ANNEXURE A

OCCUPATION SPECIFIC DISPENSATION (OSD)

OCCUPATION SPECIFIC DISPENSATION (OSD) - ENGINEERS AND RELATED PROFESSIONALS

Glossary of terms

Competencies	The specific, knowledge, skills judgment and personal attributes required for an employee in the social service professions and occupations to practice efficient, effective, safely and ethically in a designated job and setting. The designated ability to integrate the knowledge skills and attributes required for such performance.
Experience	Knowledge and skills gained over a period of time
Technical	The expert knowledge required to perform the prescribed functions (job/task/role) which are specific to the post.
Generic	General (transversal) competencies that apply to the majority of staff in the relevant environment
Pay progression	It is the progression from a notch (package) within a grade to the (next) higher notch (package) within the same grade.
Grade A, B, & C	The relevant grades within one particular specified post
Grade (level)	A band within a work level, which is can be reached by means of grade progression based on satisfactory performance.
Grade Progression	Progression to a higher grade within the work level, as and when the employee complies with the stipulated criteria. Grade progression is **not** dependant on a vacancy or subject to the principle of open competition.
Post (level)	A work level within a stream, with distinct duties (production, supervisory/managerial duties) which can be reached by means of appointment to the post.
Career progression	Appointment to a higher work level within a stream, as and when the employee complies with the stipulated criteria and is dependent on a vacancy or subject to the principle of open competition.
Recognition of experience	Relevant/appropriate production experience on translation to the OSD and on appointment to a production level. **Note: experience only to be recognised up to maximum notch/package of Grade C (production level).**

1. **Scope**

The Minister for the Public Service and Administration has determined, in terms of section 3(3)(c), read with section 5(4) of the Public Service Act, 1994, GPSSBC Resolutions 3, 5, 6, and 9 of 2009, effective from 1 July 2009. The Occupation Specific Dispensation (post and salary structures) for Engineers and related occupations is applicable to employees who are appointed in terms of the Public Service Act, 1994 and the Correctional Services Act, 1998. Therefore, it includes employees in the Departments of Defence, the South African Police Service and Education who are appointed in terms of Public Service Act, 1994.

2. **Registration with various councils**

This OSD covers Engineers and related occupations as specified in the relevant Agreements, where it is an inherent job requirement that the incumbent of the job (post) must possess a prescribed qualification and/or meet statutory requirements as determined by the relevant Council. Employees covered by any this OSD would have to pay the necessary registration fees, where applicable, from their own pockets. The employer is not responsible for payment of such fees.

CHAPTER 1

This Chapter covers the following categories of Engineering and related professionals:-

Occupation	Registering Council
Engineer (Industrial, Mechanical, Chemical, Mining, Agricultural, Electrical, Structural, etc.)	Engineering Council of South Africa (ECSA)
Professional Surveyor (Cadastral, Geomatician)	South African Council for Professional and Technical Surveyors (PLATO)
Quantity Surveyor	SA Council for the Quantity Surveying Profession (SACQSP)
Architect	SA Council for the Architectural Profession (SACAP)
Construction Project Manager	SA Council for the Project and Construction Management Professions (SACPCMP)
Town and Regional Planner	SA Council for Planners (SACPLAN)
Geo-Information Science (GISc) Professional	PLATO
Engineering Technologist	ECSA
Engineering Technician	ECSA
Survey Technician/ Surveyor	PLATO
Architectural Technologist	SACAP
Architectural Technician/Draughtsperson	SACAP
GISc Technologist	PLATO
GISc Technician	PLATO
Quantity Survey Technologist	SACQSP

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TABLE 1: POST AND ORGANISATIONAL ESTABLISHMENT ARRANGEMENTS

	JOB TITLE	INDICATORS
ENGINEER		
1	Candidate Engineer	• Candidate Engineer is an entry level post additional to the establishment. • Employees are appointed on contract into these posts until such time that the Candidate complies with the registration requirements of ECSA. • Candidate Engineer may apply for a vacant post of Professional Engineer upon meeting the minimum appointment requirements prescribed for the higher post, including professional registration with the ECSA. • Departments to conduct projections and estimates of turn-over rates for professionals and future needs in relation to service delivery requirements in order to recruit appropriate number of candidates.
2	Professional Engineer	• Professional Engineer is a production post and is created on departments' establishments. • The post of Professional Engineer consists of 3 grades. • Employees qualify for grade progression upon compliance with grade progression requirements. • Professional Engineer may apply for a vacant post of Chief Engineer or Specialist Engineer upon meeting the minimum appointment requirements prescribed for the higher post(s), including registration with ECSA. To be considered for a Specialist Engineer post, a Professional Engineer requires a Masters degree in Engineering.
3	Specialist Engineer	• Specialist Engineer is a high level, specialist production post and is created on departments' establishments. • The post of Specialist Engineer consists of a single grade. • Specialist Engineer may apply for a vacant post of Chief Engineer upon meeting the minimum appointment requirements prescribed for the higher post, including registration with ECSA.
4	Chief Engineer	• Chief Engineer posts is a high level, advanced production, supervisory and managerial post and is created on departments' establishments. • The post of Chief Engineer consists of 2 grades. • Employees qualify for grade progression upon compliance with grade progression requirements. • Chief Engineer may apply for a vacant post of Specialist Engineer upon meeting the minimum appointment requirements prescribed for the higher post, including registration with ECSA, which include ten years post professional registration experience. Such applicants should also be in possession of a Masters degree in Engineering.

	JOB TITLE	INDICATORS
PROFESSIONAL SURVEYOR		
1	Candidate Professional Surveyor	• Candidate Professional Surveyor posts is an entry level post additional to the establishment. • Employees are appointed on contract into these posts until such time that the Candidate complies with the registration requirements of PLATO. • Candidate Professional Surveyor may apply for a vacant post of Professional Surveyor upon meeting the minimum appointment requirements prescribed for the higher post(s), including registration with PLATO. • Departments to conduct projections and estimates of turn-over rates for professionals and future needs in relation to service delivery requirements in order to recruit appropriate number of candidates.
2	Professional Surveyor	• Professional Surveyor post is a production post and is created on departments' establishments. • The post of Professional Surveyor consists of 3 grades. • Employees qualify for grade progression upon compliance with grade progression requirements. • Professional Surveyor may apply for a vacant post of Chief Professional Surveyor upon meeting the minimum appointment requirements prescribed for the higher post, including registration with PLATO.
3	Chief Professional Surveyor	• Chief Professional Surveyor post is a high level, advanced production, supervisory posts and is created on departments' establishments. • The post of Chief Professional Surveyor consists of 2 grades. • Employees qualify for grade progression upon compliance with grade progression requirements.
PROFESSIONAL QUANTITY SURVEYOR		
1	Candidate Quantity Surveyor	• Candidate Quantity Surveyor posts is an entry level post additional to the establishment. • Employees are appointed on contract into these posts until such time that the Candidate complies with the registration requirements of SACQSP. • Candidate Quantity Surveyor may apply for a vacant post of Professional Quantity Surveyor upon meeting the minimum appointment requirements prescribed for the higher post, including registration with SACQSP. • Departments to conduct projections and estimates of turn-over rates for professionals and future needs in relation to service delivery requirements in order to recruit appropriate number of candidates.
2	Professional Quantity Surveyor	• Professional Quantity Surveyor post is a production post and is created on departments' establishments.

	JOB TITLE	INDICATORS
		• The post of Professional Quantity Surveyor consists of 3 grades. • Employees qualify for grade progression upon compliance with grade progression requirements. • Professional Quantity Surveyor may apply for a vacant post of Chief Quantity Surveyor upon meeting the minimum appointment requirements prescribed for the higher post, including registration with SACQSP.
3	Chief Quantity Surveyor	• Chief Quantity Surveyor posts is a high level, advanced production, supervisory post and is created on departments' establishments. • The post of Chief Quantity Surveyor consists of 2 grades. • Employees qualify for grade progression upon compliance with grade progression requirements.
PROFESSIONAL ARCHITECT		
1	Candidate Architect	• Candidate Architect posts are entry level posts additional to the establishment. • Employees are appointed on contract into these posts until such time that the Candidate complies with the registration requirements of SACAP. • Candidate Architect may apply for a vacant post of Professional Architect upon meeting the minimum appointment requirements prescribed for the higher post, including registration with by SACAP. • Departments to conduct projections and estimates of turn-over rates for professionals and future needs in relation to service delivery requirements in order to recruit appropriate number of candidates.
2	Professional Architect	• Professional Architect posts are production posts and are created on departments' establishments. • The post of Professional Architect consists of 3 grades. • Employees qualify for grade progression upon compliance with grade progression requirements. • Professional Architect may apply for a vacant post of Chief Architect upon meeting the minimum appointment requirements prescribed for the higher post, including registration with SACAP.
3	Chief Architect	• Chief Architect posts are high level, advanced production, supervisory posts and are created on departments' establishments. • The post of Chief Architect consists of 2 grades. • Employees qualify for grade progression upon compliance with grade progression requirements.
PROFESSIONAL CONSTRUCTION PROJECT MANAGER		
1	Candidate Construction Project Manager	• Candidate Construction Project Manager posts are entry level posts additional to the establishment. • Employees are appointed on contract into these posts until such time that the Candidate complies with the registration requirements

	JOB TITLE	INDICATORS
		of SACPCMP. • Candidate Construction Project Manager may apply for a vacant post of Professional Construction Project Manager upon meeting the minimum appointment requirements prescribed for the higher post, including registration with SACPCMP. • Departments to conduct projections and estimates of turn-over rates for professionals and future needs in relation to service delivery requirements in order to recruit appropriate number of candidates.
2	Professional Construction Project Manager	• Professional Construction Project Manager posts are production posts and are created on departments' establishments. • The post of Professional Construction Project Manager consists of 3 grades. • Employees qualify for grade progression upon compliance with grade progression requirements. • Professional Construction Project Manager may apply for a vacant post of Chief Construction Project Manager upon meeting the minimum appointment requirements prescribed for the higher post, including registration with SACPCMP.
3	Chief Construction Project Manager	• Chief Construction Project Manager posts are high level, advanced production, supervisory posts and are created on departments' establishments. • The post of Chief Construction Project Manager consists of 2 grades. • Employees qualify for grade progression upon compliance with grade progression requirements.
PROFESSIONAL TOWN AND REGIONAL PLANNER		
1	Candidate Town and Regional Planner	• Candidate Town and Regional Planner posts are entry level posts additional to the establishment. • Employees are appointed on contract into these posts until such time that the Candidate complies with the registration requirements of SACPLAN. • Candidate Town and Regional Planner may apply for a vacant post of Professional Town and Regional Planner upon meeting the minimum appointment requirements prescribed for the higher post, including registration with SACPLAN. • Departments to conduct projections and estimates of turn-over rates for professionals and future needs in relation to service delivery requirements in order to recruit appropriate number of candidates.
2	Professional Town and Regional Planner	• Professional Town and Regional Planner posts are production posts and are created on departments' establishments. • The post of Professional Town and Regional Planner consists of 3 grades. • Employees qualify for grade progression upon compliance with grade progression requirements.

	JOB TITLE	INDICATORS
		• Professional Town and Regional Planner may apply for a vacant post of Chief Town and Regional Planner upon meeting the minimum appointment requirements prescribed for the higher post, including registration with SACPLAN.
3	Chief Town and Regional Planner	• Chief Town and Regional Planner posts are high level, advanced production, supervisory posts and are created on departments' establishments. • The post of Chief Town and Regional Planner consists of 2 grades. • Employees qualify for grade progression upon compliance with grade progression requirements.
GISc PROFESSIONAL		
1	Candidate GISc Professional	• Candidate GISc Professional post is an entry level post additional to the establishment. • Employees are appointed on contract into these posts until such time that the Candidate complies with the registration requirements of PLATO. • Candidate GISc Professional may apply for a vacant post of GISc Professional upon meeting the minimum appointment requirements prescribed for the higher post, including registration with SACQSP. • Departments to conduct projections and estimates of turn-over rates for professionals and future needs in relation to service delivery requirements in order to recruit appropriate number of candidates.
2	GISc Professional	• GISc Professional post is a production post and is created on departments' establishments. • The post of GISc Professional consists of 3 grades. • Employees qualify for grade progression upon compliance with grade progression requirements. • GISc Professional may apply for a vacant post of Chief GISc Professional upon meeting the minimum appointment requirements prescribed for the higher post, including registration with SACQSP.
3	Chief GISc Professional	• Chief GISc Professional post is a high level, advanced production, supervisory post and is created on departments' establishments. • The post of Chief GISc Professional consists of 2 grades. • Employees qualify for grade progression upon compliance with grade progression requirements.
ENGINEERING TECHNOLOGIST		
1	Candidate Engineering Technologist	• Candidate Engineering Technologist posts are entry level posts additional to the establishment. • Employees are appointed on contract into these posts until such time that the Candidate complies with the registration requirements of ECSA. • Candidate Engineering Technologist may apply for a vacant post of Engineering Technologist upon meeting the minimum appointment

	JOB TITLE	INDICATORS
		requirements prescribed for the higher post, including registration with ECSA. • Departments to conduct projections and estimates of turn-over rates for professionals and future needs in relation to service delivery requirements in order to recruit appropriate number of candidates.
2	Engineering Technologist	• Engineering Technologist posts are production posts and are created on departments' establishments. • The post of Engineering Technologist consists of 3 grades. • Employees qualify for grade progression upon compliance with grade progression requirements. • Engineering Technologist may apply for a vacant post of Control Engineering Technologist upon meeting the minimum appointment requirements prescribed for the higher post, including registration with ECSA.
3	Control Engineering Technologist	• Control Engineering Technologist posts are high level, advanced production, supervisory posts and are created on departments' establishments. • The post of Control Engineering Technologist consists of 2 grades. • Employees qualify for grade progression upon compliance with grade progression requirements.
ARCHITECTURAL TECHNOLOGIST		
1	Candidate Architectural Technologist	• Candidate Architectural Technologist posts are entry level posts additional to the establishment. • Employees are appointed on contract into these posts until such time that the Candidate complies with the registration requirements of SACAP. • Candidate Architectural Technologist may apply for a vacant post of QS Technologist upon meeting the minimum appointment requirements prescribed for the higher post, including registration with SACAP. • Departments to conduct projections and estimates of turn-over rates for professionals and future needs in relation to service delivery requirements in order to recruit appropriate number of candidates.
2	Architectural Technologist	• Architectural Technologist posts are production posts and are created on departments' establishments. • The post of Architectural Technologist consists of 3 grades. • Employees qualify for grade progression upon compliance with grade progression requirements. • Architectural Technologist may apply for a vacant post of Control Architectural Technologist upon meeting the minimum appointment requirements prescribed for the higher post, including registration with SACAP.

	JOB TITLE	INDICATORS
3	Control Architectural Technologist	• Control Architectural Technologist posts are high level, advanced production, supervisory posts and are created on departments' establishments. • The post of Control Architectural Technologist consists of 2 grades. • Employees qualify for grade progression upon compliance with grade progression requirements.
QUANTITY SURVEY TECHNOLOGIST		
1	Candidate QS Technologist	• Candidate QS Technologist posts are entry level posts additional to the establishment. • Employees are appointed on contract into these posts until such time that the Candidate complies with the registration requirements of SACQSP. • Candidate QS Technologist may apply for a vacant post of QS Technologist upon meeting the minimum appointment requirements prescribed for the higher post, including registration with SACQSP. • Departments to conduct projections and estimates of turn-over rates for professionals and future needs in relation to service delivery requirements in order to recruit appropriate number of candidates.
2	QS Technologist	• QS Technologist posts are production posts and are created on departments' establishments. • The post of QS Technologist consists of 3 grades. • Employees qualify for grade progression upon compliance with grade progression requirements. • Architectural Technologist may apply for a vacant post of Control QS Technologist upon meeting the minimum appointment requirements prescribed for the higher post, including registration with SACQSP.
3	Control QS Technologist	• Control QS Technologist posts are high level, advanced production, supervisory posts and are created on departments' establishments. • The post of Control QS Technologist consists of 2 grades. • Employees qualify for grade progression upon compliance with grade progression requirements.
GISc TECHNOLOGIST		
1	Candidate GISc Technologist	• Candidate GISc Technologist posts are entry level posts additional to the establishment. • Employees are appointed on contract into these posts until such time that the Candidate complies with the registration requirements of PLATO. • Candidate GISc Technologist may apply for a vacant post of GISc

	JOB TITLE	INDICATORS
		Technologist upon meeting the minimum appointment requirements prescribed for the higher post, including registration with PLATO. • Departments to conduct projections and estimates of turn-over rates for professionals and future needs in relation to service delivery requirements in order to recruit appropriate number of candidates.
2	GISc Technologist	• GISc Technologist posts are production posts and are created on departments' establishments. • The post of GISc Technologist consists of 3 grades. • Employees qualify for grade progression upon compliance with grade progression requirements. • GISc Technologist may apply for a vacant post of Control GISc Technologist upon meeting the minimum appointment requirements prescribed for the higher post, including registration with PLATO.
3	Control GISc Technologist	• Control GISc Technologist posts are high level, advanced production, supervisory posts and are created on departments' establishments. • The post of Control GISc Technologist consists of 2 grades. • Employees qualify for grade progression upon compliance with grade progression requirements.
ENGINEERING TECHNICIAN		
1	Candidate Engineering Technician	• Candidate Engineering Technician posts are entry level posts additional to the establishment. • Employees are appointed on contract into these posts until such time that the Candidate complies with the registration requirements of ECSA. • Candidate Engineering Technician may apply for a vacant post of Engineering Technician upon meeting the minimum appointment requirements prescribed for the higher post, including registration with ECSA. • Departments to conduct projections and estimates of turn-over rates for professionals and future needs in relation to service delivery requirements in order to recruit appropriate number of candidates.
2	Engineering Technician	• Engineering Technician posts are production posts and are created on departments' establishments. • The post of Professional Engineering Technician consists of 3 grades. • Employees qualify for grade progression upon compliance with grade progression requirements. • Professional Engineering Technician may apply for a vacant post of Control Engineering Technician upon meeting the minimum appointment requirements prescribed for the higher post, including registration with ECSA.

	JOB TITLE	INDICATORS
3	Control Engineering Technician	• Control Engineering Technician posts are high level, advanced production, supervisory posts and are created on departments' establishments. • The post of Control Engineering Technician consists of 2 grades. • Employees qualify for grade progression upon compliance with grade progression requirements.
ARCHITECTURAL TECHNICIAN/DRAUGHTSPERSON		
1	Candidate Architectural Technician	• Candidate Architectural Technician posts are entry level posts additional to the establishment. • Employees are appointed on contract into these posts until such time that the Candidate complies with the registration requirements of SACAP. • Candidate Architectural Technician may apply for a vacant post of Architectural Technician upon meeting the minimum appointment requirements prescribed for the higher post, including registration with SACAP. • Departments to conduct projections and estimates of turn-over rates for professionals and future needs in relation to service delivery requirements in order to recruit appropriate number of candidates.
2	Architectural Technician	• Architectural Technician posts are production posts and are created on departments' establishments. • The post of Professional Architectural Technician consists of 3 grades. • Employees qualify for grade progression upon compliance with grade progression requirements. • Professional Architectural Technician may apply for a vacant post of Control Architectural Technician upon meeting the minimum appointment requirements prescribed for the higher post, including registration with SACAP.
3	Control Architectural Technician	• Control Architectural Technician posts are high level, advanced production, supervisory posts and are created on departments' establishments. • The post of Control Architectural Technician consists of 2 grades. • Employees qualify for grade progression upon compliance with grade progression requirements.
SURVEYOR/SURVEY TECHNICIAN		
1	Candidate Survey Technician (Surveyor)	• Candidate Survey Technician (Surveyor) posts are entry level posts additional to the establishment. • Employees are appointed on contract into these posts until such time that the Candidate complies with the registration requirements of PLATO. • Candidate Survey Technician (Surveyor) may apply for a vacant post of Survey Technician (Surveyor) upon meeting the minimum

	JOB TITLE	INDICATORS
		appointment requirements prescribed for the higher post, including registration with PLATO. • Departments to conduct projections and estimates of turn-over rates for professionals and future needs in relation to service delivery requirements in order to recruit appropriate number of candidates.
2	Survey Technician (Surveyor)	• Survey Technician (Surveyor) posts are production posts and are created on departments' establishments. • The post of Professional Survey Technician (Surveyor) consists of 3 grades. • Employees qualify for grade progression upon compliance with grade progression requirements. • Professional Survey Technician (Surveyor) may apply for a vacant post of Control Survey Technician (Surveyor) upon meeting the minimum appointment requirements prescribed for the higher post, including registration with PLATO.
3	Control Survey Technician (Surveyor)	• Control Survey Technician (Surveyor) posts are high level, advanced production, supervisory posts and are created on departments' establishments. • The post of Control Survey Technician (Surveyor) consists of 2 grades. • Employees qualify for grade progression upon compliance with grade progression requirements.
GISc TECHNICIAN		
1	Candidate GISc Technician	• Candidate GISc Technician posts are entry level posts additional to the establishment. • Employees are appointed on contract into these posts until such time that the Candidate complies with the registration requirements of PLATO. • Candidate GISc Technician may apply for a vacant post of GISc Technician upon meeting the minimum appointment requirements prescribed for the higher post, including registration with PLATO. • Departments to conduct projections and estimates of turn-over rates for professionals and future needs in relation to service delivery requirements in order to recruit appropriate number of candidates.
2	GISc Technician	• GISc Technician posts are production posts and are created on departments' establishments. • The post of GISc Technician consists of 3 grades. • Employees qualify for grade progression upon compliance with grade progression requirements. • GISc Technician may apply for a vacant post of Control GISc Technician upon meeting the minimum appointment requirements prescribed for the higher post, including registration with PLATO.

