



PHSDSBC

PUBLIC HEALTH AND SOCIAL DEVELOPMENT
SECTORAL BARGAINING COUNCIL

ANNEXURE "A"
Qualification List :
PHSDSBC
RESOLUTION 1 OF
2014

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RECOGNISABLE IMPROVED QUALIFICATIONS FOR HEALTH AND SOCIAL DEVELOPMENT SECTOR

SECTION A

SOCIAL WELFARE SERVICES	MINIMUM APPOINTMENT QUALIFICATION	RECOGNISABLE IMPROVED QUALIFICATION
<p>1. CHILD AND YOUTH CARE WORKERS</p>	<p>Grade 12 qualification.</p>	<p>Certificate / Diploma / Bachelor's Degree</p> <ol style="list-style-type: none"> 1. Studies in Psychology 2. Studies in Counselling 3. Studies in Social Work / Sciences 4. Studies in Social Auxiliary Work 5. Studies in Child and Youth Care Workers 6. Studies in Early Childhood Development 7. Studies in Youth Development 8. Studies in Victim Empowerment / Criminology 9. Studies in HIV/AIDS 10. Studies in Disability
<p>2. SOCIAL AUXILLARY WORKRES</p>	<p>Grade 12 and one year programme in social work.</p>	<p>Certificate / Diploma / National Diploma / Bachelor's Degree</p> <ol style="list-style-type: none"> 1. Studies in Psychology 2. Studies in Counselling 3. Studies in Social work / Sciences 4. Studies in Early Childhood Development 5. Studies in Youth Development 6. Studies in Victim Empowerment / Criminology 7. Studies in HIV/AIDS 8. Studies in Disability



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		<ul style="list-style-type: none"> 9. Studies in Sociology 10. Studies in Probation 11. Studies in Humanities
3. SOCIAL WORKERS	Four Year bachelor's degree in social work /science	<p>Post-graduate Certificate/Diploma, Honours, Masters and PhD programmes</p> <ul style="list-style-type: none"> 1. Studies in Psychology 2. Studies in Counselling 3. Studies in Social Work / Sciences 4. Studies in Early Childhood Development 5. Studies in Youth Development 6. Studies in Victim Empowerment / Criminology 7. Studies in HIV/AIDS 8. Studies in Disability 9. Studies in Sociology 10. Studies in Probation 11. Studies in Humanities 12. Studies in Community Development 13. Studies in Public Policy and Development 14. Studies in Public Management 15. Studies in Social Research
COMMUNITY DEVELOPMENT	MINIMUM APPOINTMENT QUALIFICATION	RECOGNISABLE IMPROVED QUALIFICATION
4. Assistant Community Development Practitioners	Grade 12	<p>Certificate / Diploma / National Diploma / Bachelors' Degree</p> <ul style="list-style-type: none"> 1. Studies in Community Development 2. Studies in Youth Development 3. Studies in Social Work / Services 4. Studies in Early Childhood Development 5. Studies in Sociology 6. Studies in HIV/AIDS 7. Studies in Disability 8. Studies in Psychology 9. Studies in Counselling 10. Studies in Humanities


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5. Community Development Practitioners	Appropriate three year tertiary qualification	Post-graduate Certificate/Diploma, Honours, Masters and PhD programmes <ol style="list-style-type: none"> 1. Studies in Community Development 2. Studies in Youth Development 3. Studies in Social Work / Services 4. Studies in Early Childhood Development 5. Studies in Population and Development/Research 6. Studies in Psychology 7. Studies in Public Management 8. Studies in Sociology 9. Studies in Counselling 10. Studies in Humanities 11. Studies in Psychology
COMPREHENSIVE SOCIAL SECURITY	MINIMUM APPOINTMENT QUALIFICATION	RECOGNISABLE IMPROVED QUALIFICATION
6. Data Administrators	Appropriate three year tertiary qualification	Post-graduate Certificate/Diploma, Honours, Masters and PhD programmes <ol style="list-style-type: none"> 1. Studies in Social Research 2. Studies in Social Security 3. Studies in Economics / Statistics 4. Studies in Public Policy and Development 5. Studies in public Management 6. Studies in Disaster Management 7. Studies in Data Storage and Sampling
7. Statisticians	Appropriate three year tertiary qualification	Post-graduate Certificate/Diploma, Honours, Masters and PhD programmes <ol style="list-style-type: none"> 1. Studies in Social Research 2. Studies in Social Security 3. Studies in Economics / Statistics 4. Studies in public policy and


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		<p>development</p> <p>5. Studies in public management</p> <p>6. Studies in disaster management</p>
8. Economist	Appropriate three year tertiary qualification	<p>Post-graduate Certificate/Diploma, Honours, Masters and PhD programmes</p> <ol style="list-style-type: none"> 1. Studies in Social Research 2. Studies in Social Security 3. Studies in Economics / Statistics 4. Studies in Public Policy and Development 5. Studies in Public Management 6. Studies in Disaster Management
9. Researchers	An Appropriate Honours degree	<p>Post-graduate Certificate/Diploma, Honours, Masters and PhD programmes</p> <ol style="list-style-type: none"> 1. Studies in Social Research 2. Studies in Social Security 3. Studies in Economics / Statistics 4. Studies in Public Policy and Development 5. Studies in Public Management 6. Studies in Disaster Management
POPULATION AND DEVELOPMENT	MINIMUM APPOINTMENT QUALIFICATION	RECOGNISABLE IMPROVED QUALIFICATION
10. Demographics	Appropriate three year tertiary qualification	<p>Post-graduate Certificate/Diploma, Honours, Masters and PhD programmes</p> <ol style="list-style-type: none"> 1. Studies in Demography 2. Studies in Population Development and Research 3. Studies Public Policy and Development 4. Studies in Public Management 5. Studies in Social research

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<p>11. Population development practitioners</p>	<p>Appropriate three year tertiary qualification</p>	<p>Post-graduate Certificate/Diploma, Honours, Masters and PhD programmes</p> <ol style="list-style-type: none"> 1. Studies in Demography 2. Studies in Population Development and Research 3. Studies Public Policy and Development 4. Studies in Public Management 5. Studies in Social Research
<p>12. Researchers</p>	<p>An appropriate Honours degree</p>	<p>Post-graduate Certificate/Diploma, Honours, Masters and PhD programmes</p> <ol style="list-style-type: none"> 1. Studies in Demography 2. Studies in Population Development and Research 3. Studies Public Policy and Development 4. Studies in Public Management 5. Studies in Social Research



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SECTION B:

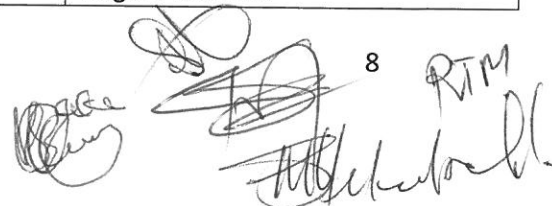
PHARMACY SERVICES	MINIMUM APPOINTMENT QUALIFICATION	IMPROVED QUALIFICATION
1. