
MED039	Senior Health Information / Data Manager / Controller or Coordinator	D Upper
MED041	Health Information / Data Systems Officer / Controller	C Lower
MED042	Data Quality Mentor / Data Analyst	B Upper
MED054	Senior Medical / Health Programs / Projects Administration / Logistical Support	C Upper
MED056	Monitoring & Evaluation / Quality Assurance Division or Department Executive or Senior Manager	D Upper
MED057	Monitoring and Evaluation Data Manager	D Lower
MED062	DOH Quality Improvement Coach	D Lower
MED058	Monitoring and Evaluation Data Specialist	C Upper
MED059	Junior Monitoring and Evaluation Data Specialist	C Lower
MED064	Medical / Health Program Research Executive or Senior Manager (Professionally Qualified Medical Practitioner)	E Lower
MED063	Senior Medical / Health Program Research Manager / Expert / Advisor or Specialist	D Upper
MED066	Epidemiologist / Researcher / Expert / Advisor or Specialist	D Upper
MED069	Senior Medical / Health Program Research Program / Project Manager Specialist / Advisor	D Upper
MED070	Medical / Health Program Research Specialist / Advisor	C Upper
MED074	Medical Field Data Collector Supervisor	B Upper
MED073	Medical Field Data Collector	A Band
MED075	Medical Data Capture Clerk	B Lower
MED067	Medical / Health Program Training & Development Manager	D Upper
MED068	Medical / Health Program Training Specialist or Coordinator	D Upper

2 – ARGRS – July 2017 – NPO Salary Survey – List of Salary Tables with the relevant occupational families

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Monitoring / Evaluation and Quality Assurance		
N001	Monitoring & Evaluation / Quality Assurance Executive or Senior Manager	E Lower
N002+ N005	Monitoring & Evaluation / Quality Assurance Executive / Senior Manager or Advanced Specialist or Technical Advisor	D Upper
N003+ N006	Monitoring & Evaluation / Quality Assurance Line Manager or Intermediate Specialist or Technical Advisor	D Lower
N004+ N007	Monitoring & Evaluation / Quality Assurance Junior Manager or Advancing Career Professional	C Upper
N005+ N008	Monitoring & Evaluation / Quality Assurance Team Leader / Supervisor or Learning Career Professional	C Lower
Operations / Programs / Projects		
P001	Operations / Programs / Projects Executive or Senior Manager and who has functional responsibility for four (4) or more countries across the African Continent	E Lower
P002	Operations / Programs / Projects Executive or Senior Manager who has functional responsibility for up to three (3) countries across the African Continent	D Upper
P003	Country Office / Regional or Provincial Operations / Programs or Projects Manager	D Lower
P004	Operations / Programs / Projects Manager	D Lower
P005	Senior Operations / Programs / Projects Team Leader / Coordinator	C Upper
P006	Organisation or Country Office Operations / Programs / Projects Team Leader / Coordinator	C Lower
P007	Advanced Operations / Programs / Expert / Specialist or Technical Advisor	D Upper
P009	Intermediate Operations / Programs / Project Expert / Specialist or Technical Advisor	D Lower
P010	Advancing Career Operations / Programs / Project Expert / Specialist	C Upper
P011	Learning Career Operations / Program Entry Level Graduate or where the job holder has less than three years relevant working experience (Not an Intern)	C Lower
P018	Community / Child / Youth Mobilization Support or Coordinator	C Lower
P019	Social Community Coordinator / Counsellor	B Lower
P017	Operations / Programs Administrator or Logistical Support	C Lower
P006(a)	Operations / Programs Administration and Logistical Support	B Lower
Social Research and Development		
R001+	Social Research Programs Executive / Senior Manager / Expert or Advisor and who has functional responsibility for four (4) or more	D Upper

2 – ARGRS – July 2017 – NPO Salary Survey – List of Salary Tables with the relevant occupational families

2017 Position Code	Occupational Family and Role Salary Tables	Paterson Modal Grade
R008	countries across the African Continent	
R002+ R008	Social Research Programs / Projects Senior Manager / Advisor or Specialist and who has functional responsibility for up to three (3) countries across the African Continent	D Upper
R005	Social Research Programs / Projects / Field Intermediate Manager / Specialist	D Lower
R006	Senior Social Research Programs / Projects / Field Junior Manager / Coordinator or Advancing Career Professional	C Upper
R007	Social Research Programs / Projects Team Leader / Supervisor / Coordinator	C Lower
R010	Social Research Learning Career Professional / Specialist	C Lower
R012+ R014	Social Research Administration / Logistical Support	B Upper
R015	Social Research Administration / Logistical Support Assistant	B Lower
Social Housing		
S002+ S003	National Property Development / Projects / Contracts Manager	D Upper
S004	Regional / Operations Property Manager	D Lower
S014	Maintenance Officer or Supervisor	C Lower
S017	Semi-Skilled Maintenance Worker	B Lower
S009	Portfolio Manager	D Lower
S012	Senior Tenant Liaison Officer	C Lower
S013	Senior Tenant / Lease Administrator	C Lower
S016	Junior Tenant Liaison Officer	B Upper
S018	Maintenance Administration and Logistical Support	B Upper
Training / Development & Capacity Building		
T001	Training, Development & Capacity Building Executive or Senior Manager who could be responsible for four (4) or more countries within the African Continent or Nationally within South Africa	D Upper
T002	Training, Development & Capacity Building Executive or Senior Manager who could be responsible for up to three (3) countries within the African Continent or several provinces within South Africa	D Lower
T003	Senior Training, Development & Capacity Building Junior Manager or Officer	C Upper
T004	Junior Training, Development, Capacity Building, Functional Administration Officer, Team Leader or Supervisor	C Lower
T005	Advanced Functional Career Training, Development, Capacity Building Expert / Specialist / Advisor	D Upper

2 – ARGRS – July 2017 – NPO Salary Survey – List of Salary Tables with the relevant occupational families

2017 Position Code	Occupational Family and Role Salary Tables	Paterson Modal Grade
T006	Intermediate Functional Career Training, Development, Capacity Building Expert / Specialist / Developer	D Lower
T007	Senior Learning Functional Career Training, Development, Capacity Building Career Officer / Specialist	C Upper
T008	Junior Learning Functional Career Training, Development, Capacity Building Career Officer / Specialist	C Lower
T009+T01 0	Senior Training, Development and Capacity Building Officer (technical and non-technical)	C Upper
T011+T01 2	Training, Development and Capacity Building Administration / Logistical / Materials Development Support	C Lower
T016	Youth Mentor / Centre Facilitator Skills / Competency Development or Functional Administration / Logistical / Queries Support	B Upper
T014	Peer Education / Training and Development Presenter / Coach	B Lower
T015	Basic Learner / Facilitator / ECD / Toy Library Administration, Logistics and Queries Support	B Lower