	JOB TITLE	INDICATORS
3	Control GISc Technician	• Control GISc Technician posts are high level, advanced production, supervisory posts and are created on departments' establishments. • The post of Control GISc Technician consists of 2 grades. • Employees qualify for grade progression upon compliance with grade progression requirements.

TABLE 2: POST, GRADE AND SALARY STRUCTURE

	POST	GRADE	JOB PURPOSE (SHORT DESCRIPTION)	SALARY SCALE (Appen. 1)	JOB TITLE CODE	POST CLASS CODE
PROFESSIONAL ENGINEER						
1	Candidate Engineer		To perform all aspects of engineering activities that result in progress in technology and engineering applications under supervision as prescribed by ECSA at the level of candidate towards registration as an engineer.	T. Eng		
2	Professional Engineer	Grade A	To perform all aspects of varied innovative and complex engineering activities that result in progress in technology and engineering applications.	Eng A		
		Grade B	To perform all aspects of varied innovative and complex engineering activities that result in progress in technology and engineering applications.	Eng B		
		Grade C	To perform all aspects of varied innovative and complex engineering activities that result in progress in technology and engineering applications.	Eng B		
3	Specialist Engineer		To perform all aspects of specialized innovative and complex engineering activities that lead in technology and engineering applications	SP Eng		
4	Chief Engineer	Grade A	To perform and manage all aspects of varied innovative and complex engineering activities that result in progress in technology and engineering applications and provide strategic direction in the process	C. Eng A		

	POST	GRADE	JOB PURPOSE (SHORT DESCRIPTION)	SALARY SCALE (Appen. 1)	JOB TITLE CODE	POST CLASS CODE
		Grade B	To perform and manage all aspects of varied innovative and complex engineering activities that result in progress in technology and engineering applications and provide strategic direction in the process.	C. Eng B		
PROFESSIONAL SURVEYOR (CADASTRAL, GEOMATICIAN)						
1	Candidate Professional Surveyor		To perform all aspects of varied innovative survey/geomatics activities that result in progress in technology and survey applications under supervision of a Professional Surveyor.	T. PS		
2	Professional Surveyor	Grade A	To perform all aspects of varied innovative and complex survey/geomatics activities that result in progress in technology and survey applications.	PS A		
		Grade B	To perform all aspects of varied innovative and complex survey/geomatics activities that result in progress in technology and survey applications.	PS B		
		Grade C	To perform all aspects of varied innovative and complex survey/geomatics activities that result in progress in technology and survey applications.	PS C		
3	Chief Professional Surveyor	Grade A	To perform and manage all aspects of varied innovative and complex survey/geomatics activities that result in progress in technology on survey applications and provide strategic direction in the process	C. PS A		
		Grade B	To perform and manage all aspects of varied innovative and complex survey/geomatics activities that result in progress in technology on survey applications and provide strategic direction in the process	C. PS B		

	POST	GRADE	JOB PURPOSE (SHORT DESCRIPTION)	SALARY SCALE (Appen. 1)	JOB TITLE CODE	POST CLASS CODE
PROFESSIONAL QUANTITY SURVEYOR						
1	Candidate Quantity Surveyor		To perform quantity surveying duties in the determination of cost and quantities in planning and construction.	T. QS		
2	Professional Quantity Surveyor	Grade A	To perform quantity survey work in the development of project, plans and designs for buildings, structures or facilities.	QS A		
		Grade B	To perform quantity survey work in the development of project, plans and designs for buildings, structures or facilities.	QS B		
		Grade C	To perform quantity survey work in the development of project, plans and designs for buildings, structures or facilities.	QS C		
3	Chief Quantity Surveyor	Grade A	To perform and manage quantity survey cost estimates for building projects, structures or facilities and provide strategic direction in the process.	C. QS A		
		Grade B	To perform and manage quantity survey cost estimates for building projects, structures or facilities and provide strategic direction in the process.	C. QS B		
PROFESSIONAL ARCHITECT						
1	Candidate Architect		To conceptualise form and space in the development of architectural plans and designs under the supervision of an Architect	T. Arc		
2	Professional Architect	Grade A	To conceptualise form and space in the development of architectural plans and designs	Arc A		
		Grade B	To conceptualise form and space in the development of architectural	Arc B		

	POST	GRADE	JOB PURPOSE (SHORT DESCRIPTION)	SALARY SCALE (Appen. 1)	JOB TITLE CODE	POST CLASS CODE
			plans and designs			
		Grade C	To conceptualise form and space in the development of architectural plans and designs	Arc C		
3	Chief Architect	Grade A	To conceptualise form and space in the development of architectural plans and designs, perform and manage architectural work and provide strategic direction in the process	C. Arc A		
		Grade B	To conceptualise form and space in the development of architectural plans and designs, perform and manage architectural work and provide strategic direction in the process	C. Arc B		
PROFESSIONAL CONSTRUCTION PROJECT MANAGER						
1	Candidate Construction Project Manager		To manage and oversee all aspects of the projects in support of the management of capital and technical maintenance projects under the supervision of a Construction Project Manager	T.P Man		
2	Professional Construction Project Manager	Grade A	To manage and oversee all aspects of the projects in support of the management of capital and technical projects.	P Man A		
		Grade B	To manage and oversee all aspects of the projects in support of the management of capital and technical projects.	P Man B		
		Grade C	To manage and oversee all aspects of the projects in support of the management of capital and technical projects.	P Man C		
3	Chief Construction Project Manager	Grade A	To perform and manage all aspects of varied innovative and complex project activities that result in progress in technology and project	C. P Man A		

	POST	GRADE	JOB PURPOSE (SHORT DESCRIPTION)	SALARY SCALE (Appen. 1)	JOB TITLE CODE	POST CLASS CODE
			applications and provide strategic direction in the process			
		Grade B	To perform and manage all aspects of varied innovative and complex project activities that result in progress in technology and project applications and provide strategic direction in the process	C. P Man B		
PROFESSIONAL TOWN AND REGIONAL PLANNER						
1	Candidate Town and Regional Planner		To perform, review and support the management and provision of town and regional planning services under supervision.	T.TR		
2	Professional Town and Regional Planner	Grade A	To perform, review and support the management and provision of town and regional planning services.	TR A		
		Grade B	To perform, review and support the management and provision of town and regional planning services.	TR B		
		Grade C	To perform, review and support the management and provision of town and regional planning services.	TR C		
3	Chief Town and Regional Planner	Grade A	To perform and manage all aspects of programme development for the purposeful development of towns, cities and rural areas towards the improvement of living conditions of people and provide strategic direction in the process	C. TR A		
		Grade B	To perform and manage all aspects of programme development for the purposeful development of towns, cities and rural areas towards the improvement of living conditions of people and provide strategic direction in the process	C. TR B		
GISc PROFESSIONAL						
1	Candidate GISc Professional		Research, design, develop and implement innovative GISc	T. GISc		

	POST	GRADE	JOB PURPOSE (SHORT DESCRIPTION)	SALARY SCALE (Appen. 1)	JOB TITLE CODE	POST CLASS CODE
			technology and applications to address the strategic objective of the organization under supervision.			
2	GISc Professional	Grade A	Research, design, develop and implement innovative GISc technology and applications to address the strategic objective of the organization.	GISc A		
		Grade B	Research, design, develop and implement innovative GISc technology and applications to address the strategic objective of the organization.	GISc B		
		Grade C	Research, design, develop and implement innovative GISc technology and applications to address the strategic objective of the organization.	GISc C		
3	Chief GISc Professional	Grade A	Research, design, develop and manage implementation of advanced innovative GISc technology and applications and provide strategic direction in the organization.	C. GISc A		
		Grade B	Research, design, develop and manage implementation of advanced innovative GISc technology and applications and provide strategic direction in the organization.	C. GISc B		
ENGINEERING TECHNOLOGIST						
1	Candidate Engineering Technologist		To provide technical advice and support by applying engineering principles and techniques to address engineering challenges through research, design, planning, measurement and testing under supervision.	T. E. Tech		
2	Engineering Technologist	Grade A	To provide technical advice and support by applying engineering principles and techniques to address engineering challenges through research	E. Tech A		

	POST	GRADE	JOB PURPOSE (SHORT DESCRIPTION)	SALARY SCALE (Appen. 1)	JOB TITLE CODE	POST CLASS CODE
		Grade B	To provide technical advice and support by applying engineering principles and techniques to address engineering challenges through research	E. Tech B		
		Grade C	To provide technical advice and support by applying engineering principles and techniques to address engineering challenges through research	E. Tech C		
3	Control Engineering Technologist	Grade A	To provide and manage technical advisory services and support by applying engineering principles and techniques to address engineering challenges through research	C. E. Tech A		
		Grade B	To provide and manage technical advisory services and support by applying engineering principles and techniques to address engineering challenges through research	C. E. Tech B		
ARCHITECTURAL TECHNOLOGIST						
1	Candidate Architectural Technologist		To assist in design and execute the architect's conceptual designs under supervision.	T.A. Tech		
2	Architectural Technologist	Grade A	To assist in design and execute the architect's conceptual designs	A. Tech A		
		Grade B	To assist in design and execute the architect's conceptual designs	A. Tech B		
		Grade C	To assist in design and execute the architect's conceptual designs	A. Tech C		
3	Control Architectural Technologist	Grade A	To design and manage projects and execute the architect's conceptual designs and in the process address architectural challenges through research	C. A. Tech A		
		Grade B	To design and manage projects and execute the architect's conceptual designs and in the process address architectural challenges through	C. A. Tech B		

	POST	GRADE	JOB PURPOSE (SHORT DESCRIPTION)	SALARY SCALE (Appen. 1)	JOB TITLE CODE	POST CLASS CODE
			research			
QS TECHNOLOGIST						
1	Candidate QS Technologist		To provide technical advice and support by applying QS principles and techniques to provide appropriate cost and estimates.	T. QS Tech.		
2	QS Technologist	Grade A	To provide QS services in relation to cost and estimates in support of QS mandate.	QS Tech A		
		Grade B	To provide QS services in relation to cost and estimates in support of QS mandate.	QS Tech B		
		Grade C	To provide QS services in relation to cost and estimates in support of QS mandate.	QS Tech C		
3	Control QS Technologist	Grade A	To provide and manage technical QS services in relation to cost and estimates in support of QS mandate.	C. QS Tech A		
		Grade B	To provide and manage technical QS services in relation to cost and estimates in support of QS mandate.	C. QS Tech B		
GISc TECHNOLOGIST						
1	Candidate GISc Technologist		Develop and implement innovative GISc technology and applications under supervision.	T.G Tech.		
2	GISc Technologist	Grade A	Develop and implement innovative GISc technology and applications.	G Tech A		
		Grade B	Develop and implement innovative GISc technology and applications.	G Tech B		
		Grade C	Develop and implement innovative GISc technology and applications.	G Tech C		
3	Control GISc Technologist	Grade A	Develop and implement advanced innovative GISc technology and applications to address the strategic objective of the organization.	C. G Tech A		
		Grade B	Develop and implement advanced innovative GISc technology and	C. G		

	POST	GRADE	JOB PURPOSE (SHORT DESCRIPTION)	SALARY SCALE (Appen. 1)	JOB TITLE CODE	POST CLASS CODE
			applications to address the strategic objective of the organization.	Tech B		
ENGINEERING TECHNICIAN						
1	Candidate Engineering Technician		To render technical services and support in engineering research, design, manufacturing, operations and maintenance under supervision	T E. Tec		
2	Engineering Technician	Grade A	To render technical services and support in engineering research, design, manufacturing, operations and maintenance.	E. Tec A		
		Grade B	To render technical services and support in engineering research, design, manufacturing, operations and maintenance.	E. Tec B		
		Grade C	To render technical services and support in engineering research, design, manufacturing, operations and maintenance.	E. Tec C		
3	Control Engineering Technician	Grade A	To perform and manage technical services and support in engineering research, design, manufacturing, operations and maintenance.	C. E. Tec A		
		Grade B	To perform and manage technical services and support in engineering research, design, manufacturing, operations and maintenance.	C. E. Tec B		
ARCHITECTURAL TECHNICIAN						
1	Candidate Architectural Technician		To draw plans for buildings and other projects according to specifications under supervision	T A. Tec		
2	Architectural Technician	Grade A	To draw plans for buildings and other projects according to specifications	A. Tec A		
		Grade B	To draw plans for buildings and other projects according to	A. Tec B		

	POST	GRADE	JOB PURPOSE (SHORT DESCRIPTION)	SALARY SCALE (Appen. 1)	JOB TITLE CODE	POST CLASS CODE
			specifications			
		Grade C	To draw plans for buildings and other projects according to specifications	A. Tec C		
3	Control Architectural Technician	Grade A	To perform and manage the drawing of plans for buildings and other projects according to specifications	C. A. Tec A		
		Grade B	To perform and manage the drawing of plans for buildings and other projects according to specifications	C. A. Tec B		
SURVEY TECHNICIAN / SURVEYOR						
1	Candidate Surveyor		To organize, execute and process all survey related data to set Standards and supply processed Survey (cartography) related information, plans and provide technical support under supervision.	T Su. Tec		
2	Surveyor	Grade A	To perform surveys and process all survey related data in accordance with set standards and supply processed Survey/cartography related information, plans and provide technical support.	Su. Tec A		
		Grade B	To perform surveys and process all survey related data in accordance with set standards and supply processed Survey/cartography related information, plans and provide technical support.	Su. Tec B		
		Grade C	To perform surveys and process all survey related data in accordance with set standards and supply processed Survey/cartography related information, plans and provide technical support.	Su. Tec C		
3	Control Surveyor	Grade A	To perform and manage all aspects	C. Su. Tec A		

	POST	GRADE	JOB PURPOSE (SHORT DESCRIPTION)	SALARY SCALE (Appen. 1)	JOB TITLE CODE	POST CLASS CODE
	/ Control Survey Technician		of varied innovative and complex survey/cartography activities that result in progress in technology on survey/cartography applications and provide strategic direction in the process			
		Grade B	To perform and manage all aspects of varied innovative and complex survey/cartography activities that result in progress in technology on survey/cartography applications and provide strategic direction in the process	C. Su. Tec B		
GISc TECHNICIAN						
1	Candidate GISc Technician		To perform relevant technical GISc activities that results in the capturing, collection, and maintenance of geographic data in the public service under supervision.	T G. Tec		
2	GISc Technician	Grade A	To perform relevant technical GISc activities that results in the capturing, collection, and maintenance of geographic data in the public service.	G. Tec A		
		Grade B	To perform relevant technical GISc activities that results in the capturing, collection, and maintenance of geographic data in the public service.	G. Tec B		
		Grade C	To perform relevant technical GISc activities that results in the capturing, collection, and maintenance of geographic data in the public service.	G. Tec C		
3	Control GISc Technician	Grade A	To manage and supervise operational GISc activities and perform advanced technical GISc activities.	C. G. Tec A		
		Grade B	To manage and supervise operational GISc activities and perform advanced technical GISc activities.	C. G. Tec B		

TABLE 3: CAREER, GRADE AND PAY PROGRESSION OPPORTUNITIES

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
PROFESSIONAL ENGINEER			
CANDIDATE ENGINEER			
1	Candidate Engineer	Professional Engineer	**Progression opportunity** **Career** • Meeting the requirements as prescribed by ECSA for registration as a Professional Engineer. • Candidate Engineer may apply for a vacant post of Professional Engineer upon meeting the minimum appointment requirements the higher post(s), including registration with ECSA. **Grade** • Not applicable **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
PROFESSIONAL ENGINEER			
2	Professional Engineer Grade A	Professional Engineer, Grade B	**Progression opportunity** **Career** • Meeting the requirements as prescribed by ECSA for registration as a Professional Engineer. • Professional Engineer may apply for a vacant post of Chief/Specialist Engineer upon meeting the minimum appointment requirements the higher post(s), including registration with ECSA. **Grade**

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			• Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
3	Professional Engineer, Grade B	Professional Engineer, Grade C	**Progression opportunity** **Career** • Meeting the requirements as prescribed by ECSA for registration as a Professional Engineer. • Professional Engineer may apply for a vacant post of Chief/Specialist Engineer upon meeting the minimum appointment requirements the higher post(s), including registration with ECSA. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
4	Professional Engineer, Grade C	No further grade progression opportunities (this is the maximum grade applicable to the production work level)	**Progression opportunity** **Career** • Meeting the requirements as prescribed by ECSA for registration as a Professional Engineer. • Professional Engineer may apply for a vacant post of Chief/Specialist Engineer upon meeting the minimum appointment requirements the higher post(s), including registration with ECSA. **Grade** • Not applicable **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
SPECIALIST ENGINEER			
5	Specialist Engineer	Specialist Engineer	**Progression opportunity** **Career** • Meeting the requirements as prescribed by ECSA for registration as a Professional Engineer. • Specialist Engineer may apply for a vacant post of Chief Engineer upon meeting the minimum appointment requirements the higher post, including registration with ECSA.

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			Grade • Not applicable **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
CHIEF ENGINEER			
6	Chief Engineer Grade A	Chief Engineer Grade B	**Progression opportunity** **Career** • Meeting the requirements as prescribed by ECSA for registration as a Professional Engineer. • Chief Engineer may apply for a vacant post of Specialist Engineer upon meeting the minimum appointment requirements the higher post, including registration with ECSA. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 10 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 5 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			on annual performance assessment • Departments to comply with the maximum expenditure allowed.
PROFESSIONAL SURVEYOR			
CANDIDATE PROFESSIONAL SURVEYOR			
1	Candidate Professional Surveyor	Professional Surveyor	**Progression opportunity** **Career** • Meeting the requirements as prescribed by PLATO for registration as a Professional Surveyor. • Candidate Professional Surveyor may apply for a vacant post of Professional Surveyor upon meeting the minimum appointment requirements the higher post(s), including registration with PLATO. **Grade** • Not applicable **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
PROFESSIONAL SURVEYOR			
2	Professional Surveyor Grade A	Professional Surveyor, Grade B	**Progression opportunity** **Career** • Meeting the requirements as prescribed by PLATO for registration as a Professional Surveyor. • Professional Surveyor may apply for a vacant post of Chief Professional Surveyor upon meeting the minimum appointment requirements the higher post, including registration with PLATO.

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			Grade • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
3	Professional Surveyor, Grade B	Professional Surveyor, Grade C	**Progression opportunity** **Career** • Meeting the requirements as prescribed by PLATO for registration as a Professional Surveyor. • Professional Surveyor may apply for a vacant post of Chief Professional Surveyor upon meeting the minimum appointment requirements the higher post(s), including registration with PLATO. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade).

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			Pay • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
4	Professional Surveyor, Grade C	No further grade progression opportunities (this is the maximum grade applicable to the production work level)	**Progression opportunity** **Career** • Meeting the requirements as prescribed by PLATO for registration as a Professional Surveyor. • Professional Surveyor may apply for a vacant post of Chief Professional Surveyor upon meeting the minimum appointment requirements the higher post(s), including registration with PLATO. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
CHIEF PROFESSIONAL SURVEYOR			
5	Chief Professional Surveyor Grade A	Chief Professional Surveyor Grade B	**Progression opportunity** **Career** • Not applicable **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 10 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 5 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
PROFESSIONAL QUANTITY SURVEYOR			
CANDIDATE QUANTITY SURVEYOR			
1	Candidate Quantity Surveyor	Professional Quantity Surveyor	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACQSP for registration as a Professional Quantity Surveyor. • Candidate Quantity Surveyor may apply for a vacant post of Professional Quantity Surveyor upon meeting the minimum appointment requirements the higher post(s), including registration with SACQSP. **Grade**

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			• Not applicable **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
PROFESSIONAL QUANTITY SURVEYOR			
2	Professional Quantity Surveyor Grade A	Professional Quantity Surveyor, Grade B	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACQSP for registration as a Professional Quantity Surveyor. • Professional Quantity Surveyor may apply for a vacant post of Chief Quantity Surveyor upon meeting the minimum appointment requirements the higher post(s), including registration with SACQSP. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			on annual performance assessment Departments to comply with the maximum expenditure allowed.
3	Professional Quantity Surveyor, Grade B	Professional Quantity Surveyor, Grade C	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACQSP for registration as a Professional Quantity Surveyor. • Professional Quantity Surveyor may apply for a vacant post of Chief Quantity Surveyor upon meeting the minimum appointment requirements the higher post(s), including registration with SACQSP. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
4	Professional Quantity Surveyor, Grade C	No further grade progression opportunities (this is the maximum grade applicable to the production work level)	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACQSP for registration as a Professional Quantity Surveyor. • Professional Quantity Surveyor may

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			apply for a vacant post of Chief Quantity Surveyor upon meeting the minimum appointment requirements the higher post(s), including registration with SACQSP. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
CHIEF QUANTITY SURVEYOR			
5	Chief Quantity Surveyor Grade A	Chief Quantity Surveyor Grade B	**Progression opportunity** **Career** • Not applicable **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 10 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 5 years in a grade). **Pay**

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			• Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
PROFESSIONAL ARCHITECT			
CANDIDATE ARCHITECT			
1	Candidate Architect	Professional Architect	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACAP for registration as a Professional Architect • Candidate Architect may apply for a vacant post of Professional Architect upon meeting the minimum appointment requirements the higher post(s), including registration with SACAP. **Grade** • Not applicable **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
PROFESSIONAL ARCHITECT			
2	Professional Architect Grade A	Professional Architect, Grade B	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACAP for registration as a Professional Architect.

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			• Professional Architect may apply for a vacant post of Chief Architect upon meeting the minimum appointment requirements the higher post(s), including registration with SACAP. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
3	Professional Architect, Grade B	Professional Architect, Grade C	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACAP for registration as a Professional Architect. • Professional Architect may apply for a vacant post of Chief Architect upon meeting the minimum appointment requirements the higher post(s), including registration with SACAP. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
4	Professional Architect, Grade C	No further grade progression opportunities (this is the maximum grade applicable to the production work level)	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACAP for registration as a Professional Architect. • Professional Architect may apply for a vacant post of Chief Architect upon meeting the minimum appointment requirements the higher post(s), including registration with SACAP. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			maximum expenditure allowed.
CHIEF ARCHITECT			
5	Chief Architect Grade A	Chief Architect Grade B	**Progression opportunity** **Career** • Not applicable **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 10 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 5 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
PROFESSIONAL CONSTRUCTION PROJECT MANAGER			
CANDIDATE CONSTRUCTION PROJECT MANAGER			
1	Candidate Construction Project Manager	Professional Construction Project Manager	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACPCMP for registration as a Professional Construction Project Manager. • Candidate Construction Project Manager may apply for a vacant post of Professional Construction Project Manager upon meeting the minimum appointment requirements the higher post(s), including registration with SACPCMP.

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			Grade • Not applicable **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
PROFESSIONAL CONSTRUCTION PROJECT MANAGER			
2	Professional Construction Project Manager Grade A	Professional Construction Project Manager, Grade B	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACPCMP for registration as a Professional Project Manager. • Professional Construction Project Manager may apply for a vacant post of Chief Construction Project Manager upon meeting the minimum appointment requirements the higher post(s), including registration with SACPCMP. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
3	Professional Construction Project Manager, Grade B	Professional Construction Project Manager, Grade C	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACPCMP for registration as a Professional Construction Project Manager. • Professional Construction Project Manager may apply for a vacant post of Chief Construction Project Manager upon meeting the minimum appointment requirements the higher post(s), including registration with SACPCMP. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
4	Professional Construction Project Manager, Grade C	No further grade progression opportunities (this is the maximum grade applicable to the production work level)	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACPCMP for

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			registration as a Professional Construction Project Manager. • Professional Construction Project Manager may apply for a vacant post of Chief Construction Project Manager upon meeting the minimum appointment requirements the higher post(s), including registration with SACPCMP. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
CHIEF CONSTRUCTION PROJECT MANAGER			
5	Chief Construction Project Manager Grade A	Chief Construction Project Manager Grade B	**Progression opportunity** **Career** • Not applicable **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 10 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			assessments on a specific grade (minimum of 5 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
PROFESSIONAL TOWN AND REGIONAL PLANNER			
CANDIDATE TOWN AND REGIONAL PLANNER			
1	Candidate Town and Regional Planner	Professional Town and Regional Planner	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACPLAN for registration as a Professional Town and Regional Planner. • Candidate Town and Regional Planner may apply for a vacant post of Professional Town and Regional Planner upon meeting the minimum appointment requirements the higher post(s), including registration with SACPLAN. **Grade** • Not applicable. **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
PROFESSIONAL TOWN AND REGIONAL PLANNER			

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
2	Professional Town and Regional Planner Grade A	Professional Town and Regional Planner, Grade B	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACPLAN for registration as a Professional Town and Regional Planner. • Professional Town and Regional Planner may apply for a vacant post of Chief Town and Regional Planner upon meeting the minimum appointment requirements the higher post(s), including registration with SACPLAN. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
3	Professional Town and Regional Planner, Grade B	Professional Town and Regional Planner, Grade C	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACPLAN for registration as a Professional Town and Regional Planner. • Professional Town and Regional Planner may apply for a vacant post of Chief Town and Regional Planner upon meeting the minimum

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			appointment requirements the higher post(s), including registration with SACPLAN. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
4	Professional Town and Regional Planner, Grade C	No further grade progression opportunities (this is the maximum grade applicable to the production work level)	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACPLAN for registration as a Professional Town and Regional Planner. • Professional Town and Regional Planner may apply for a vacant post of Chief Town and Regional Planner upon meeting the minimum appointment requirements the higher post(s), including registration with SACPLAN. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
CHIEF TOWN AND REGIONAL PLANNER			
5	Chief Town and Regional Planner Grade A	Chief Town and Regional Planner Grade B	**Progression opportunity** **Career** • Not applicable. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 10 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 5 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
GISc PROFESSIONAL			

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
CANDIDATE GISc PROFESSIONAL			
1	Candidate GISc Professional	GISc Professional	**Progression opportunity** **Career** • Meeting the requirements as prescribed by PLATO for registration as a GISc Professional. • Candidate GISc Professional may apply for a vacant post of GISc Professional upon meeting the minimum appointment requirements the higher post(s), including registration with PLATO. **Grade** • Not applicable **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
GISc PROFESSIONAL			
2	GISc Professional Grade A	GISc Professional, Grade B	**Progression opportunity** **Career** • Meeting the requirements as prescribed by PLATO for registration as a GISc Professional. • GISc Professional may apply for a vacant post of Chief GISc Professional upon meeting the minimum appointment requirements the higher post, including registration with PLATO. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			• Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
3	GISc Professional, Grade B	GISc Professional, Grade C	**Progression opportunity** **Career** • Meeting the requirements as prescribed by PLATO for registration as a GISc Professional. • Professional Surveyor may apply for a vacant post of Chief GISc Professional upon meeting the minimum appointment requirements the higher post(s), including registration with PLATO. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year.

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			• Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
4	GISc Professional, Grade C	No further grade progression opportunities (this is the maximum grade applicable to the production work level)	**Progression opportunity** **Career** • Meeting the requirements as prescribed by PLATO for registration as a GISc Professional. • GISc Professional may apply for a vacant post of Chief GISc Professional upon meeting the minimum appointment requirements the higher post(s), including registration with PLATO. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
CHIEF GISc PROFESSIONAL			
5	Chief GISc Professional Grade A	Chief GISc Professional Grade B	**Progression opportunity** **Career** • Not applicable **Grade**

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			• Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 10 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 5 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
ENGINEERING TECHNOLOGIST			
CANDIDATE ENGINEERING TECHNOLOGIST			
1	Candidate Engineering Technologist	Engineering Technologist	**Progression opportunity** **Career** • Meeting the requirements as prescribed by ECSA for registration as an Engineering Technologist. • Candidate Engineering Technologist may apply for a vacant post of Engineering Technologist upon meeting the minimum appointment requirements the higher post(s), including registration with ECSA. **Grade** Not applicable. **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			on annual performance assessment • Departments to comply with the maximum expenditure allowed.
ENGINEERING TECHNOLOGIST			
2	Engineering Technologist Grade A	Engineering Technologist, Grade B	**Progression opportunity** **Career** • Meeting the requirements as prescribed by ECSA for registration as an Engineering Technologist. • Engineering Technologist may apply for a vacant post of Control Engineering Technologist upon meeting the minimum appointment requirements the higher post(s), including registration with ECSA. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
3	Engineering Technologist, Grade B	Engineering Technologist, Grade C	**Progression opportunity** **Career** • Meeting the requirements as prescribed by ECSA for registration as an Engineering Technologist. • Engineering Technologist may apply

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			for a vacant post of Control Engineering Technologist upon meeting the minimum appointment requirements the higher post(s), including registration with ECSA. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
4	Engineering Technologist, Grade C	No further grade progression opportunities (this is the maximum grade applicable to the production work level)	**Progression opportunity** **Career** • Meeting the requirements as prescribed by ECSA for registration as an Engineering Technologist. • Engineering Technologist may apply for a vacant post of Control Engineering Technologist upon meeting the minimum appointment requirements the higher post(s), including registration with ECSA. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
CONTROL ENGINEERING TECHNOLOGIST			
5	Control Engineering Technologist Grade A	Control Engineering Technologist Grade B	**Progression opportunity** **Career** • Not applicable **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 10 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 5 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
ARCHITECTURAL TECHNOLOGIST			

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
CANDIDATE ARCHITECTURAL TECHNOLOGIST			
1	Candidate Architectural Technologist	Architectural Technologist	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACAP for registration as an Architectural Technologist. • Candidate Architectural Technologist may apply for a vacant post of Architectural Technologist upon meeting the minimum appointment requirements the higher post(s), including registration with SACAP. **Grade** Not applicable. **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
ARCHITECTURAL TECHNOLOGIST			
2	Architectural Technologist Grade A	Architectural Technologist, Grade B	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACAP for registration as an Architectural Technologist. • Architectural Technologist may apply for a vacant post of Control Architectural Technologist upon meeting the minimum appointment requirements the higher post(s), including registration with SACAP. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			• Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
3	Architectural Technologist, Grade B	Architectural Technologist, Grade C	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACAP for registration as an Architectural Technologist. • Architectural Technologist may apply for a vacant post of Control Architectural Technologist upon meeting the minimum appointment requirements the higher post(s), including registration with SACAP. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year.

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			• Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
4	Architectural Technologist, Grade C	No further grade progression opportunities (this is the maximum grade applicable to the production work level)	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACAP for registration as an Architectural Technologist. • Architectural Technologist may apply for a vacant post of Control Architectural Technologist upon meeting the minimum appointment requirements the higher post(s), including registration with SACAP. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
CONTROL ARCHITECTURAL TECHNOLOGIST			
5	Control Architectural Technologist Grade A	Control Architectural Technologist Grade B	**Progression opportunity** **Career** • Not applicable **Grade**

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			• Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 10 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 5 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
QS TECHNOLOGIST			
CANDIDATE QS TECHNOLOGIST			
1	Candidate QS Technologist	QS Technologist	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACQSP for registration as a QS Technologist. • Candidate QS Technologist may apply for a vacant post of QS Technologist upon meeting the minimum appointment requirements the higher post(s), including registration with SACQSP. **Grade** Not applicable. **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			on annual performance assessment • Departments to comply with the maximum expenditure allowed.
QS TECHNOLOGIST			
2	QS Technologist Grade A	QS Technologist, Grade B	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACQSP for registration as a QS Technologist. • QS Technologist may apply for a vacant post of Control QS Technologist upon meeting the minimum appointment requirements the higher post(s), including registration with SACQSP. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
3	QS Technologist, Grade B	QS Technologist, Grade C	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACQSP for registration as a QS Technologist. • QS Technologist may apply for a

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			vacant post of Control QS Technologist upon meeting the minimum appointment requirements the higher post(s), including registration with SACQSP. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
4	QS Technologist, Grade C	No further grade progression opportunities (this is the maximum grade applicable to the production work level)	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACQSP for registration as a QS Technologist. • QS Technologist may apply for a vacant post of Control QS Technologist upon meeting the minimum appointment requirements the higher post(s), including registration with SACQSP. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
CONTROL QS TECHNOLOGIST			
5	Control QS Technologist Grade A	Control QS Technologist Grade B	**Progression opportunity** **Career** • Not applicable **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 10 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 5 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
GISc TECHNOLOGIST			

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
CANDIDATE GISc TECHNOLOGIST			
1	Candidate GISc Technologist	GISc Technologist	**Progression opportunity** **Career** • Meeting the requirements as prescribed by PLATO for registration as a GISc Technologist. • Candidate GISc Technologist may apply for a vacant post of GISc Technologist upon meeting the minimum appointment requirements the higher post(s), including registration with PLATO. **Grade** Not applicable. **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
GISc TECHNOLOGIST			
2	GISc Technologist Grade A	GISc Technologist, Grade B	**Progression opportunity** **Career** • Meeting the requirements as prescribed by PLATO for registration as a GISc Technologist. • GISc Technologist may apply for a vacant post of Control GISc Technologist upon meeting the minimum appointment requirements the higher post(s), including registration with PLATO. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			• Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
3	GISc Technologist, Grade B	GISc Technologist, Grade C	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACQSP for registration as a GISc Technologist. • GISc Technologist may apply for a vacant post of Control GISc Technologist upon meeting the minimum appointment requirements the higher post(s), including registration with PLATO. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year.

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			• Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
4	GISc Technologist, Grade C	No further grade progression opportunities (this is the maximum grade applicable to the production work level)	**Progression opportunity** **Career** • Meeting the requirements as prescribed by PLATO for registration as a GISc Technologist. • GISc Technologist may apply for a vacant post of Control GISc Technologist upon meeting the minimum appointment requirements the higher post(s), including registration with PLATO. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
CONTROL GISc TECHNOLOGIST			
5	Control GISc Technologist Grade A	Control GISc Technologist Grade B	**Progression opportunity** **Career** • Not applicable **Grade**

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			• Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 10 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 5 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
ENGINEERING TECHNICIAN			
CANDIDATE ENGINEERING TECHNICIAN			
1	Candidate Engineering Technician	Engineering Technician	**Progression opportunity** **Career** • Meeting the requirements as prescribed by ECSA for registration as an Engineering Technician. • Candidate Engineering Technician may apply for a vacant post of Engineering Technician upon meeting the minimum appointment requirements the higher post(s), including registration with ECSA. **Grade** • Not applicable **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			on annual performance assessment • Departments to comply with the maximum expenditure allowed.
ENGINEERING TECHNICIAN			
2	Engineering Technician Grade A	Engineering Technician, Grade B	**Progression opportunity** **Career** • Meeting the requirements as prescribed by ECSA for registration as an Engineering Technician. • Engineering Technician may apply for a vacant post of Control Engineering Technician upon meeting the minimum appointment requirements the higher post(s), including registration with ECSA. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 2 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
3	Engineering Technician, Grade B	Engineering Technician, Grade C	**Progression opportunity** **Career** • Meeting the requirements as prescribed by ECSA for registration as an Engineering Technician. • Engineering Technician may apply for

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			a vacant post of Control Engineering Technician upon meeting the minimum appointment requirements the higher post(s), including registration with ECSA. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
4	Engineering Technician, Grade C	No further grade progression opportunities (this is the maximum grade applicable to the production work level)	**Progression opportunity** **Career** • Meeting the requirements as prescribed by ECSA for registration as an Engineering Technician. • Engineering Technician may apply for a vacant post of Control Engineering Technician upon meeting the minimum appointment requirements the higher post(s), including registration with ECSA. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
CONTROL ENGINEERING TECHNICIAN			
5	Control Engineering Technician, Grade A	Control Engineering Technician, Grade B	**Progression opportunity** **Career** • Not applicable. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 10 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 5 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
ARCHITECTURAL TECHNICIAN/DRAUGHTSPERSON			

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
CANDIDATE ARCHITECTURAL TECHNICIAN			
1	Candidate Architectural Technician	Architectural Technician	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACAP for registration as an Architectural Technician. • Candidate Architectural Technician may apply for a vacant post of Architectural Technician upon meeting the minimum appointment requirements the higher post(s), including registration with SACAP. **Grade** • Not applicable **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
ARCHITECTURAL TECHNICIAN			
2	Architectural Technician Grade A	Architectural Technician, Grade B	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACAP for registration as an Architectural Technician. • Architectural Technician may apply for a vacant post of Control Architectural Technician upon meeting the minimum appointment requirements the higher post(s), including registration with SACAP. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			• Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
3	Architectural Technician, Grade B	Architectural Technician, Grade C	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACAP for registration as an Architectural Technician. • Engineering Technician may apply for a vacant post of Control Engineering Technician upon meeting the minimum appointment requirements the higher post(s), including registration with SACAP. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year.

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			• Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
4	Architectural Technician, Grade C	No further grade progression opportunities (this is the maximum grade applicable to the production work level)	**Progression opportunity** **Career** • Meeting the requirements as prescribed by SACAP for registration as an Architectural Technician. • Architectural Technician may apply for a vacant post of Control Architectural Technician upon meeting the minimum appointment requirements the higher post(s), including registration with SACAP. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
CONTROL ARCHITECTURAL TECHNICIAN			
5	Control Architectural Technician, Grade A	Control Architectural Technician, Grade B	**Progression opportunity** **Career** • Not applicable. **Grade**

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			• Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 10 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 5 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
SURVEY TECHNICIAN/SURVEYOR			
CANDIDATE SURVEY TECHNICIAN/SURVEYOR			
1	Candidate Survey Technician	Survey Technician/Surveyor	**Progression opportunity** **Career** • Meeting the requirements as prescribed by PLATO for registration as a Survey Technician/Surveyor. • Candidate Survey Technician may apply for a vacant post of Survey Technician/Surveyor upon meeting the minimum appointment requirements the higher post(s), including registration with PLATO. **Grade** Not applicable. **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			on annual performance assessment • Departments to comply with the maximum expenditure allowed.
SURVEYOR			
2	Survey Technician/Surveyor Grade A	Survey Technician/Surveyor, Grade B	**Progression opportunity** **Career** • Meeting the requirements as prescribed by PLATO for registration as a Survey Technician/Surveyor. • Survey Technician/Surveyor may apply for a vacant post of Chief Surveyor upon meeting the minimum appointment requirements the higher post(s), including registration with PLATO. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
3	Survey Technician/Surveyor, Grade B	Survey Technician/Surveyor, Grade C	**Progression opportunity** **Career** • Meeting the requirements as prescribed by PLATO for registration as a Survey Technician/Surveyor. • Survey Technician/Surveyor may

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			apply for a vacant post of Chief Surveyor upon meeting the minimum appointment requirements the higher post(s), including registration with PLATO. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
4	Survey Technician/Surveyor, Grade C	No further grade progression opportunities (this is the maximum grade applicable to the production work level)	**Progression opportunity** **Career** • Meeting the requirements as prescribed by PLATO for registration as a Survey Technician/Surveyor. • Survey Technician/Surveyor may apply for a vacant post of Chief Surveyor upon meeting the minimum appointment requirements the higher post(s), including registration with PLATO. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. Therefore, pay progression – based on annual performance assessment Departments to comply with the maximum expenditure allowed.
CONTROL SURVEYOR (CONTROL SURVEY TECHNICIAN)			
5	Control Surveyor Grade A	Control Surveyor Grade B	**Progression opportunity** **Career** • Not applicable. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 10 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 5 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
GISc TECHNICIAN			
CANDIDATE GISc TECHNICIAN			

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
1	Candidate GISc Technician	GISc Technician	**Progression opportunity** **Career** • Meeting the requirements as prescribed by PLATO for registration as a GISc Technician. • Candidate GISc Technician may apply for a vacant post of GISc Technician upon meeting the minimum appointment requirements the higher post(s), including registration with PLATO. **Grade** • Not applicable **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
GISc TECHNICIAN			
2	GISc Technician Grade A	GISc Technician, Grade B	**Progression opportunity** **Career** • Meeting the requirements as prescribed by PLATO for registration as a GISc Technician. • Architectural Technician may apply for a vacant post of Control GISc Technician upon meeting the minimum appointment requirements the higher post(s), including registration with PLATO. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
3	GISc Technician, Grade B	GISc Technician, Grade C	**Progression opportunity** **Career** • Meeting the requirements as prescribed by PLATO for registration as a GISc Technician. • GISc Technician may apply for a vacant post of Control GISc Technician upon meeting the minimum appointment requirements the higher post(s), including registration with PLATO. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			on annual performance assessment • Departments to comply with the maximum expenditure allowed.
4	GISc Technician, Grade C	No further grade progression opportunities (this is the maximum grade applicable to the production work level)	**Progression opportunity** **Career** • Meeting the requirements as prescribed by PLATO for registration as a GISc Technician. • GISc Technician may apply for a vacant post of Control GISc Technician upon meeting the minimum appointment requirements the higher post(s), including registration with PLATO. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
CONTROL GISc TECHNICIAN			
5	Control GISc Technician, Grade A	Control GISc Technician, Grade B	**Progression opportunity** **Career** • Not applicable. **Grade** • Grade progression: comply with

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
			expectations for performance assessments or satisfactory performance (minimum of 10 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 5 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.

TABLE 4: APPOINTMENT REQUIREMENTS

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
PROFESSIONAL ENGINEER				
1	Candidate Engineer	• Project management • Engineering design and analysis knowledge • Research and development • Computer-aided engineering applications • Knowledge of legal compliance • Technical report writing • Networking	• Decision making • Team work • Analytical skills • Creativity • Self-management • Customer focus and responsiveness • Communication • Computer skills • Planning and organising • Problem solving and analysis	• Engineering degree (B Eng/ BSC (Eng) or relevant qualification • Valid driver's license. • Compulsory registration with ECSA as Engineer in training on appointment. • No previous experience required
2	Professional Engineer, Grades A, B, and C	• Programme and project management • Engineering design and analysis knowledge • Research and development • Computer-aided engineering applications • Knowledge of legal compliance • Technical report writing • Creating high performance culture • Professional judgment • Networking	• Decision making • Team leadership • Analytical skills • Creativity • Self-management • Financial management • Customer focus and responsiveness • Communication • Computer literacy • Planning and organising • Conflict management • Problem solving and analysis • People management	• Engineering degree (B Eng/ BSC (Eng) or relevant qualification • Three years post qualification engineering experience required. • Valid driver's license. • Compulsory registration with ECSA as a Professional Engineer.

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
			• Change management • Innovation	
3	Specialist Engineer	• Programme and project management • Engineering design and analysis knowledge • Research and development • Computer-aided engineering applications • Knowledge of legal compliance • Technical report writing • Creating high performance culture • Networking • Engineering and professional judgment	• Decision making • Team leadership • Analytical skills • Creativity • Self-management • Financial management • Customer focus and responsiveness • Communication • Computer literacy • Planning and organising • Conflict management • People management • Negotiation skills • Problem solving and analysis • Change management • Innovation	• Masters degree in Engineering or relevant qualification • Ten years post qualification experience required as a registered professional Engineer. • Valid driver's licence. • Compulsory registration with ECSA as a Professional Engineer.
3	Chief Engineer Grades A and B	• Programme and project management • Engineering, legal and operational compliance • Engineering operational communication • Process knowledge and skills	• Strategic capability and leadership • Problem solving and analysis • Decision making • Team leadership • Creativity • Financial management • Customer focus	• Engineering degree (B Eng/ BSC (Eng) or relevant qualification • Six years post qualification experience required as a registered professional Engineer. • Valid driver's license. • Compulsory

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	**GENERIC**	
		• Maintenance skills and knowledge • Mobile equipment operating skills • Engineering design and analysis knowledge • Research and development • Computer-aided engineering applications • Creating high performance culture • Technical consulting • Engineering and professional judgment	and responsiveness • Communication • Computer skills • People management • Planning and organising • Conflict management • Negotiation skills • Change management	registration with ECSA as a Professional Engineer.
PROFESSIONAL SURVEYOR				
1	Candidate Professional Surveyor	• Project management • Problem solving and analysis • Programme and project management • Survey design and analysis knowledge • Research and development • Computer-aided survey applications • Knowledge of legal compliance • Technical report writing • Creating high performance culture	• Decision making • Team work • Analytical skills • Creativity • Self-management • Customer focus and responsiveness • Communication • Computer skills • Planning and organising • Problem solving and analysis	• Four year Survey/Geomatics degree (BSc - Survey/Geomatics) or relevant qualification • Valid driver's license. • Compulsory registration with PLATO as Professional Surveyor in training on appointment. • Compulsory registration with PLATO as Professional Land Surveyor in training to perform cadastral surveys • No previous experience required

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
		• Networking • Professional judgment		
2	Professional Surveyor, Grades A, B and C	• Programme and project management • Survey design and analysis knowledge • Research and development • Computer-aided survey applications • Knowledge of legal compliance • Technical report writing • Creating high performance culture • Networking • Professional judgment	• Decision making • Team leadership • Analytical skills • Creativity • Self-management • Financial management • Customer focus and responsiveness • Communication • Computer literacy • Planning and organising • Conflict management • Problem solving and analysis • People management • Change management • Innovation	• Four year Survey/ Geomatics degree (BSc - Survey/Geomatics) or relevant qualification • Valid driver's license. • Compulsory registration with PLATO as Professional Surveyor on appointment. • Compulsory registration with PLATO as Professional Land Surveyor to perform cadastral surveys • Three years post qualification survey experience required
	Chief Professional Surveyor Grades A and B	• Programme and project management • Survey, legal and operational compliance • Survey operational communication • Process knowledge and skills • Maintenance skills and knowledge • Mobile equipment	• Strategic capability and leadership • Problem solving and analysis • Decision making • Team leadership • Creativity • Financial management • Customer focus and responsiveness	• Four year Survey/Geomatics degree (BSc - Survey/Geomatics) or relevant qualification • Valid driver's license. • Compulsory registration with PLATO as Professional Surveyor on appointment. • Compulsory

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	**GENERIC**	
		operating skills • Survey design and analysis knowledge • Research and development • Computer-aided survey applications • Creating high performance culture • Technical consulting • Survey and professional judgment	• Communication • Computer skills • People management • Planning and organising • Conflict management • Negotiation skills • Change management	registration with PLATO as Professional Land Surveyor to perform cadastral surveys • Six years post qualification survey experience required
PROFESSIONAL QUANTITY SURVEYOR				
1	Candidate Quantity Surveyor	• Project management • QS principles and methodologies • Research and development • Computer-aided engineering applications • Knowledge of legal compliance • Technical report writing • Networking	• Decision making • Team work • Analytical skills • Creativity • Self-management • Customer focus and responsiveness • Communication • Computer skills • Planning and organising • Problem solving and analysis	• Degree in Quantity Survey or relevant qualification • Valid driver's license. • Compulsory registration with SACQSP as a candidate. • No experience required
2	Quantity Surveyor, Grades A, B and C	• Programme and project management • Quantity Survey principles and methodologies • Research and development • Computer-aided	• Decision making • Team leadership • Analytical skills • Creativity • Self-management • Financial management • Customer focus	• Degree in Quantity Survey or relevant qualification • Three years Quantity Survey experience required. • Valid driver's license. • Compulsory registration with

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	**GENERIC**	
		engineering applications • Knowledge of legal compliance • Technical report writing • Technical consulting • Creating high performance culture • Networking • Professional judgment	and responsiveness • Communication • Computer literacy • Planning and organising • Conflict management • Problem solving and analysis • People management • Change management • Innovation	SACQSP as a professional Quantity Survey.
3	Chief Quantity Surveyor Grades A and B	Programme and project management Quantity Survey legal and operational compliance Quantity Survey operational communication Process knowledge and skills Maintenance skills and knowledge Mobile equipment operating skills Research and development Computer-aided engineering applications Creating high performance culture Technical consulting Professional judgment	Strategic capability and leadership Problem solving and analysis Decision making Team leadership Creativity Financial management Customer focus and responsiveness Communication Computer skills People management Planning and organising Conflict management Negotiation skills Change management	• Degree in Quantity Survey or relevant qualification • Six years Quantity Survey post qualification experience required • Valid driver's license. • Compulsory registration with SACQSP.
PROFESSIONAL ARCHITECT				
1	Candidate Architect	• Architectural legal and operational compliance	• Decision making • Team work	• B degree in Architecture or relevant qualification

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
		• Architectural operational compliance • Architectural principles • Project management skills • Research and development • Computer-aided engineering applications • Technical report writing • Networking	• Analytical skills • Creativity • Self-management • Customer focus and responsiveness • Communication • Computer skills • Planning and organising • Problem solving and analysis	• Valid driver's license. • Compulsory registration with SACAP an Architect as candidate in training. • No previous experience required
2	Architect, Grades A, B and C	• Programme and project management • Architectural design and analysis knowledge • Computer-aided engineering applications • Research and development • Knowledge of legal compliance • Technical report writing • Creating high performance culture • Networking • Professional judgment	• Decision making • Team leadership • Analytical skills • Creativity • Self-management • Financial management • Customer focus and responsiveness • Communication • Computer literacy • Planning and organising • Conflict management • Problem solving and analysis • People management • Change management • Innovation	• B degree in Architecture or relevant qualification • Three years post qualification architectural experience required • Valid driver's license. • Compulsory registration with SACAP.

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
3	Chief Architect Grades A and B	• Programme and project management • Architectural legal and operational compliance • Architectural operational communication • Process knowledge and skills • Maintenance skills and knowledge • Mobile equipment operating skills • Architectural principles • Research and development • Computer-aided engineering applications • Creating high performance culture • Technical consulting • Professional judgment	• Strategic capability and leadership • Problem solving and analysis • Decision making • Team leadership • Creativity • Financial management • Customer focus and responsiveness • Communication • Computer skills • People management • Planning and organising • Conflict management • Negotiation skills • Change management	• B degree in Architecture or relevant qualification • Six years architectural post qualification experience required • Valid driver's license. • Compulsory registration with SACAP.
PROFESSIONAL CONSTRUCTION PROJECT MANAGER				
1	Candidate Construction Project Manager	• Project management principles and methodologies • Project management skills • Knowledge of legal compliance • Research and development • Computer-aided engineering	• Decision making • Team work • Analytical skills • Creativity • Self-management • Customer focus and responsiveness • Communication	• An Honours degree in the Built Environment field of study • BTech qualification (Built Environment field) with a minimum of one (1) year experience • National higher diploma (Built Environment field) with a minimum of

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	**GENERIC**	
		applications • Knowledge of legal compliance • Technical report writing • Networking • Solutions-oriented	• Computer skills • Planning and organising • Problem solving and analysis	eighteen months experience • National diploma (Built Environment field) with a minimum of two (2) years experience • Valid driver's license. • Compulsory registration with the SACPCMP as a Candidate Construction Project Manager.
2	Professional Construction Project Manager, Grades A, B and C	• Programme and project management • Project principles and methodologies • Research and development • Computer-aided engineering applications • Knowledge of legal compliance • Technical report writing • Creating high performance culture • Technical consulting • Professional judgment	• Decision making • Team leadership • Analytical skills • Creativity • Self-management • Financial management • Customer focus and responsiveness • Communication • Computer literacy • Planning and organising • Conflict management • Problem solving and analysis • People management • Change management • Innovation	• National higher diploma (Built Environment field) with a minimum of 4 years and six months certified experience • BTech (Built Environment field) with a minimum of 4 years certified managerial experience. • Honours degree in any Built Environment field with a minimum of 3 years experience • Valid driver's license. • Compulsory registration with the SACPCMP as a Professional Construction Project Manager.
3	Chief Construction Project	• Programme and project	• Strategic capability and leadership	• National higher diploma (Built Environment field)

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
	Manager Grades A and B	management • Project management skills, principles and methodologies • Project and professional judgement • Computer-aided engineering and project applications • Project design and analysis knowledge • Project operational communication • Process knowledge and skills • Maintenance skills and knowledge • Mobile equipment operating skills • Legal and operational compliance • Research and development • Creating high performance culture • Technical consulting	• Problem solving and analysis • Decision making • Team leadership • Creativity • Financial management • Customer focus and responsiveness • Communication • Computer skills • People management • Planning and organising • Conflict management • Negotiation skills • Change management	with a minimum of 6 years experience as a registered Professional Construction Project Manager with the SACPCMP • BTech (Built Environment field) with a minimum of 6 years experience as a registered Professional Construction Project Manager with the SACPCMP. • Honours degree in any Built Environment field with a minimum of 6 years experience as a registered Professional Construction Project Manager with the SACPCMP • Valid driver's license. • Compulsory registration with the SACPCMP as a Professional Construction Project Manager.
TOWN AND REGIONAL PLANNER				
1	Candidate Town and Regional Planner	• Project management • T & R legal and operational compliance • T & R systems and principles • Research and development	• Decision making • Team work • Analytical skills • Creativity • Self-management • Problem solving and analysis • Customer focus and	• B degree in Urban/Town and Regional Planning or relevant qualification • Valid driver's license. • Compulsory registration with SACPLAN. • No previous experience required

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
		• Computer-aided applications • Knowledge of legal compliance • Technical report writing • Networking	responsiveness • Communication literacy • Computer skills • Planning, organising and execution • Language proficiency • Listening skills	
2	Town and Regional Planner, Grades A, B and C	• Programme and project management • T & R principles and methodologies • Research and development • Computer-aided applications • T & R knowledge of legal compliance • Creating high performance culture • Technical consulting • Professional judgment	• Decision making • Team leadership • Analytical skills • Creativity • Self-management • Financial management • Customer focus and responsiveness • Communication skills • Computer literacy • Delegation and development of others • Planning, organising and execution • Ability to manage conflict • Problem solving and analysis • Insight • People management skills • Change management	• B degree in Urban/Town and Regional Planning or relevant qualification • Three years post qualification professional experience required. • Valid driver's license. • Compulsory registration with SACPLAN.
3	Chief Town and Regional Planner Grades A and	• Programme and project management • T & R legal and	• Strategic management and direction • Problem solving	• B degree in Urban/Town and Regional Planning or relevant qualification

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
	B	operational compliance • T & R systems and principles • T & R Planning processes and procedures • Process knowledge and skills • Research and development • Computer-aided applications • Creating high performance culture • Technical consulting • Professional judgment • Accountability	and analysis • Decision making • Team leadership • Analytical skills • Creativity • Self-management • Financial management • Customer focus and responsiveness • Communication and listening skills • Computer skills • Delegation and development of others • Planning, organising and execution • Ability to manage conflict • Language proficiency • Knowledge management • Negotiation skills • Change management • Negotiation skills o Change management	• Six years post qualification professional experience required. • Valid driver's license. • Compulsory registration with SACPLAN.
GISc PROFESSIONAL				
1	Candidate GISc Professional	• Programme and project management • GIS, legal and operational compliance • GIS Implementation • Standards development	• Operational management and direction • Problem solving and analysis • Decision making • Analytical skills • Creativity	• 4-year B degree in GISc (NQF Level 7) or relevant qualification • Valid driver's license. • Compulsory registration with PLATO. • No previous

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	**GENERIC**	
		• Policy formulation • GIS operational communication • Process knowledge and skills • Maintenance skills and knowledge • Mobile equipment operating skills • Systems skills • Spatial modelling design and analysis knowledge • Research and development • GIS applications • Creating high performance culture • Technical consulting • Professional judgment • Accountability	• Self-management • Financial management • Customer focus and responsiveness • Communication and listening skills • Computer skills • Planning, organising and execution • Ability to manage conflict • Language proficiency • Knowledge management • Negotiation skills	experience required
2	GISc Professional, Grades A, B and C	• Programme and project management • GIS, legal and operational compliance • GIS Implementation • Standards development • Policy formulation • GIS operational communication • Process knowledge and skills • Maintenance skills and knowledge • Mobile equipment operating skills • Systems skills • Spatial modelling design and analysis	• Strategic management and direction • Problem solving and analysis • Decision making • Team leadership • Analytical skills • Creativity • Self-management • Financial management • Customer focus and responsiveness • Communication and listening skills • Computer skills • Delegation and development of others • Planning, organising and execution	• 4-year B degree in GISc (NQF Level 7) or relevant qualification • Three years post qualification GISc professional experience required. • Valid driver's license. • Compulsory registration with PLATO.

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
		knowledge • Research and development • GIS applications • Creating high performance culture • Technical consulting • Professional judgment • Accountability	• Ability to manage conflict • Language proficiency • Knowledge management • Negotiation skills • Change management	
3	Chief GISc Professional Grades A and B	• Programme and project management • GIS, legal and operational compliance • GIS Implementation • Standards development • Policy formulation • GIS operational communication • Process knowledge and skills • Maintenance skills and knowledge • Mobile equipment operating skills • Systems skills • Spatial modelling design and analysis knowledge • Research and development • GIS applications • Creating high performance culture • Technical consulting • Professional judgment • Accountability	• Strategic management and direction • Problem solving and analysis • Decision making • Team leadership • Analytical skills • Creativity • Self-management • Financial management • Customer focus and responsiveness • Communication and listening skills • Computer skills • Delegation and development of others • Planning, organising and execution • Ability to manage conflict • Language proficiency • Knowledge management • Negotiation skills • Change management	• 4-year B degree in GISc (NQF Level 7) or relevant qualification • Six years post qualification GISc professional experience required. • Valid driver's license. • Compulsory registration with PLATO.

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
ENGINEERING TECHNOLOGIST				
1	Candidate Engineering Technologist	• Project management • Technical design and analysis knowledge • Research and development • Computer-aided engineering applications • Knowledge of legal compliance • Technical report writing • Networking • Professional judgement	• Problem solving and analysis • Decision making • Team work • Creativity • Self-management • Customer focus and responsiveness • Communication • Computer skills • Planning and organising	• Bachelor of Technology in Engineering (B Tech) or relevant qualification • Valid driver's license. • Compulsory registration with ECSA as an Engineering Technologist in training on appointment. • No previous experience required
2	Engineering Technologist, Grades A, B and C	• Project management • Technical design and analysis knowledge • Research and development • Computer-aided engineering applications • Knowledge of legal compliance • Technical report writing • Networking • Professional judgment	• Problem solving and analysis • Decision making • Team leadership • Creativity • Self-management • Customer focus and responsiveness • Communication • Computer skills • Planning and organising • People management	• Bachelor of Technology in Engineering (B Tech) or relevant qualification • Three years post qualification Engineering Technologist experience required. • Valid driver's license. • Compulsory registration with ECSA as an Engineering Technologist.
3	Control Engineering Technologist Grades A and B	• Project management • Technical design and analysis knowledge	• Problem solving and analysis • Decision making • Team leadership	• Bachelor of Technology in Engineering (B Tech) or relevant qualification • Six years post

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
		• Research and development • Computer-aided engineering applications • Knowledge of legal compliance • Technical report writing • Technical consulting • Networking • Professional judgment	• Creativity • Change management • Financial management • Customer focus and responsiveness • Communication • Computer skills • Planning and organising • People management	qualification Engineering Technologist experience required. • Valid driver's license. • Compulsory registration with ECSA as an Engineering Technologist.
ARCHITECTURAL TECHNOLOGIST				
1	Candidate Architectural Technologist	• Project management • Architectural planning • Research and development • Computer-aided architectural applications • Knowledge of legal compliance • Technical report writing • Networking • Professional judgement	• Problem solving and analysis • Decision making • Team work • Creativity • Self-management • Customer focus and responsiveness • Communication • Computer skills • Planning and organising	• Bachelor of Technology in Architecture (B Tech) or relevant qualification • Valid driver's license. • Compulsory registration with SACAP as an Architectural Technologist in training on appointment. • No previous experience required
2	Architectural Technologist, Grades A, B and C	• Project management • Architectural planning • Research and development • Computer-aided architectural	• Problem solving and analysis • Decision making • Team leadership • Creativity • Self-management • Customer focus and	• Bachelor of Technology in Architecture (B Tech) or relevant qualification • Three years post qualification Architectural Technologist experience required.

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
		applications • Knowledge of legal compliance • Technical report writing • Networking • Professional judgement	responsiveness • Communication • Computer skills • Planning and organising • People management	• Valid driver's license. • Compulsory registration with SACAP as an Architectural Technologist.
3	Control Architectural Technologist Grades A and B	• Project management • Technical design and analysis knowledge • Research and development • Computer-aided Architectural applications • Knowledge of legal compliance • Technical report writing • Technical consulting • Networking • Professional judgment	• Problem solving and analysis • Decision making • Team leadership • Creativity • Change management • Financial management • Customer focus and responsiveness • Communication • Computer skills • Planning and organising • People management	• Bachelor of Technology in Architecture (B Tech) or relevant qualification • Six years post qualification Architectural Technologist experience required. • Valid driver's license. • Compulsory registration with SACAP as an Architectural Technologist.
QS TECHNOLOGIST				
1	Candidate QS Technologist	• Project skills • QS principles and methodologies • Research and development • Computer-aided QS applications • Knowledge of legal compliance • Technical report writing	• Problem solving and analysis • Decision making • Team work • Analytical skills • Creativity • Self-management • Customer focus and responsiveness • Communication	• Bachelor of Technology in QS (B.Tech) or relevant qualification • Valid driver's license. • Compulsory registration with SACQSP as a QS Technologist in training. • No previous experience required.

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
		• Networking • Professional judgement • Construction and legal knowledge • Financial and costs management	skills • Computer skills • Planning, organising and execution • Language proficiency • Listening skills • Insight	
2	QS Technologist, Grades A, B and C	• Project management • QS principles and methodologies • Research and development • Computer-aided QS applications • Knowledge of legal compliance • Technical report writing • Networking • Professional judgement • Construction and legal knowledge • Financial and costs management	• Problem solving and analysis • Decision making • Team work • Analytical skills • Creativity • Self-management • Customer focus and responsiveness • Communication skills • Computer skills • Planning, organising and execution • Language proficiency • Listening skills • Insight	• Bachelor of Technology in QS (B.Tech) or relevant qualification • Three years post qualification QS technological/technical experience required. • Valid driver's license. • Compulsory registration with SACQSP.
3	Control QS Technologist Grades A and B	• Organization and Project management • QS principles and methodologies • Research and development • Computer-aided QS applications • Knowledge of legal compliance	• Problem solving and analysis • Decision making • Team leadership • Analytical skills • Creativity • Change management • Self-management • Customer focus	• Bachelor of Technology in QS (B.Tech) or relevant qualification • Six years post qualification QS technological/technical experience required. • Valid driver's license. • Compulsory registration with

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
		• Technical report writing • Financial and commercial acumen • Construction and legal knowledge • Technical consulting • Networking • Professional judgment • Accountability	and responsiveness • Communication and listening skills • Computer skills • Planning, organising and execution • Language proficiency	SACQSP.
GIS TECHNOLOGIST				
1	Candidate GISc Technologist	• Related RDBMS skills • Strong GIS skills with two or more GIS packages • Analytical, Statistical and Mathematical skills • Project management • Programme and project management • Research and development • Knowledge of legal compliance • Technical report writing • Creating high performance culture • Networking	• Decision making • Creativity • Self-management • Communication literacy • Computer skills • Planning, organizing and execution • Language proficiency • Listening skills • Team work • Leadership skills • Client management • Problem solving and analysis	• 3 to 4 years GIS degree or related Bachelor Degree • Valid driver's license. • Compulsory registration with PLATO. • No previous experience required.
2	GISc Technologist, Grades A, B and C	• Use science and technology effectively and critically • Strong GIS skills with two or more GIS packages (e.g.	• Ability to solve problems • Collect, organize and critically evaluate • Information.	• 3 to 4 years GIS degree or related Bachelor Degree • 3 year post qualification GISc Technologist

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
		ESRI) • Analytical, Statistical and Mathematical skills • Project management • Programme and project management • Research and development • Knowledge of legal compliance • Technical report writing • Creating high performance culture • Networking	• Organization and management skills • Work effectively with others as a member of a • Team. • Communication literacy • Computer skills • Planning, organizing and execution • Language proficiency • Listening skills • Team work	experience • Compulsory registration with PLATO. • Valid driver's license.
3	Control GISc Technologist A and B	• Programme and project management • Legal and operational compliance • Communication skills • Process knowledge and skills • Maintenance skills and knowledge • Systems skills • Geo-Database design and analysis knowledge • Research and development • Creating high performance organizational culture • Technical consulting • Accountability	• Strategic management and direction • Problem solving and analysis • Decision making • Team leadership • Analytical skills • Creativity • Self-management • Financial management • Customer focus and responsiveness • Communication and listening skills • Computer skills • Delegation and development of others • Planning, organising and execution • Ability to manage	• 3 to 4 years GIS degree or related Bachelor Degree • 6 year post qualification GISc Technologist experience • Compulsory registration with PLATO. • Valid driver's license.

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
			conflict • Language proficiency • Knowledge management • Negotiation skills • Change management	
ENGINEERING TECHNICIAN				
1	Candidate Engineering Technician	• Project management • Technical design and analysis knowledge • Research and development • Computer-aided engineering applications • Knowledge of legal compliance • Technical report writing	• Problem solving and analysis • Decision making • Team work • Creativity • Self-management • Customer focus and responsiveness • Communication • Computer skills • Planning and organising • Change management	• National Diploma in Engineering or relevant qualification • Valid driver's license. • Compulsory registration with ECSA as a Candidate Engineering Technician • No previous experience required
2	Engineering Technician, Grades A, B and C	• Project management • Technical design and analysis knowledge • Research and development • Computer-aided engineering applications • Knowledge of legal compliance • Technical report writing • Technical	• Problem solving and analysis • Decision making • Team work • Creativity • Customer focus and responsiveness • Communication • Computer skills • People management • Planning and organising	• National Diploma in Engineering or relevant qualification • Three years post qualification technical experience • Valid driver's license. • Compulsory registration with ECSA as a Professional Engineering Technician

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
		consulting	• Change management • People management	
3	Control Engineering Technician Grades A and B	• Project management • Technical design and analysis knowledge • Research and development • Computer-aided engineering applications • Knowledge of legal compliance • Technical report writing • Technical consulting	• Problem solving and analysis • Decision making • Team work • Creativity • Financial management • Customer focus and responsiveness • Communication • Computer skills • Planning and organising • People management	• National Diploma in Engineering or relevant qualification • Six years post qualification technical experience • Valid driver's license. • Compulsory registration with ECSA as a Professional Engineering Technician
ARCHITECTURAL TECHNICIAN (DRAUGHTSPERSON)				
1	Candidate Architectural Technician	• Project co-ordination • Technical design and analysis knowledge • Research and development • Computer-aided Architectural applications • Knowledge of legal compliance • Technical report writing	• Problem solving and analysis • Decision making • Team work • Creativity • Self-management • Customer focus and responsiveness • Communication • Computer skills • Planning and organising • Change management	• National Diploma in Architecture or relevant qualification • Valid driver's license. • Compulsory registration with SACAP as a Candidate Architectural Technician • No previous experience required

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
2	Architectural Technician, Grades A, B and C	• Project co-ordination • Technical design and analysis knowledge • Research and development • Computer-aided Architectural applications • Knowledge of legal compliance • Technical report writing • Technical consulting	• Problem solving and analysis • Decision making • Team work • Creativity • Customer focus and responsiveness • Communication • Computer skills • People management • Planning and organising • Change management • People management	• National Diploma in Architecture or relevant qualification • Three years post qualification technical experience • Valid driver's license. • Compulsory registration with SACAP as a Professional Architectural Technician
3	Control Architectural Technician Grades A and B	• Project co-ordination • Technical design and analysis knowledge • Research and development • Computer-aided Architectural applications • Knowledge of legal compliance • Technical report writing • Technical consulting	• Problem solving and analysis • Decision making • Team work • Creativity • Financial management • Customer focus and responsiveness • Communication • Computer skills • Planning and organising • People management	• National Diploma in Architecture or relevant qualification • Six years post qualification technical experience • Valid driver's license. • Compulsory registration with SACAP as a Professional Architectural Technician
SURVEYOR (SURVEY TECHNICIAN)				
1	Candidate Survey Technician	• Project management • Problem solving	• Decision making • Team work	• National Diploma in Survey or Cartography or

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	**GENERIC**	
		and analysis • Programme and project management • Survey design and analysis knowledge • Research and development • Computer-aided survey applications • Knowledge of legal compliance • Technical report writing	• Analytical skills • Creativity • Customer focus and responsiveness • Communication • Computer skills • Planning and organising • Problem solving and analysis	relevant qualification • Valid driver's license. • Compulsory registration with PLATO as a Candidate Survey Technician • No previous experience required
2	Surveyor/Survey Technician, Grades A, B and C	• Programme and project management • Survey design and analysis knowledge • Research and development • Computer-aided survey applications • Knowledge of legal compliance • Technical report writing • Creating high performance culture	• Decision making • Team leadership • Analytical skills • Creativity • Self-management • Financial management • Customer focus and responsiveness • Communication • Computer literacy • Planning and organising • Conflict management • Problem solving and analysis • People management • Innovation	• National Diploma in Survey or Cartography or relevant qualification • Valid driver's license. • Compulsory registration with PLATO as a Survey Technician/Surveyor • Three years post qualification survey experience
	Control Surveyor/ Survey Technician Grades A and	• Programme and project management • Survey, legal and	• Strategic capability and leadership • Problem solving and analysis	• National Diploma in Survey or Cartography or relevant qualification

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
	B	operational compliance • Survey operational communication • Process knowledge and skills • Maintenance skills and knowledge • Mobile equipment operating skills • Survey design and analysis knowledge • Research and development • Computer-aided survey applications • Creating high performance culture • Technical consulting • Survey and professional judgment	• Decision making • Team leadership • Creativity • Financial management • Customer focus and responsiveness • Communication • Computer skills • People management • Planning and organising • Conflict management • Negotiation skills	• Valid driver's license. • Compulsory registration with PLATO as a Survey Technician/Surveyor • Six years post qualification survey experience
GISc TECHNICIAN				
1	Candidate GISc Technician	• Geo-database implementation • Understanding of GIS applications and spatial data • Theory, principles, and practices of GIS • Knowledge of GIS standards • GIS software applications • GIS software customisations • Basic understanding of technologies such as GPS, Photogrametry and	• Problem solving and analysis • Decision making • Team work • Analytical skills • Creativity • Self-management • Customer service • Communication and interpersonal skills • Advanced Computer skills • Planning, organising and	• Diploma in GISc, Cartography or relevant qualification • Compulsory registration with PLATO as a Candidate GIS Technician. • Valid driver's license. • No previous experience required

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
		Remote Sensing • Projections • Principles of cartography	execution • Language proficiency	
2	GISc Technician, Grades A, B and C	• Understanding of GIS applications and spatial data queries. • Theory, principles, and practices of GIS standards. • Knowledge and capabilities of different GIS software's. • Understanding of technologies such as GPS, Photogrametry and Remote Sensing • Projections • Principles of cartography	• Problem solving and analysis • Decision making • Team work • Analytical skills • Creativity • Self-management • Customer service • Communication and interpersonal skills • Advanced Computer skills • Planning, organising and execution • Language proficiency • Project Management	• Diploma in GISc, Cartography or relevant qualification • 3 year post qualification GISc Technician experience • Compulsory registration with PLATO. • Valid driver's license.
3	Control GISc Technician Grades A and B	• Geo-database implementation • Understanding of GIS applications and spatial data • Theory, principles, and practices of GIS • Knowledge of GIS standards • GIS software applications • GIS software customisations • Basic understanding of technologies such as GPS, Photogrametry and	• Problem solving and analysis • Decision making • Team work • Analytical skills • Creativity • Self-management • Customer service • Communication and interpersonal skills • Computer skills • Planning, organising and execution • Project	• Diploma in GISc, Cartography or relevant qualification • 6 year post qualification GISc Technician experience • Compulsory registration with PLATO. • Valid driver's license.

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
		Remote Sensing • Projections • Principles of cartography	Management	

Note:

Notwithstanding what has been provided, qualifications should be determined in line with the relevant Councils, therefore if an employee is registered, it implies that the (prospective) employee meets the requirements both in terms of qualification and experience required.

TABLE 5: KEY PERFORMANCE AREAS

1. PROFESSIONAL ENGINEER

CANDIDATE ENGINEER

(a) Design new systems to solve practical engineering problems (challenges) and improve efficiency and enhance safety:-

(i) Planning, designing, operating and maintenance of engineering projects;

(ii) Development of cost effective solutions according to standards;

(iii) Evaluation of existing technical manuals, standard drawings and procedures to incorporate new technology; and

(iv) Promote safety in line with statutory and regulatory requirements.

(b) Office administration:-

(i) Prepare inputs for the facilitation of resource utilisation;

(ii) Adhere to regulations and procedures for SCM and HR administration; and

(iii) Report on service delivery.

(c) Research and development:-

(i) Keep up with new technologies and procedures;

(ii) Research/literature studies on engineering technology to improve expertise;

(iii) Liaise with relevant bodies/councils on engineering-related matters; and

(iv) Follow approved programme of development for registration purposes.

PROFESSIONAL ENGINEER

(a) Design new systems to solve practical engineering challenges and improve efficiency and enhance safety:-

(i) Plan, design, operate and maintain engineering projects;

(ii) Develop cost effective solutions according to standards;

(iii) Evaluate existing technical manuals, standard drawings and procedures to incorporate new technology;

(iv) Develop tender specifications;

(v) Ensure through evaluation that planning and design by others is done according to sound engineering principles and according to norms and standards and code of practice; and

(vi) Approve engineering works according to prescribed norms and standards.

(b) Human capital development:-

(i) Ensure training and development of technicians, technologists and candidate engineers to promote skills/knowledge transfer and adherence to sound engineering principles and code of practice;

(ii) Supervise the engineering work and processes; and

(iii) Administer performance management and development.

(c) Office administration and budget planning:-

(i) Manage resources and prepare and consolidate inputs for the facilitation of resource utilisation;

(ii) Ensure adherence to regulations and procedures for procurement and personnel

administration;

(iii) Monitor and control expenditure; and

(iv) Report on expenditure and service delivery.

(d) Research and development:-

(i) Continuous professional development to keep up with new technologies and procedures;

(ii) Research/literature studies on engineering technology to improve expertise; and

(iii) Liaise with relevant bodies/councils on engineering-related matters.

SPECIALIST ENGINEER

(a) To design new systems to solve complex engineering challenges and improve efficiency and enhance safety:-

(i) Plan, design, and lead engineering projects;

(ii) Develop cost effective solutions according to standards;

(iii) Evaluate existing technical manuals, standard drawings and procedures to incorporate new technology;

(iv) Evaluate tender specifications; and

(v) Ensure through evaluation that planning and design by others is done according to sound engineering principles and according to norms and standards and code of practice or in the absence thereof, develop new standards.

(b) Research and development:-

(i) Continuous professional development to keep up with new technologies and procedures;

(ii) Lead, co-ordinate and conduct advanced research or knowledge application;

(iii) Ensure knowledge generation and dissemination;

(iv) Conduct and lead engineering research;

(v) Publish and present research findings (results); and

(vi) Lead and liaise with relevant bodies/councils on engineering-related matters.

(c) Consultation:-

(i) Provide expert advice on specialized engineering matters; and

(ii) Ensure cost-effective, safe designs/structures;

(d) Project management

(i) Allocate, control, monitor and report on all resources; and

(ii) Compile risk logs and manage significant risk according to sound risk management practice and organizational requirements.

CHIEF ENGINEER

(a) Engineering design and analysis effectiveness

(i) Perform final review and approvals or audits on new engineering designs according to design principles or theory.

(ii) Co-ordinate design efforts and integration across disciplines to ensure seamless integration with current technology.

(iii) Pioneering of new engineering services and management methods.

(b) Maintain engineering operational effectiveness

(i) Manage the execution of maintenance strategy through the provision of appropriate

structures, systems and resources.

(ii) Set engineering maintenance standards, specifications and service levels according to organizational objectives to ensure optimum operational availability.

(iii) Monitor maintenance efficiencies according to organizational goals to direct or redirect engineering services for the attainment of organizational objectives

(c) Governance

(i) Allocate, control, monitor and report on all resources

(ii) Compile risk logs and manages significant risk according to sound risk management practice and organizational requirements

(iii) Provide technical consulting services for the operation on engineering related matters to minimize possible engineering risks

(iv) Manage and implement knowledge sharing initiatives e.g. short-term assignments and secondments within and across operations, in support of individual development plans, operational requirements and return on investment.

(v) Continuously monitor the exchange and protection of information between operations and individuals to ensure effective knowledge management according to departmental objectives.

(d) Financial Management

(i) Ensure the availability and management of funds to meet the MTEF objectives within the engineering environment/services;

(ii) Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives;

(iii) Manage the commercial value add of the discipline-related programmes and projects;

(iv) Facilitate the compilation of innovation proposals to ensure validity and adherence to organizational principles;

(v) Allocate, control and monitor expenditure according to budget to ensure efficient cash flow management.

(e) People management

(i) Manage the development, motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of engineering services according to organizational needs and requirements.

(ii) Manage subordinates' key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives.

2. PROFESSIONAL SURVEYOR

CANDIDATE PROFESSIONAL SURVEYOR

(a) Provide support in surveys to solve practical survey problems (challenges) to improve efficiency and enhance safety:-

(i) Examine applications on new and existing technologies;

(ii) Perform surveys of a varied nature;

(iii) Development of cost effective solutions according to standards;

(iv) Provide support to Professional Surveyors and associates in field and workshop;

(v) Render support in the evaluation plans, existing technical manuals, standard drawings and procedures to incorporate new technology; and

(vi) Promote safety in line with statutory and regulatory requirements.

(b) Office administration:-

(i) Prepare inputs for the facilitation of resource utilisation;

(ii) Adhere to regulations and procedures for SCM and HR administration; and

(iii) Report on service delivery.

(c) Research and development:-

(i) Keep up with new technologies and procedures;

(ii) Research/literature studies on survey technology to improve expertise;

(iii) Liaise with relevant bodies/councils on survey-related matters; and

(iv) Follow approved programme of development for registration purposes.

PROFESSIONAL SURVEYOR

(a) Plan and perform surveys to solve practical survey problems (challenges) to improve efficiency and enhance safety:-

(i) Investigate applications on new and existing technologies;

(ii) Plan and perform surveys of a complex nature;

(iii) Development of cost effective solutions and approval of surveys according to prescribed requirements/standards;

(iv) Promote safety in line with statutory and regulatory requirements.

(v) Evaluate existing technical manuals, standard drawings and procedures to incorporate new technology;

(vi) Provide professional advisory and support services; and

(vii) Develop tender specifications;

(b) Human capital development:-

(i) Ensure training and development of candidate professional surveyors to promote skills/knowledge transfer and adherence to sound survey principles and code of practice;

(ii) Supervise the survey work and processes; and

(iii) Administer performance management and development.

(c) Office administration and budget planning:-

(i) Manage resources and prepare and consolidate inputs for the facilitation of resource utilisation;

(ii) Ensure adherence to regulations and procedures for procurement and personnel administration;

(iii) Monitor and control expenditure; and

(iv) Report on expenditure and service delivery.

(d) Research and development:-

(i) Continuous professional development to keep up with new technologies and procedures;

(ii) Research/literature studies on survey technology to improve expertise; and

(iii) Liaise with relevant bodies/councils on survey-related matters.

CHIEF PROFESSIONAL SURVEYOR

(a) Design, plan and perform surveys to solve practical survey problems (challenges), improve efficiency and enhance safety:-

(i) Manage projects on the application of new and existing survey technologies;

(ii) Manage and plan surveys of a varied and complex nature;

(iii) Development of cost effective solutions and approval of surveys according to prescribed requirements/standards;

(iv) Promote safety in line with statutory and regulatory requirements;

(v) Evaluate existing technical manuals, standard drawings and procedures to incorporate new technology;

(vi) Provide expert advisory and support services;

(vii) Coordinate and develop tender specifications; and

(b) Maintain survey operational effectiveness

(i) Manage the execution of maintenance strategy through the provision of appropriate structures, systems and resources;

(ii) Set survey maintenance standards, specifications and service levels according to organizational objectives; and

(iii) Monitor maintenance efficiencies according to organizational goals to direct or redirect survey services.

(c) Governance

(i) Allocate, control, monitor and report on all resources;

(ii) Compile risk logs and manages significant risk according to sound risk management practice and organizational requirements;

(iii) Provide technical consulting services for the operation on survey related matters to minimize possible survey risks;

(iv) Manage and implement knowledge sharing initiatives e.g. short-term assignments and secondments within and across operations, in support of individual development plans, operational requirements and return on investment; and

(v) Continuously monitor the exchange and protection of information between operations and individuals to ensure effective knowledge management according to departmental objectives.

(d) Financial Management

(i) Ensure the availability and management of funds to meet the MTEF objectives within the survey environment/services;

(ii) Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives;

(iii) Manage the commercial value add of the discipline-related programmes and projects;

(iv) Facilitate the compilation of innovation proposals to ensure validity and adherence to organizational principles; and

(v) Allocate, control and monitor expenditure according to budget to ensure efficient cash flow management.

(e) People management

(i) Manage the development, motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of survey services according to organizational needs and requirements; and

(ii) Manage subordinates' key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives.

3. **PROFESSIONAL QUANTITY SURVEYOR**

CANDIDATE QUANTITY SURVEYOR

(a) Perform quantity surveying activities on project plans, structures or facilities under the supervision of a quantity surveyor:-

(i) adhere to building standards to ensure safety and health requirements;

(ii) provide technical support;

(iii) contribute to the development of quantity survey related policies, methods and practices; and

(iv) contribute to the cost determinations of projects and estimates accomplished by building designers and/or sub-professional personnel.

(b) Office administration:-

(i) provide assistance with tender (bid) administration;

(ii) liaise and interact with service providers;

(iii) contribute to the human resources and related activities;

(iv) maintain the record management system and the quantity survey library; and

(v) utilise resources allocated effectively.

(c) Research and development:-

(i) Keep up with new technologies and procedures;

(ii) Research/literature on new quantity survey and construction material, techniques, and methods;

(iii) Liaise with relevant bodies/councils on quantity survey related matters; and

(iv) Follow approved programme of development for registration purposes.

PROFESSIONAL QUANTITY SURVEYOR

(a) Perform quantity survey activities on buildings, structures or facilities:-

(i) co-ordinate professional teams on all aspects regarding quantity survey

(ii) ensure adherence to quantity determination standards;

(iii) provide quantity survey advice and technical support in the evaluation of costs;

(iv) ensure the adoption of technical and quality strategies;

(v) develop quantity survey related policies, methods and practices;

(vi) provide solutions on non-compliance on quantity determination;

(vii) review the cost determinations of projects and estimates accomplished by building designers and/or sub-professional personnel; and

(viii) ensure adherence to the requirements of professional registration.

(b) Human capital development:-

(i) Mentor, train and develop candidate quantity survey and related technical and administrative personnel to promote skills/knowledge transfer and adherence to sound architectural principles and code of practice;

(ii) Supervise quantity survey work and processes;

(iii) Administer Performance management and development.

(c) Office administration and budget planning:-

(i) Manage resources , prepare and consolidate inputs for the facilitation of resource utilisation;

(ii) Ensure adherence to regulations and procedures for procurement SCM and personnel human resource administration;

(iii) Monitor and control expenditure;

(iv) Report on expenditure and service delivery.

(d) Research and development:-

(i) Continuous professional development according to council guidelines;

(ii) Research/literature studies on quantity survey to improve expertise;

(iii) Liaise with relevant bodies/councils on quantity survey-related matters.

CHIEF QUANTITY SURVEYOR

(a) Quantity Survey analysis effectiveness

(i) Perform final review and approvals or audits on quantity survey procedures.

(ii) Co-ordinate quantity survey efforts and integration across disciplines to ensure seamless integration with current technology

(b) Maintain quantity survey operational effectiveness

(i) Manage the execution of quantity survey strategy through the provision of appropriate structures, systems and resources.

(ii) Set quantity survey standards, specifications and service levels according to organizational objectives to ensure optimum operational availability.

(iii) Monitor quantity survey efficiencies according to organizational goals to direct or redirect quantity survey services for the attainment of organizational objectives

(c) Financial Management

(i) Ensure the availability and management of funds to meet the MTEF objectives within the quantity survey environment/services;

(ii) Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives;

(iii) Manage the commercial added value of the discipline-related programmes and projects;

(iv) Facilitate the compilation of innovation proposals to ensure validity and adherence to organizational principles;

(v) Allocate, monitor, control expenditure according to budget to ensure efficient cash flow management.

(d) Governance

(i) Allocate, monitor and control resources

(ii) Compile risk logs (database) and manage significant risk according to sound risk management practice and organizational requirements

(iii) Provide technical specialist services for the operation of quantity survey related matters to minimize possible risks

(iv) Manage and implement knowledge sharing initiatives in support of individual development plans, operational requirements and return on investment.

(v) Continuously monitor the exchange and protection of information between operations and individuals to ensure effective knowledge management according to departmental objectives.

(e) People management

(i) Manage the development motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of quantity survey services according to organizational needs and requirements.

(ii) Manage subordinates' key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives.

4. **PROFESSIONAL ARCHITECT**

CANDIDATE ARCHITECT

(a) Perform architectural activities on state-owned or leased buildings, structures or facilities:-

(i) adhere to legal, safety and health requirements

(ii) provide technical support;

(iii) contribute to the development of architectural related policies, methods and practices; and

(iv) contribute to the review of plans, drawings, specifications, and estimates accomplished by building designers and/or sub-professional personnel.

(b) Office administration:-

(i) provide assistance with tender (bid) administration;

(ii) liaise and interact with service providers;

(iii) contribute to the human resources and related activities;

(iv) maintain the record management system and the architectural library

(v) Report on service delivery regularly; and

(vi) utilise resources allocated effectively.

(c) Research and development:-

(i) Keep up with new technologies and procedures;

(ii) Research/literature on new architectural and construction material, techniques, and methods;

(iii) Liaise with relevant bodies/councils on architectural-related matters; and

(iv) Follow approved programme of development for registration purposes

PROFESSIONAL ARCHITECT

(a) Perform architectural activities on state-owned or leased buildings, structures or facilities:-

(i) co-ordinate professional teams on all aspects regarding architecture;

(ii) ensure adherence and compliance to legal, safety and health requirements;

(iii) provide architectural advice and technical support in the evaluation of solutions;

(iv) ensure the adoption of technical and quality strategies;

(v) develop architectural related policies, methods and practices;

(vi) provide solution on non-compliance and failure of designs;

(vii) review plans, drawings, specifications, and estimates accomplished by building designers and/or sub-professional personnel; and

(viii) ensure adherence to the requirements of professional registration

(b) Human capital development:-

(i) Mentor and train candidate architects and related technical and administrative personnel to promote skills/knowledge transfer and adherence to sound architectural principles and code of practice;

(ii) Supervise architectural work and processes;

(iii) Administer Performance management and development.

(c) Office administration and budget planning:-

(i) Manage resources , prepare and consolidate inputs for the facilitation of resource utilisation;

(ii) Ensure adherence to regulations and procedures for procurement SCM and human

resource administration;

(iii) Monitor and control expenditure;

(iv) Report on expenditure and service delivery.

(d) Research and development:-

(i) Continuous professional development to keep up with new technologies and procedures;

(ii) Research/literature studies on architecture to improve expertise;

(iii) liaise with relevant bodies/councils on architectural-related matters.

CHIEF ARCHITECT

(a) Architectural design and analysis effectiveness

(i) Perform final review and approvals or audits on architectural designs according to design principles or theory.

(ii) Co-ordinate design efforts and integration across disciplines to ensure seamless integration with current technology

(b) Maintain architectural operational effectiveness

(i) Manage the execution of architectural strategy through the provision of appropriate structures, systems and resources.

(ii) Set architectural standards, specifications and service levels according to organizational objectives to ensure optimum operational availability.

(iii) Monitor and maintain efficiencies according to organizational goals to direct or redirect architectural services for the attainment of organizational objectives

(c) Financial Management

(i) Ensure the availability and management of funds to meet the MTEF objectives within the architectural environment/services;

(ii) Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives;

(iii) Manage the commercial value add of the discipline-related programmes and projects;

(iv) Facilitate the compilation of innovation proposals to ensure validity and adherence to organizational principles;

(v) Allocate, monitor, control expenditure according to budget to ensure efficient cash flow management.

(d) Governance

(i) Allocate, monitor and control resources

(ii) Compile risk logs and manage significant risk according to sound risk management practice and organizational requirements

(iii) Provide technical consulting services for the operation of architectural related matters to minimize possible architectural risks

(iv) Manage and implement knowledge sharing initiatives e.g. short-term assignments and secondments within and across operations, in support of individual development plans, operational requirements and return on investment.

(v) Continuously monitor the exchange and protection of information between operations and individuals to ensure effective knowledge management according to departmental objectives.

(e) People management

(i) Manage the development motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of

architectural services according to organizational needs and requirements.

(ii) Manage subordinates' key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives.

5. **PROFESSIONAL CONSTRUCTION PROJECT MANAGER**

CANDIDATE CONSTRUCTION PROJECT MANAGER

(a) Manage and co-ordinate all aspects of projects under the supervision of a Construction Project Manager:-

(i) Project planning, implementation, monitoring, reporting and evaluation in line with project management methodology;

(ii) Create and execute project work plans and revise as appropriate to meet changing needs and requirements subject to the approval of the Construction Project Manager;

(iii) Identify resources needed and assign individual responsibilities;

(iv) Manage day-to-day operational aspects of a project and scope; and

(v) Effectively apply methodology and enforce project standards to minimize risk on projects.

(b) Project accounting and financial management

(i) Report project progress to Project Manager; and

(ii) Manage project budget and resources in consultation with Project Manager;

(c) Office administration:-

(i) Provide inputs to Construction Project Manager with tender administration;

(ii) liaise and interact with service providers, client and management under the guidance of the Construction Project Manager;

(iii) contribute to the human resources and related activities;

(iv) maintain the record management system and the architectural library; and

(v) utilize resources allocated effectively.

(d) Research and development:-

(i) Keep up with new technologies and procedures;

(ii) Research/literature on new developments on project management methodologies; and

(iii) Liaise with relevant bodies/councils on project management.

PROFESSIONAL CONSTRUCTION PROJECT MANAGER

(a) Manage and co-ordinate all aspects of projects:-

(i) Guide the project planning, implementation, monitoring, reporting and evaluation in line with project management methodology;

(ii) Create and execute project work plans and revise as appropriate to meet changing needs and requirements;

(iii) Identify resources needed and assign individual responsibilities;

(iv) Manage day-to-day operational aspects of a project and scope; and

(v) Effectively apply methodology and enforce project standards to minimize risk on projects.

(b) Project accounting and financial management

(i) Report project progress to Chief Construction Project Manager; and

(ii) Manage project budget and resources;

(c) Office administration:-

(i) Provide inputs to other professionals with tender administration;

(ii) liaise and interact with service providers, client and management;

(iii) contribute to the human resources and related activities;

(iv) maintain the record management system and the architectural library; and

(v) utilize resources allocated effectively.

(d) Research and development:-

(i) Keep up with new technologies and procedures;

(ii) Research/literature on new developments on project management methodologies; and

(iii) Liaise with relevant bodies/councils on project management.

CHIEF CONSTRUCTION PROJECT MANAGER

(a) Project design and analysis effectiveness

(i) Perform final review and approvals or audits on project designs according to design principles or theory.

(ii) Co-ordinate design efforts and integration across disciplines to ensure seamless integration with current technology

(b) Maintain project operational effectiveness

(i) Manage the execution of project management strategy through the provision of appropriate structures, systems and resources.

(ii) Set project standards, specifications and service levels according to organizational objectives to ensure optimum operational availability.

(iii) Monitor project management efficiencies according to organizational goals to direct or redirect project services for the attainment of organizational objectives

(c) Financial Management

(i) ensure the availability and management of funds to meet the MTEF objectives within the project environment/services;

(ii) Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives;

(iii) Manage the commercial added value of the discipline-related programmes and projects;

(iv) Facilitate the compilation of innovation proposals to ensure validity and adherence to organizational principles;

(v) Allocate, monitor, control expenditure according to budget to ensure efficient cash flow management.

(d) Governance

(i) Allocate, monitor and control resources

(ii) Compiles risk logs (databases) and manages significant risk according to sound risk management practice and organizational requirements

(iii) Provide technical consulting services for the operation of project related matters to minimize possible project risks

(iv) Manage and implement knowledge sharing initiatives e.g. short-term assignments and secondments within and across operations, in support of individual development plans, operational requirements and return on investment.

(v) Continuously monitor the exchange and protection of information between operations and individuals to ensure effective knowledge management according to departmental objectives.

(e) People management

(i) Direct the development motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of project services according to organizational needs and requirements.

(ii) Manage subordinates' key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives.

6. **PROFESSIONAL TOWN AND REGIONAL PLANNER**

CANDIDATE TOWN AND REGIONAL PLANNER

(a) Perform planning functions and activities in accordance with town and regional planning principles in land development –

(i) provide technical assistance to professional teams on all aspects regarding town and regional planning projects;

(ii) adhere to legal requirements in town and regional planning;

(iii) co-ordinate the implementation of development in compliance with applicable legislation and town and regional planning standards and guidelines;

(iv) provide support in the compilation and adoption of technical and planning standards, norms and guidelines;

(v) implement planning legislation, guidelines, policies and regulations;

(vi) co-ordinate site clearance processes in terms of Project Execution Plans;

(vii) support the planning and design of sustainable human settlement; and

(viii) provide technical assistance in the compilation of spatial development frameworks (SDF) (as part of the IDP processes).

(b) Office administration:-

(i) provide assistance with tender (bid) administration;

(ii) liaise and interact with service providers;

(iii) contribute to the human resources and related activities;

(iv) maintain the record management system; and

(v) utilise resources allocated effectively.

(c) Research and development:-

(i) Keep up with new technologies and procedures;

(ii) Research/literature on new town and regional planning expansion and renewal processes;

(iii) Liaise with relevant bodies/councils on town and regional planning-related matters; and

(iv) Follow approved programme of development for registration purposes

PROFESSIONAL TOWN AND REGIONAL PLANNER

(a) Ensure the application of town and regional planning principles in land development –

(i) facilitate and provide technical assistance to professional teams on all aspects regarding town and regional planning projects

(ii) ensure adherence to legal requirements;

(iii) co-ordinate, evaluate and monitor the implementation of development in compliance with applicable legislation and town and regional planning standards and guidelines

(iv) ensure the compilation and adoption of technical and planning standards, norms and guidelines;

(v) formulate, interpret and implement planning legislation, guidelines, policies and regulations

(vi) facilitate site clearance in terms of Project Execution Plans and manage site clearance standards as agreed with Project Managers;

(vii) Plan and design to ensure sustainable human settlement;

(viii) Compile of spatial development frameworks (SDF) (as part of the IDP processes);

(ix) Compile guidelines and evaluate land use management schemes (LUMS).

(b) Human capital development:-

(i) Mentor, train and develop candidate town and regional planners and town and regional planners to promote skills/knowledge transfer and adherence to sound town and regional planning principles and code of practice;

(ii) Supervise town and regional planning work and processes;

(iii) Performance management and development.

(c) Office administration and budget planning:-

(i) Prepare and consolidate inputs for the facilitation of resource utilisation;

(ii) Ensure adherence to regulations and procedures for procurement SCM and personnel human resource administration;

(iii) Monitor and control expenditure;

(iv) Report on expenditure and service delivery.

(d) Research and development:-

(i) Continuous professional development to keep up with new technologies and procedures;

(ii) Research/literature studies on town and regional planning technology to improve expertise;

(iii) Liaise with relevant bodies/councils on town and regional planning-related matters.

CHIEF TOWN AND REGIONAL PLANNER

(a) Town and Regional Planning future forecasting

(i) Estimates the future needs for housing, business and industrial sites, community facilities and open spaces in order to meet the needs of expansion and renewal.

(ii) Lead and direct the projections for future needs in traffic and transportation to inform appropriate town and regional planning.

(iii) Lead and manage the application of town and regional planning principles in land development –

(iv) provide technical assistance to professional teams on all aspects regarding town and regional planning projects

(v) ensure adherence to legal issues and requirements involving community development and changes in housing and building codes;

(vi) monitor the implementation of development in compliance with applicable legislation and town and regional planning standards and guidelines

(vii) Manage the compilation and adoption of technical and planning standards, norms and guidelines;

(viii) Formulate and interpret planning legislation, guidelines, policies and regulations

(ix) Manage site clearance standards as agreed with Project Managers;

(x) Planning and design of sustainable human settlement;

(xi) Compilation of spatial development frameworks (SDF) (as part of the IDP processes);

(xii) Compile guidelines and evaluate land use management schemes (LUMS).

(b) Financial Management

(i) Ensure the availability and management of funds to meet the MTEF objectives within the architectural environment/services;

(ii) Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives;

(iii) Manage the commercial value add of the discipline-related programmes and projects;

(iv) Facilitate the compilation of innovation proposals to ensure validity and adherence to organizational principles;

(v) Allocate, monitor, control expenditure according to budget to ensure efficient cash flow management.

(c) Governance

(i) Allocate, monitor and control resources

(ii) Compile risk logs and manage significant risk according to sound risk management practice and organizational requirements

(iii) Provide technical consulting services for the operation of architectural related matters to minimize possible architectural risks

(iv) Manage and implement knowledge sharing initiatives e.g. short-term assignments and secondments within and across operations, in support of individual development plans, operational requirements and return on investment.

(v) Continuously monitor the exchange and protection of information between operations and individuals to ensure effective knowledge management according to departmental objectives.

(d) People management

(i) Manage the development motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of architectural services according to organizational needs and requirements.

(ii) Manage subordinates' key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives.

3. **GISc PROFESSIONAL**

CANDIDATE GISc PROFESSIONAL

(a). Provide GISc to support institutional decision making

(i) Undertake the system requirements analysis

(ii) Provide support in conducting the cost benefit analysis

(iii) Execute the functional requirement analysis

(iv) Assist with user requirement analysis

(v) Implement processing model and workflow diagram

(vi) Implement spatial and other standards

(b). Collection, visualisation and capturing of data from various formats and sources

(i) conversion of data files from analog to digital format
(ii) Apply coordinate systems and projections

(iii) Populate the electronic metadata catalogue
(iv) Analyse and visualise data to meet the stated requirements
(v) Implement a database to store the required data sets

(c). Research
(i) Investigate and implement new technologies
(ii) Undertake environmental scanning to understand the problems in the GISc industry and compile report findings
(iii) Participate and liaise with relevant bodies and councils on GISc matters

GISc PROFESSIONAL

(a). Provide GISc to support institutional decision making

(i) Plan, coordinate and facilitate GISc projects activities
(ii) Undertake the system requirements analysis
(iii) Conduct the cost benefit analysis
(iv) Execute the functional requirement analysis
(v) Manage and supervise Benchmarking
(vi) Develop the conceptual database design
(vii) Execute high level user requirement analysis
(viii) Develop processing model and workflow diagram
(ix) Develop, implement spatial and other standards
(x) Determine capacity requirements
(xi) Perform monitor and evaluate

(b). Policy making and institutional strategic guidance

(i) Identify and understand underlying strategic issues
(ii) Identify and analyse relevant strategic information
(iii) Oversee the process of advance spatial analysis and modeling for institutional strategic guidance
(iv) Develop and evaluate alternative strategic solutions
(v) Recommend the best possible policy direction

(c). Research
(i) Identify, Investigate and evaluate new technologies
(ii) Advise on research viability and feasibility
(iii) Undertake environmental scanning to understand the problems in the GISc industry and advise accordingly
(iv) Develop appropriate plan to respond to the research problem
(v) Compile reports and make relevant proposals
(vi) Participate and liaise with relevant bodies and councils on GISc matters

(d). Project and Financial Management

(i) Manage human resource requirements
(ii) Draft tender documents and terms of reference
(iii) Draft service level agreements
(iv) Determine project cost and quality level
(v) Develop contingency plans
(vi) Adhere to financial legislations and regulations
(vii) Review and monitor budget to ensure that the required financial procedures are adhered to.

CHIEF GISc PROFESSIONAL

(a) Strategic management of the institutional GISc function

(i) Provide strategic direction and leadership on GISc activities
(ii) Strategically profiling and positioning GISC function within the institution
(iii) Plan and manage the establishment of GISc unit
(iv) Plan, coordinate and facilitate GISc projects activities
(v) Monitor and evaluate GISc function within the organisation
(vi) Develop the cost benefit analysis
(vii) Facilitate the functional requirement analysis
(viii) Ensure compliance with relevant legislation and policies
(ix) Manage compliance and setting up of applicable standards
(x) Stakeholder management

(b). Policy making and institutional strategic guidance

(i) Identify underlying strategic issues and implement appropriate GISc responses
(ii) Oversee the process of advance spatial analysis and modeling for institutional strategic guidance
(iii) Recommend the best possible policy direction and service delivery priorities

(c). Research

(i) Provide overall framework for research and development activities
(ii) Provide standards, specification and service levels according to organizational objectives

(d). Project and Financial Management

(i) Determine and manage human resource requirements
(ii) Approve tender documents and terms of reference
(iii) Approve service level agreements
(iv) Approve project cost and quality level
(v) Determine and source financial requirements for project
(vi) Adhere to financial legislations and regulations
(vii) Manage, review and monitor budget to ensure that the required financial procedures are

adhered to

(e). Stakeholder issues

(i) Stakeholder management
(ii) Provide opportunities to enhance a more diverse workforce
(iii) Provide equal access to development opportunities
(iv) Manage conflict resolution effectively
(v) Identify key Stakeholders
(vi) Build and maintain alliances and networks of clients, colleagues and interest groups inside and outside the organisation

(f). Human Resource Management

(i) Manage the development, motivation and utilisation of human resources
(ii) Apply and manage Performance Management and Development System

7. **ENGINEERING TECHNOLOGIST**

CANDIDATE ENGINEERING TECHNOLOGIST

(a) Provide technological advisory services:-
  (i) Support Technologists and associates in field, workshop and office activities;
  (ii) Adhere to safety standards in line with statutory and regulatory requirements;
  (iii) Provide inputs into existing technical manuals, standard drawings and procedures;
  (iv) Provide technical assistance to solve broadly defined technological challenges through application of proven techniques and procedures;
  (v) Provide inputs into the development, maintenance and management of current technologies; and
  (vi) Support the identification and optimization of solutions by applying engineering principles.

(b) Perform administrative and related functions:-
  (i) Compile and submit reports as required;
  (ii) Provide inputs to the technical/engineering operational plan; and
  (iii) Develop, implement and maintain databases;

(c) Research and development:-
  (i) Keep up with new technologies and procedures;
  (ii) Research/literature studies on technical engineering technology to improve expertise;
  (iii) To liaise with relevant bodies/councils on engineering-related matters; and
  (iv) Follow approved programme of development for registration purposes.

ENGINEERING TECHNOLOGIST

(a) Provide technological advisory services:-
  (i) Support Engineers, Technicians and associates in field, workshop and office activities;
  (ii) Promote safety standards in line with statutory and regulatory requirements;

(iii) Evaluate existing technical manuals, standard drawings and procedures to incorporate new technology;

(iv) Solve broadly defined technological challenges through application of proven techniques and procedures;

(v) Develop, maintain and manage current technologies; and

(vi) Identify and optimize technical solutions by applying engineering principles.

(b) Perform administrative and related functions:-

(i) Compile and submit monthly and quarterly reports;

(ii) Provide inputs to the operational plan; and

(iii) Develop, implement and maintain databases;

(c) Research and development:-

(i) Keep up with new technologies and procedures;

(ii) Research/literature studies on technical engineering technology to improve expertise; and

(iii) To liaise with relevant boards/councils on engineering-related matters.

CONTROL ENGINEERING TECHNOLOGIST

(d) Manage technological advisory services:-

(i) Plan technological support to Engineers and associate professionals in the field;

(ii) Ensure the adherence and promotion of safety standards in line with statutory and regulatory requirements;

(iii) Solve broadly defined technological challenges through application of proven techniques and procedures; and

(iv) Develop, maintain and manage current technologies.

(e) Monitoring and evaluation of technological designs

(i) Evaluate and monitor existing technical manuals, standard drawings and procedures to incorporate new technology;

(ii) Ensure quality assurance of technical designs with specifications and make recommendations for approval by the relevant authority; and

(iii) Identify and optimize technical solutions by applying engineering principles.

(f) Manage administrative and related functions:-

(i) Provide inputs into the budgeting process;

(ii) Compile and submit reports as required;

(iii) Provide and consolidate inputs to the technological/engineering operational plan;

(iv) Ensure the development, implementation and maintenance databases; and

(v) Manage and supervise technological and related personnel and assets.

(g) Research and development:-

(i) Continuous professional development to keep up with new technologies and procedures;

(ii) Research/literature studies on engineering technology to improve expertise;

(iii) To liaise with relevant bodies/councils on engineering-related matters.

8. **ARCHITECTURAL TECHNOLOGIST**

CANDIDATE ARCHITECTURAL TECHNOLOGIST

(a) Provide technological advisory services:-

(i) Support Architects and associates in site surveying, preparing measured drawings of existing buildings, collecting of practical information relating to the proposed project;

(ii) Detail design, landscape design and preparation of working drawings that will serve as legal instructions to the building contractor;

(iii) Adhere to safety standards in line with statutory and regulatory requirements;

(iv) Provide inputs into existing technical manuals, standard drawings and procedures;

(v) Provide technical assistance to solve broadly defined technological challenges through application of proven techniques and procedures;

(vi) Provide inputs into the development, maintenance and management of current technologies; and

(vii) Support the identification and optimization of solutions by applying architectural principles.

(b) Perform administrative and related functions:-

(i) Compile and submit reports as required;

(ii) Provide inputs to the technical/ architectural operational plan; and

(iii) Develop, implement and maintain databases;

(c) Research and development:-

(i) Keep up with new technologies and procedures;

(ii) Research/literature studies on technical architectural technology to improve expertise;

(iii) To liaise with relevant bodies/councils on architectural -related matters; and

(iv) Follow approved programme of development for registration purposes.

ARCHITECTURAL TECHNOLOGIST

(a) Provide technological advisory services:-

(i) Support Architects and associates in site surveying, preparing measured drawings of existing buildings, collecting of practical information relating to the proposed project and prepare presentation drawings and models of the design;

(ii) Detail design, landscape design and preparation of working drawings that will serve as legal instructions to the building contractor and in the process supervise building to ensure that the building is built according to the working drawings and other legal documents;

(iii) Evaluate existing technical manuals, standard drawings and procedures to incorporate new technology;

(iv) Solve broadly defined technological challenges through application of proven techniques and procedures;

(v) Develop, maintain and manage current technologies; and

(vi) Identify and optimize technical solutions by applying architectural principles.

(b) Perform administrative and related functions:-

(i) Compile and submit monthly and quarterly reports;

(ii) Provide inputs to the operational plan; and

(iii) Develop, implement and maintain databases;

(c) Research and development:-

(i) Keep up with new technologies and procedures;

(ii) Research/literature studies on technical architectural technology to improve expertise; and

(iii) To liaise with relevant boards/councils on architectural -related matters.

CONTROL ARCHITECTURAL TECHNOLOGIST

(a) Manage technological advisory services:-

(i) Plan technological support to architectures and associate professionals in site surveying, preparing measured drawings of existing buildings, collecting of practical information relating to the proposed project and prepare presentation drawings and models of the design.;

(ii) Manage and lead the design process, landscape design and preparation of working drawings that will serve as legal instructions to the building contractor to ensure that the building is built according to the working drawings and other legal documents

(iii) Ensure the adherence and promotion of safety standards in line with statutory and regulatory requirements;

(iv) Solve broadly defined technological challenges through application of proven techniques and procedures; and

(v) Develop, maintain and manage current technologies.

(b) Monitoring and evaluation of technological designs

(i) Evaluate and monitor existing technical manuals, standard drawings and procedures to incorporate new technology;

(ii) Ensure quality assurance of technical designs with specifications and make recommendations for approval by the relevant authority; and

(iii) Identify and optimize technical solutions by applying architectural principles.

(c) Manage administrative and related functions:-

(i) Provide inputs into the budgeting process;

(ii) Compile and submit reports as required;

(iii) Provide and consolidate inputs to the technological/ architectural operational plan;

(iv) Ensure the development, implementation and maintenance databases; and

(v) Manage and supervise technological and related personnel and assets.

(d) Research and development:-

(i) Continuous professional development to keep up with new technologies and procedures;

(ii) Research/literature studies on architectural technology to improve expertise;

(iii) To liaise with relevant bodies/councils on architectural -related matters.

3. **QS TECHNOLOGIST**

CANDIDATE QUANTITY SURVEY TECHNOLOGIST

(a) Provide QS technological and technical services under supervision:-

(i) Support QS Technologists/Quantity Surveyors and other professionals by providing proper and accurate cost and estimates information;
(ii) Provide QS technical assistance during the construction processes;
(iii) Promote safety standards in line with statutory and regulatory requirements;
(iv) Operate existing technical manuals, standard drawings and procedures to incorporate new technology;
(v) Solve broadly defined technological challenges through application of proven

techniques and procedures;
(vi) provide technical support by applying QS principles.

(b) Perform administrative and related functions:-

(i) Compile and submit reports as required;
(ii) Provide inputs to the technical/QS operational plan; and
(iii) Develop, implement and maintain databases;

(c) Research and development:-

(i) Keep up with new technologies and procedures;
(ii) Research/literature studies on technical QS technology to improve expertise;
(iii) To liaise with relevant bodies/councils on QS-related matters; and
(v) Follow approved programme of development for registration purposes.

QUANTITY SURVEY TECHNOLOGIST

(a) Provide QS technical and technological services:-

(i) Support Quantity Surveyors and other professionals by providing proper and accurate cost and estimates information;
(ii) Advise on materials and construction processes;
(iii) Promote safety standards in line with statutory and regulatory requirements;
(iv) Value completed work and organize payments;
(v) Evaluate existing technical manuals, standard drawings and procedures to incorporate new technology;
(vi) Solve broadly defined technological challenges through application of proven techniques and procedures;
(vii) Develop, maintain and manage current technologies; and
(viii) Identify and optimize technical solutions by applying QS principles.

(b) Perform administrative and related functions:-

(i) Compile and submit monthly and quarterly reports;
(ii) Provide inputs to the operational plan; and
(iii) Develop, implement and maintain databases.

(c) Research and development:-

(i) Keep up with new technologies and procedures;
(ii) Research/literature studies on technical QS technology to improve expertise; and
(iii) To liaise with relevant boards/councils on QS-related matters.

CONTROL QUANTITY SURVEY TECHNOLOGIST

(a) Manage QS technological advisory services:-

(i) Provide technical know-how to Quantity Surveyors and other professionals by providing proper and accurate cost and estimates information;
(ii) Advise on materials and construction processes;
(iii) Promote safety standards in line with statutory and regulatory requirements;
(iv) Value completed work and organize payments;
(v) Solve broadly defined technological challenges through application of proven techniques and procedures;
(vi) Develop, maintain and manage current QS and other technologies; and
(vii) Identify and optimize technical solutions by applying QS principles.

(b) Monitoring and evaluation of QS technologies

(i) Evaluate and monitor existing technical manuals, standard drawings and procedures to incorporate new technology;
(ii) Ensure quality assurance with regard to provision of advice on costs and manage costs on-site; and
(iii) Identify and optimize technical and technological solutions by applying QS principles.

(c) Manage administrative and related functions:-

(i) Provide inputs into the budgeting process;
(ii) Compile and submit reports as required;
(iii) Provide and consolidate inputs to the QS technological operational plan;
(vi) Ensure the development, implementation and maintenance databases; and
(v) Manage and supervise technological and related personnel and assets.

(d) Research and development:-

(i) Continuous professional development to keep up with new technologies and procedures;
(ii) Research/literature studies on QS technology to improve expertise;
(iii) To liaise with relevant bodies/councils on QS-related matters.

3. **GISc TECHNOLOGIST**

CANDIDATE GISc TECHNOLOGIST

(a) Technical functions

(i) Collect and capture of data from various formats and sources.
(ii) Participate in the design and implementation of spatial databases.
(iii) Assist with the manipulation and analysis of data including quality assurance.
(iv) Create and maintain spatial data topology and attributes, format manipulation.
(v) Apply geo-referencing, datum and projection transformations.
(vi) Verify spatial data and compile report as required.
(vii) Capture metadata records.
(viii) Participate in stakeholder relations.
(ix) Undertake map production.

(b) Maintain GISc unit effectiveness

(i) Disseminate Spatial Information stakeholders
(ii) Document GISc processes

(c) GIS Implementation

(i) Provide assistance in systems audit.
(ii) Support user requirements analysis.
(iii) Implement GIS standards.

(d) Research and development:

(i) Keep up with developments in the geo-spatial industry.

(ii) Participate in relevant GISc forum

GISc TECHNOLOGIST

(a) Technical functions

(i) Collect and capture of data from various formats and sources.

(ii) Design and implement a spatial database to store the required datasets.

(iii) Data manipulation and analysis including quality assurance.

(iv) Creation and maintenance of spatial data topology and attributes, format manipulation.

(v) Apply geo-referencing, datum and projection transformations.

(vi) Providing technical support relating to software and data usage to geographic information system (GISc) users.

(vii) Verify spatial data and compile report as required

(viii) Design, develop and create geo-databases, maps and other related project

(ix) Supervise capture and publish metadata records.

(x) Promote and participate in stakeholder relations.

(b) Maintain GISc unit effectiveness

(i) Develop Geographical Information Science (GISc) spatial information tools within organization process.

(ii) Provide access to Spatial Information and Geographic Information Services to all clients in the Department.

(iii) Train end users on skills regarding to GISc at all times.

(iv) Ensure interoperability between systems to maximize efficiency.

(v) Publish data into a web based GISc system to provide Geographical Information through the internet.

(vi) Ensure easy access to spatial information at all times.

(vii) Document GISc processes

(b) Governance

(i) Allocate, control, monitor and report on all resources;

(ii) Manage and implement knowledge sharing initiatives e.g. short-term assignments and secondments within and across operations, in support of individual development plans, operational requirements and return on investment; and

(iii) Continuously monitor the exchange and protection of information between operations and individuals to ensure effective knowledge management according to departmental objectives.

(c) Financial Management

(i) Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives;

(ii) Facilitate the compilation of innovation proposals to ensure validity and adherence to organizational principles.

(e) People management

(i) Manage the development, motivation and utilization of human resources for the discipline to ensure competent knowledge base.

(ii) Manage subordinates' key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives.

(f) GIS Implementation

(i) Undertake system audit.

(ii) Undertake requirements analysis.

(iii) Undertake cost benefit analysis.

(iv) Develop process model and workflows diagram

(v) Implement GIS standards.

(vi) Draft Terms of Reference for GIS projects

(g) Research

(i) Research, investigate and advice on new GIS technologies

(ii) Advise on research viability and feasibility

(iii) Recommend and compile appropriate plan to respond to the research problem

(iv) Develop new methods/technologies for solving spatial data problems.

(iv) Research and implement new GIS standards

CONTROL GISc TECHNOLOGIST

(a) Design, plan and perform advanced GISc analysis to address organizations strategic objective:

(i) Undertake spatial modeling.

(ii) Facilitate the collection and capturing of spatial data from various formats and sources.

(iii) Ensure the publishing of metadata.

(iv) Coordinate the design, development and creation of geospatial databases.

(v) Conduct analysis and visualization of data to meet the stated requirement.

(vi) Manage and implement image processes and procedures.

(vii) Undertake operational and project requirements.

(b) Maintain GIS unit effectiveness

(i) Develop and manage spatial information applications within organizational process.
(ii) Provide access to Spatial Information and Geographic Information Services to all clients in the Department.
(iii) Develop training manual end users on skills regarding to GISc at all times.
(iv) Ensure interoperability between systems to maximize efficiency.
(v) Publish data into a web based GISc system to provide Geographical Information through the internet.
(vi) Ensure easy access to spatial information at all times.
(vii) Document GISc processes

(c) Governance

(i) Allocate, control, monitor and report on all resources;
(ii) Manage and implement knowledge sharing initiatives e.g. short-term assignments and secondments within and across operations, in support of individual development plans, operational requirements and return on investment; and
(iii) Continuously monitor the exchange and protection of information between operations and individuals to ensure effective knowledge management according to departmental objectives.

(d) Financial Management

(i) Management of funds to meet the MTEF objectives within the GISc environment/services.
(ii) Allocate, control and monitor expenditure according to budget to ensure efficient cash flow management.
(iii) Manage the operational capital project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives;
(iv) Facilitate the compilation of innovation proposals to ensure validity and adherence to organizational principles.

(e) People management

(i) Manage the development, motivation and utilization of human resources for the discipline to ensure competent knowledge base.
(ii) Manage subordinates' key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives.

(f) GIS Implementation
(i) Undertake system audit.
(ii) Undertake requirements analysis.
(iii) Undertake cost benefit analysis.
(iv) Develop process model and workflows diagram
(v) Ensure implementation of GIS Standards
(vi) Draft Terms of Reference for GIS projects

(g) Research

(i) Research, investigate and advice on new GIS technologies

(ii) Advise on research viability and feasibility

(iii) Recommend and compile appropriate plan to respond to the research problem

(iv) Develop new methods/technologies for solving spatial data problems.

(iv) Research and implement new GIS standards

9. **ENGINEERING TECHNICIAN**

CANDIDATE ENGINEERING TECHNICIAN

(a) Render technical services under supervision:-

(i) Assist Engineers, Technologists and associates in field, workshop and technical office activities;

(ii) Promote safety in line with statutory and regulatory requirements;

(iii) Adherence to existing technical manuals, standard drawings and procedures to incorporate new technology; and

(iv) Produce technical designs with specifications and submit for evaluation and approval by the applicable authority.

(b) Perform administrative and related functions:-

(i) Compile and submit reports as required;

(ii) Provide inputs to the technical/engineering operational plan; and

(iii) Develop, implement and maintain databases.

(c) Research and development:-

(i) Keep up with new technologies and procedures;

(ii) Research/literature studies on technical engineering technology to improve expertise;

(iii) To liaise with relevant bodies/councils on engineering-related matters; and

(iv) Follow approved programme of development for registration purposes.

ENGINEERING TECHNICIAN

(a) Render technical services:-

(i) Assist Engineers, Technologists and associates in field, workshop and technical office activities.

(ii) Promote safety in line with statutory and regulatory requirements;

(iii) Evaluate existing technical manuals, standard drawings and procedures to incorporate new technology; and

(iv) Produce technical designs with specifications and submit for evaluation and approval by the relevant authority.

(b) Perform administrative and related functions:-

(i) Provide inputs into the budgeting process as required;

(ii) Compile and submit reports as required;

(iii) Provide and consolidate inputs to the technical/engineering operational plan;

(iv) Develop, implement and maintain databases; and

(v) Supervise and control technical and related personnel and assets.

(c) Research and development:-

(i) Continuous professional development to keep up with new technologies and procedures;

(ii) Research/literature studies on technical engineering technology to improve expertise; and

(iii) Liaise with relevant bodies/councils on engineering-related matters.

CONTROL ENGINEERING TECHNICIAN

(a) Manage technical services:-

(i) Manage technical services and support in conjunction with Engineers, Technologists and associates in field, workshop and technical office activities;

(ii) Ensure the promotion of safety in line with statutory and regulatory requirements;

(iii) Evaluate existing technical manuals, standard drawings and procedures to incorporate new technology; and

(iv) Ensure quality assurance of technical designs with specifications and authorize/make recommendations for approval by the relevant authority.

(b) Manage administrative and related functions:-

(i) Provide inputs into the budgeting process;

(ii) Compile and submit reports as required;

(iii) Provide and consolidate inputs to the technical/engineering operational plan;

(iv) Ensure the development, implementation and maintenance databases; and

(v) Manage, supervise and control technical and related personnel and assets

(c) Research and development:-

(i) Continuous professional development to keep up with new technologies and procedures;

(ii) Research/literature studies on technical engineering technology to improve expertise; and

(iii) To liaise with relevant bodies/councils on engineering-related matters.

10. **ARCHITECTURAL TECHNICIAN (DRAUGHTSPERSON)**

CANDIDATE ARCHITECTURAL TECHNICIAN

(a) Render technical services under supervision:-

(i) Assist Architects, Architectural Technologists and associates in CAD drawing and technical documentation in respect of housing and other projects.

(ii) Promote safety in line with statutory and regulatory requirements;

(iii) Evaluate existing standard drawings and procedures to incorporate new technology; and

(iv) Produce plans with specifications and submit for evaluation and approval by the relevant authority.

(b) Perform administrative and related functions:-

(i) Compile and submit reports as required;

(ii) Provide inputs to the technical/engineering operational plan; and

(iii) Develop, implement and maintain databases.

(c) Research and development:-

(i) Keep up with new technologies and procedures;

(ii) Research/literature studies on technical engineering technology to improve expertise;

(iii) To liaise with relevant bodies/councils on engineering-related matters; and

(iv) Follow approved programme of development for registration purposes.

ARCHITECTURAL TECHNICIAN

(a) Render architectural services:-

(i) Assist Architects, Technologists and associates in CAD drawing and technical documentation in respect of housing and other projects.

(ii) Promote safety in line with statutory and regulatory requirements;

(iii) Evaluate existing standard drawings and procedures to incorporate new technology; and

(iv) Produce plans with specifications and submit for evaluation and approval by the relevant authority.

(b) Perform administrative and related functions:-

(i) Provide inputs into the budgeting process as required;

(ii) Compile and submit reports as required;

(iii) Provide and consolidate inputs to the technical/ architectural operational plan;

(iv) Develop, implement and maintain databases; and

(v) Supervise and control technical and related personnel and assets.

(c) Research and development:-

(i) Continuous professional development to keep up with new technologies and procedures;

(ii) Research/literature studies on technical architectural technology to improve expertise; and

(iii) Liaise with relevant bodies/councils on architectural -related matters.

CONTROL ARCHITECTURAL TECHNICIAN

(a) Manage technical services:-

(i) Manage technical services and support in conjunction with Architects, Technologists and associates in CAD drawing and technical documentation in respect of housing and other projects;

(ii) Promote safety in line with statutory and regulatory requirements;

(iii) Evaluate existing standard drawings and procedures to incorporate new technology; and

(iv) Ensure quality assurance of drawings and plans with specifications and authorize/make recommendations for approval by the relevant authority.

(b) Manage administrative and related functions:-

(i) Provide inputs into the budgeting process;

(ii) Compile and submit reports as required;

(iii) Provide and consolidate inputs to the technical/ architectural operational plan;

(iv) Ensure the development, implementation and maintenance databases; and

(v) Manage, supervise and control technical and related personnel and assets

(c) Research and development:-

(i) Continuous professional development to keep up with new technologies and procedures;

(ii) Research/literature studies on technical architectural technology to improve expertise; and

(iii) To liaise with relevant bodies/councils on architectural -related matters.

11. **SURVEY TECHNICIAN/SURVEYOR**

CANDIDATE SURVEY TECHNICIAN

(a) Render technical services:-

(i) Render technical support services in terms of examination, maintenance, archiving and information supply of survey documents and submit for evaluation/approval by the relevant authority.

(ii) Perform survey computations and prepare records;

(iii) Provide technical support to Surveyors and associates in field and workshop;

(iv) Promote safety in line with statutory and regulatory requirements;

(v) Render support in the evaluation plans, existing technical manuals, standard drawings and procedures to incorporate new technology; and

(vi) Render GIS, mapping and information supply services.

(b) Perform administrative and related functions:-

(i) Compile and submit reports as required;

(ii) Provide inputs to the technical/survey operational plan; and

(iii) Develop, implement and maintain databases.

(c) Research and development:-

(i) Keep up with new technologies and procedures;

(ii) Research/literature studies on technical survey technology to improve expertise;

(iii) To liaise with relevant bodies/councils on survey-related matters; and

(iv) Follow approved programme of development for registration purposes.

SURVEY TECHNICIAN/SURVEYOR

(a) Provide technical survey services and support:-

(i) Provide technical services in terms of examination, maintenance, archiving and information supply of survey documents and submit for evaluation/approval by the relevant authority.

(ii) Perform surveys and survey computations.

(iii) Promote safety in line with statutory and regulatory requirements;

(iv) Evaluate plans, existing technical manuals, standard drawings and procedures to incorporate new technology; and

(v) Provide GIS, mapping and information supply services.

(b) Perform administrative and related functions:-

(i) Provide inputs into the budgeting process as required;

(ii) Compile and submit reports as required;

(iii) Provide and consolidate inputs to the technical survey operational plan;

(iv) Develop, implement and maintain databases; and

(v) Supervise and control candidate survey technicians/officers and related personnel and assets.

(c) Research and development:-

(i) Continuous professional development to keep up with new technologies and procedures;

(ii) Research/literature studies on technical survey technology or new survey techniques to improve expertise; and

(iii) Liaise with relevant bodies/councils on survey-related matters.

CONTROL SURVEYOR /SURVEY TECHNICIAN

(a) Survey design and analysis effectiveness

(i) Perform final review and approvals or audits on new survey applications according to set standards and design principles or theory.

(ii) Co-ordinate design efforts and integration across disciplines to ensure seamless integration with current technology.

(b) Maintain survey operational effectiveness

(i) Manage the execution of maintenance strategy through the provision of appropriate structures, systems and resources.

(ii) Set survey maintenance standards, specifications and service levels according to organizational objectives.

(iii) Monitor maintenance efficiencies according to organizational goals to direct or redirect survey services.

(c) Financial Management

(i) To ensure the availability and management of funds to meet the MTEF objectives within the survey environment/services;

(ii) Manage the operational survey project portfolio for the operation to ensure effective resourcing according to organizational needs and objectives;

(iii) Manage the commercial added value of the discipline-related programmes and projects;

(iv) Facilitate the compilation of innovation proposals to ensure validity and adherence to organizational principles;

(v) Allocate, monitor, control expenditure according to budget to ensure efficient cash flow management.

(d) Governance

(i) Allocate, monitor and control resources

(ii) Compiles risk logs (databases) and manages significant risk according to sound risk management practice and organizational requirements

(iii) Provide technical consulting services for the operation of survey related matters to minimize possible survey risks

(iv) Manages and implement knowledge sharing initiatives e.g. short-term assignments and secondments within and across operations, in support of individual development plans, operational requirements and return on investment.

(v) Continuously monitor the exchange and protection of information between operations and individuals to ensure effective knowledge management according to departmental objectives.

(e) People management

(i) Direct the development motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of survey services according to organizational needs and requirements.

(ii) Manage subordinates' key performance areas by setting and monitoring performance

standards and taking actions to correct deviations to achieve departmental objectives.

3. **GISc TECHNICIAN**

CANDIDATE GISc TECHNICIAN

(a) Perform GISc activities to improve spatial decision making for problem solving.

(i) Capture and clean spatial data from various formats and sources.
(ii) Source spatial information from various data custodians.
(iii) Advise on coordinate systems and projections.
(iv) Provide inputs in the maintenance spatial database.
(v) Acquire skills in development and implement relational / object orientated databases.
(V) Produce customised maps to meet client's needs.
(vi) Undertake spatial analysis with regards to GISc projects.
(vii) Provide geographical support to internal and external stake holders.

(b) Maintain GISc unit Effectiveness

(i) Maintain GISc tools
(iii) Compile content for web publishing
(iv) Capture metadata
(v) Updating of GISc software and renewal of licenses
(vi) Documentation of GISc processes

(c) Research and development:

(i) Keep up with developments in the geo-spatial industry.
(ii) Participate in relevant GISc forum

GISc TECHNICIAN

(a) Perform technical GISc activities

(i) Source spatial information from various data custodians.
(ii) Capture and clean spatial data from various formats and sources.
(iii) Perform data manipulation according to application requirements.
(iv) Apply coordinate systems and projections.
(v) Maintain spatial database.
(vi) Develop and implement relational / object orientated databases.

(vii) Produce customised maps to meet client's needs.

(viii) Advice on GISc equipments, software, data and products.

(ix) Undertake spatial analysis with regards to GISc projects.

(x) Provide geographical support to internal and external stake holders.

(xi) Keep up with developments in the geo-spatial industry.

(xii) Participate in relevant GISc forums

(b) Maintain GIS unit Effectiveness

(c)

(i) Maintain GISc tools

(ii) Train End-users on basic GISc Skills

(iii) Compile content for web publishing

(iv) Capture metadata

(v) Updating of GISc software and renewal of licenses

(vi) Documentation of GISc processes

(c) People management:

(i) Mentor candidate technicians to ensure competent knowledge base.

(ii) Supervise subordinates key performance areas by setting and monitoring performance standards.

(d) Functional requirement analysis:

(i) Document organisational GISc challenges

(ii) Organise workshops for user requirements analysis

(iii) Identify gap analysis on available spatial information in the organisation

(iv) Document software capabilities and identify the required functionalities

(v) Customise the GISc software to suit the organisational needs

CONTROL GISc TECHNICIAN

(a) Manage, supervise and perform technical GISc activities.

(i) Manage operational GISc activities of sub-ordinates.

(ii) Implement spatial data standards.

(iii) Apply coordinate systems and projections

(iv) Create and normalise spatial and non-spatial databases.

(v) Manage maps production and customize to meet client needs accordingly.

(vi) Manage the operations of GIS equipments, software, data and products.

(vii) Undertake spatial analysis with regards to GIS projects.

(viii) Ensuring data compatibility and preparing/interpreting metadata.

(ix) Developing, testing and performing data capturing, analysis and quality control procedures.

(b) Maintain GIS unit Effectiveness

(i) Maintain GISc tools

(ii) Train End-users on basic GISc Skills

(iii) Compile content for web publishing

(iv) Capture and maintain metadata

(v) Updating of GISc software and renewal of license

(vi) Documentation of GISc processes

(e) People management :

(i) Manage the development, motivation and utilization of human Resources.

(ii) Manage the performance of subordinates.

(f) Functional Requirement analysis:

(i) Identify organisational GISc challenges

(ii) Undertake and document user requirements and analysis

(iii) Identify gap analysis on available spatial information in the organisation

(iv) Evaluate software capabilities and identify the required functionalities

(v) Customise the GISc software to suit the organisational needs

(vi) Assisting in determining operational and project requirements

(e) Research

(i) Research, investigate and advice on new GISc technologies

(ii) Advise on research viability and feasibility

(iii) Recommend and compile appropriate plan to respond to the research problem

(iv) Develop new methods/technologies for solving spatial data problems.

(v) Research and implement new GISc standards

TABLE 6: RECOGNITION BASIS FOR EXPERIENCE IN PRODUCTION POSTS (does not apply to supervisory/management and/or Specialist posts)

(Apply both for existing employees and new appointments)

	JOB LEVEL	SCALE	RECOGNITION BASIS	Notch/ Package on scale
			Experience profile	
Engineer			Translation to the commencing notch/package of the applicable work level is the minimum translation applicable for all employees in terms of Phase 1 translation table	
1	Engineer Grade A	Eng A	At least 0 - 2 years' appropriate/recognisable experience in an area after registration with ECSA as a professional.	Minimum/ 1st notch/ package
2			At least 4 years' appropriate/recognisable experience in an area after registration with ECSA as a professional.	2nd
3			At least 6 years' appropriate/recognisable experience in an area after registration with ECSA as a professional	3rd
4			At least 8 years' appropriate/recognisable experience in an area after registration with ECSA as a professional	4th
5			At least 10 years' appropriate/recognisable experience in an area after registration with ECSA as a professional	5th
6			At least 12 years' appropriate/recognisable experience in an area after registration with ECSA as a professional	6th
7	Engineer Grade B	Eng B	At least 14 years' appropriate/recognisable experience in an area after registration with ECSA as a professional	7th
8			At least 16 years' appropriate/recognisable experience in an area after registration with ECSA as a professional	8th
9			At least 18 years' appropriate/recognisable experience in an area after registration with ECSA as a professional	9th
10			At least 20 years' appropriate/recognisable experience in an area after registration with ECSA as a professional	10th
11			At least 22 years' appropriate/recognisable experience in an area after registration with ECSA as a professional	11th
12			At least 24 years' appropriate/recognisable experience in an area after registration with ECSA as a professional	12th
Professional Surveyor			Translation to the commencing notch/package of the applicable work level is the minimum translation applicable for all employees in terms of Phase 1 translation table	

	JOB LEVEL	SCALE	RECOGNITION BASIS	Notch/ Package on scale
			Experience profile	
1	Professional Surveyor Grade A	PS A	At least 2 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	Minimum/First notch/package
2			At least 4 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	2nd
3			At least 6 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	3rd
4			At least 8 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	4th
5			At least 10 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	5th
6			At least 12 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	6th
7	Professional Surveyor Grade B	PS B	At least 14 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	7th
8			At least 16 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	8th
9			At least 18 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	9th
10			At least 20 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	10th
11			At least 22 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	11th
12			At least 24 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	12th
Quantity Surveyor			Translation to the commencing notch/package of the applicable work level is the minimum translation applicable for all employees in terms of Phase 1 translation table	
1	Quantity Surveyor Grade A	QS A	At least 2 years' appropriate/recognisable experience in an area after registration with SACQSP as a professional	Minimum/First notch/package
2			At least 4 years' appropriate/recognisable experience in an area after registration with SACQSP as a professional	2nd
3			At least 6 years' appropriate/recognisable experience in an area after registration with SACQSP as a professional	3rd

	JOB LEVEL	SCALE	RECOGNITION BASIS	Notch/ Package on scale
			Experience profile	
4			At least 8 years' appropriate/recognisable experience in an area after registration with SACQSP as a professional	4th
5			At least 10 years' appropriate/recognisable experience in an area after registration with SACQSP as a professional	5th
6			At least 12 years' appropriate/recognisable experience in an area after registration with SACQSP as a professional	6th
7	Quantity Surveyor Grade B	QS B	At least 14 years' appropriate/recognisable experience in an area after registration with SACQSP as a professional	7th
8			At least 16 years' appropriate/recognisable experience in an area after registration with SACQSP as a professional	8th
9			At least 18 years' appropriate/recognisable experience in an area after registration with SACQSP as a professional	9th
10			At least 20 years' appropriate/recognisable experience in an area after registration with SACQSP as a professional	10th
11			At least 22 years' appropriate/recognisable experience in an area after registration with SACQSP as a professional	11th
12			At least 24 years' appropriate/recognisable experience in an area after registration with SACQSP as a professional	12th
Architect			Translation to the commencing notch/package of the applicable work level is the minimum translation applicable for all employees in terms of Phase 1 translation table	
1	Architect Grade A	Arc A	At least 2 years' appropriate/recognisable experience in an area after registration with SACAP as a professional	1st Minimum/First notch/package
2			At least 4 years' appropriate/recognisable experience in an area after registration with SACAP as a professional	2nd
3			At least 6 years' appropriate/recognisable experience in an area after registration with SACAP as a professional	3rd
4			At least 8 years' appropriate/recognisable experience in an area after registration with SACAP as a professional	4th
5			At least 10 years' appropriate/recognisable experience in an area after registration with SACAP as a professional	5th
6			At least 12 years' appropriate/recognisable experience in an area after registration with SACAP as a professional	6th
7	Architect	Arc B	At least 14 years' appropriate/recognisable experience in an area	7th

	JOB LEVEL	SCALE	RECOGNITION BASIS	Notch/ Package on scale
			Experience profile	
	Grade B		after registration with SACAP as a professional	
8			At least 16 years' appropriate/recognisable experience in an area after registration with SACAP as a professional	8th
9			At least 18 years' appropriate/recognisable experience in an area after registration with SACAP as a professional	9th
10			At least 20 years' appropriate/recognisable experience in an area after registration with SACAP as a professional	10th
11			At least 22 years' appropriate/recognisable experience in an area after registration with SACAP as a professional	11th
12			At least 24 years' appropriate/recognisable experience in an area after registration with SACAP as a professional	12th
Construction Project Manager			Translation to the commencing notch/package of the applicable work level is the minimum translation applicable for all employees in terms of Phase 1 translation table	
1	Construction Project Manager Grade A	P.Man A	At least 2 years' appropriate/recognisable experience in an area after registration with SACPCMP as a professional	Minimum/First notch/package
2			At least 4 years' appropriate/recognisable experience in an area after registration with SACPCMP as a professional	2nd
3			At least 6 years' appropriate/recognisable experience in an area after registration with SACPCMP as a professional	3rd
4			At least 8 years' appropriate/recognisable experience in an area after registration with SACPCMP as a professional	4th
5			At least 10 years' appropriate/recognisable experience in an area after registration with SACPCMP as a professional	5th
6			At least 12 years' appropriate/recognisable experience in an area after registration with SACPCMP as a professional	6th
7	Construction Project Manager Grade B	P.Man B	At least 14 years' appropriate/recognisable experience in an area after registration with SACPCMP as a professional	7th
8			At least 16 years' appropriate/recognisable experience in an area after registration with SACPCMP as a professional	8th
9			At least 18 years' appropriate/recognisable experience in an area after registration with SACPCMP as a professional	9th
10			At least 20 years' appropriate/recognisable experience in an area after registration with SACPCMP as a professional	10th

	JOB LEVEL	SCALE	RECOGNITION BASIS	Notch/ Package on scale
			Experience profile	
11			At least 22 years' appropriate/recognisable experience in an area after registration with SACPCMP as a professional	11th
12			At least 24 years' appropriate/recognisable experience in an area after registration with SACPCMP as a professional	12th
Town and Regional Planner			Translation to the commencing notch/package of the applicable work level is the minimum translation applicable for all employees in terms of Phase 1 translation table	
1	Town and Regional Planner Grade A	TR A	At least 2 years' appropriate/recognisable experience in an area after registration with SACPLAN as a professional	Minimum/First notch/package
2			At least 4 years' appropriate/recognisable experience in an area after registration with SACPLAN as a professional	2nd
3			At least 6 years' appropriate/recognisable experience in an area after registration with SACPLAN as a professional	3rd
4			At least 8 years' appropriate/recognisable experience in an area after registration with SACPLAN as a professional	4th
5			At least 10 years' appropriate/recognisable experience in an area after registration with SACPLAN as a professional	5th
6			At least 12 years' appropriate/recognisable experience in an area after registration with SACPLAN as a professional	6th
7	Town and Regional Planner Grade B	TR B	At least 14 years' appropriate/recognisable experience in an area after registration with SACPLAN as a professional	7th
8			At least 16 years' appropriate/recognisable experience in an area after registration with SACPLAN as a professional	8th
9			At least 18 years' appropriate/recognisable experience in an area after registration with SACPLAN as a professional	9th
10			At least 20 years' appropriate/recognisable experience in an area after registration with SACPLAN as a professional	10th
11			At least 22 years' appropriate/recognisable experience in an area after registration with SACPLAN as a professional	11th
12			At least 24 years' appropriate/recognisable experience in an area after registration with SACPLAN as a professional	12th
GISc Professional			Translation to the commencing notch/package of the applicable work level is the minimum translation applicable for all employees in terms of Phase 1 translation table	

	JOB LEVEL	SCALE	RECOGNITION BASIS	Notch/ Package on scale
			Experience profile	
1	GISc Professional Grade A	GISc A	At least 2 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	Minimum/First notch/package
2			At least 4 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	2nd
3			At least 6 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	3rd
4			At least 8 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	4th
5			At least 10 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	5th
6			At least 12 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	6th
7	GISc Professional Grade B	GISc B	At least 14 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	7th
8			At least 16 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	8th
9			At least 18 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	9th
10			At least 20 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	10th
11			At least 22 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	11th
12			At least 24 years' appropriate/recognisable experience in an area after registration with PLATO as a professional	12th
Engineering Technologist			Translation to the commencing notch/package of the applicable work level is the minimum translation applicable for all employees in terms of Phase 1 translation table	
1	Engineering Technologist Grade A	E.Tech A	At least 2 years' appropriate/recognisable experience in an area after registration with ECSA	Minimum/First notch/package
2			At least 4 years' appropriate/recognisable experience in an area after registration with ECSA	2nd
3			At least 6 years' appropriate/recognisable experience in an area after registration with ECSA	3rd

	JOB LEVEL	SCALE	RECOGNITION BASIS	Notch/ Package on scale
			Experience profile	
4			At least 8 years' appropriate/recognisable experience in an area after registration with ECSA	4th
5			At least 10 years' appropriate/recognisable experience in an area after registration with ECSA	5th
6			At least 12 years' appropriate/recognisable experience in an area after registration with ECSA	6th
7	Engineering Technologist Grade B	E.Tech B	At least 14 years' appropriate/recognisable experience in an area after registration with ECSA	7th
8			At least 16 years' appropriate/recognisable experience in an area after registration with ECSA	8th
9			At least 18 years' appropriate/recognisable experience in an area after registration with ECSA	9th
10			At least 20 years' appropriate/recognisable experience in an area after registration with ECSA	10th
11			At least 22 years' appropriate/recognisable experience in an area after registration with ECSA	11th
12			At least 24 years' appropriate/recognisable experience in an area after registration with ECSA	12th
Architectural Technologist			Translation to the commencing notch/package of the applicable work level is the minimum translation applicable for all employees in terms of Phase 1 translation table	
1	Architectural Technologist Grade A	A.Tech A	At least 2 years' appropriate/recognisable experience in an area after registration with SACAP	Minimum/First notch/package
2			At least 4 years' appropriate/recognisable experience in an area after registration with SACAP	2nd
3			At least 6 years' appropriate/recognisable experience in an area after registration with SACAP	3rd
4			At least 8 years' appropriate/recognisable experience in an area after registration with SACAP	4th
5			At least 10 years' appropriate/recognisable experience in an area after registration with SACAP	5th
6			At least 12 years' appropriate/recognisable experience in an area after registration with SACAP	6th
7	Architectural Technologist	A.Tech B	At least 14 years' appropriate/recognisable experience in an area after registration with SACAP	7th

	JOB LEVEL	SCALE	RECOGNITION BASIS	Notch/ Package on scale
			Experience profile	
	Grade B			
8			At least 16 years' appropriate/recognisable experience in an area after registration with SACAP	8th
9			At least 18 years' appropriate/recognisable experience in an area after registration with SACAP	9th
10			At least 20 years' appropriate/recognisable experience in an area after registration with SACAP	10th
11			At least 22 years' appropriate/recognisable experience in an area after registration with SACAP	11th
12			At least 24 years' appropriate/recognisable experience in an area after registration with SACAP	12th
QS Technologist			Translation to the commencing notch/package of the applicable work level is the minimum translation applicable for all employees in terms of Phase 1 translation table	At least 2 years' appropriate/recognisable experience in an area after registration with SACAP
1	QS Technologist Grade A	QS Tech A	At least 2 years' appropriate/recognisable experience in an area after registration with SACQSP	Minimum/First notch/package
2			At least 4 years' appropriate/recognisable experience in an area after registration with SACQSP	2nd
3			At least 6 years' appropriate/recognisable experience in an area after registration with SACQSP	3rd
4			At least 8 years' appropriate/recognisable experience in an area after registration with SACQSP	4th
5			At least 10 years' appropriate/recognisable experience in an area after registration with SACQSP	5th
6			At least 12 years' appropriate/recognisable experience in an area after registration with SACQSP	6th
7	QS Technologist Grade B	QS Tech B	At least 14 years' appropriate/recognisable experience in an area after registration with SACQSP	7th
8			At least 16 years' appropriate/recognisable experience in an area	8th

	JOB LEVEL	SCALE	RECOGNITION BASIS	Notch/ Package on scale
			Experience profile	
			after registration with SACQSP	
9			At least 18 years' appropriate/recognisable experience in an area after registration with SACQSP	9th
10			At least 20 years' appropriate/recognisable experience in an area after registration with SACQSP	10th
11			At least 22 years' appropriate/recognisable experience in an area after registration with SACQSP	11th
12			At least 24 years' appropriate/recognisable experience in an area after registration with SACQSP	12th
GISc Technologist			Translation to the commencing notch/package of the applicable work level is the minimum translation applicable for all employees in terms of Phase 1 translation table	
1	GISc Technologist Grade A	G Tech. A	At least 2 years' appropriate/recognisable experience in an area after registration with PLATO	Minimum/First notch/package
2			At least 4 years' appropriate/recognisable experience in an area after registration with PLATO	2nd
3			At least 6 years' appropriate/recognisable experience in an area after registration with PLATO	3rd
4			At least 8 years' appropriate/recognisable experience in an area after registration with PLATO	4th
5			At least 10 years' appropriate/recognisable experience in an area after registration with PLATO	5th
6			At least 12 years' appropriate/recognisable experience in an area after registration with PLATO	6th
7	GISc Technologist Grade B	G Tech. B	At least 14 years' appropriate/recognisable experience in an area after registration with PLATO	7th
8			At least 16 years' appropriate/recognisable experience in an area after registration with PLATO	8th
9			At least 18 years' appropriate/recognisable experience in an area after registration with PLATO	9th
10			At least 20 years' appropriate/recognisable experience in an area after registration with PLATO	10th
11			At least 22 years' appropriate/recognisable experience in an area after registration with PLATO	11th

	JOB LEVEL	SCALE	RECOGNITION BASIS	Notch/ Package on scale
			Experience profile	
12			At least 24 years' appropriate/recognisable experience in an area after registration with PLATO	12th
Engineering Technician			Translation to the commencing notch/package of the applicable work level is the minimum translation applicable for all employees in terms of Phase 1 translation table	
1	Engineering Technician Grade A	E.Tec A	At least 2 years' appropriate/recognisable experience in an area after registration with ECSA	Minimum/First notch/package
2			At least 4 years' appropriate/recognisable experience in an area after registration with ECSA	2nd
3			At least 6 years' appropriate/recognisable experience in an area after registration with ECSA	3rd
4			At least 8 years' appropriate/recognisable experience in an area after registration with ECSA	4th
5			At least 10 years' appropriate/recognisable experience in an area after registration with ECSA	5th
6			At least 12 years' appropriate/recognisable experience in an area after registration with ECSA	6th
7	Engineering Technician Grade B	E.Tec B	At least 14 years' appropriate/recognisable experience in an area after registration with ECSA	7th
8			At least 16 years' appropriate/recognisable experience in an area after registration with ECSA	8th
9			At least 18 years' appropriate/recognisable experience in an area after registration with ECSA	9th
10			At least 20 years' appropriate/recognisable experience in an area after registration with ECSA	10th
11			At least 22 years' appropriate/recognisable experience in an area after registration with ECSA	11th
12			At least 24 years' appropriate/recognisable experience in an area after registration with ECSA	12th
Architectural Technician			Translation to the commencing notch/package of the applicable work level is the minimum translation applicable for all employees in terms of Phase 1 translation table	
1	Architectural Technician Grade A	A.Tec. A	At least 2 years' appropriate/recognisable experience in an area after registration with SACAP	Minimum/First notch/package

	JOB LEVEL	SCALE	RECOGNITION BASIS	Notch/ Package on scale
			Experience profile	
2			At least 4 years' appropriate/recognisable experience in an area after registration with SACAP	2nd
3			At least 6 years' appropriate/recognisable experience in an area after registration with SACAP	3rd
4			At least 8 years' appropriate/recognisable experience in an area after registration with SACAP	4th
5			At least 10 years' appropriate/recognisable experience in an area after registration with SACAP	5th
6			At least 12 years' appropriate/recognisable experience in an area after registration with SACAP	6th
7	Architectural Technician Grade B	A.Tec. B	At least 14 years' appropriate/recognisable experience in an area after registration with SACAP	7th
8			At least 16 years' appropriate/recognisable experience in an area after registration with SACAP	8th
9			At least 18 years' appropriate/recognisable experience in an area after registration with SACAP	9th
10			At least 20 years' appropriate/recognisable experience in an area after registration with SACAP	10th
11			At least 22 years' appropriate/recognisable experience in an area after registration with SACAP	11th
12			At least 24 years' appropriate/recognisable experience in an area after registration with SACAP	12th
Surveyor/Survey Technician			Translation to the commencing notch/package of the applicable work level is the minimum translation applicable for all employees in terms of Phase 1 translation table	Minimum/First notch/package
1	Survey Technician Grade	Su.Tec A	At least 2 years' appropriate/recognisable experience in an area after registration with PLATO	1st
2			At least 4 years' appropriate/recognisable experience in an area after registration with PLATO	2nd
3			At least 6 years' appropriate/recognisable experience in an area after registration with PLATO	3rd
4			At least 8 years' appropriate/recognisable experience in an area after registration with PLATO	4th
5			At least 10 years' appropriate/recognisable experience in an area after registration with PLATO	5th

	JOB LEVEL	SCALE	RECOGNITION BASIS	Notch/ Package on scale
			Experience profile	
6			At least 12 years' appropriate/recognisable experience in an area after registration with PLATO	6th
7	Survey Technician Grade	Su.Tec A	At least 14 years' appropriate/recognisable experience in an area after registration with PLATO	7th
8			At least 16 years' appropriate/recognisable experience in an area after registration with PLATO	8th
9			At least 18 years' appropriate/recognisable experience in an area after registration with PLATO	9th
10			At least 20 years' appropriate/recognisable experience in an area after registration with PLATO	10th
11			At least 22 years' appropriate/recognisable experience in an area after registration with PLATO	11th
12			At least 24 years' appropriate/recognisable experience in an area after registration with PLATO	12th
13				
GISc Technician			Translation to the commencing notch/package of the applicable work level is the minimum translation applicable for all employees in terms of Phase 1 translation table	
1	GISc Technician Grade A	G.Tec A	At least 2 years' appropriate/recognisable experience in an area after registration with PLATO	Minimum/First notch/package
2			At least 4 years' appropriate/recognisable experience in an area after registration with PLATO	2nd
3			At least 6 years' appropriate/recognisable experience in an area after registration with PLATO	3rd
4			At least 8 years' appropriate/recognisable experience in an area after registration with PLATO	4th
5			At least 10 years' appropriate/recognisable experience in an area after registration with PLATO	5th
6			At least 12 years' appropriate/recognisable experience in an area after registration with PLATO	6th
7	GISc Technician Grade B	G.Tec B	At least 14 years' appropriate/recognisable experience in an area after registration with PLATO	7th
8			At least 16 years' appropriate/recognisable experience in an area after registration with PLATO	8th

	JOB LEVEL	SCALE	RECOGNITION BASIS	Notch/ Package on scale
			Experience profile	
9			At least 18 years' appropriate/recognisable experience in an area after registration with PLATO	9th
10			At least 20 years' appropriate/recognisable experience in an area after registration with PLATO	10th
11			At least 22 years' appropriate/recognisable experience in an area after registration with PLATO	11th
12			At least 24 years' appropriate/recognisable experience in an area after registration with PLATO	12th

Note:

Experience only to be recognised up to maximum notch/package of Grade C (production level).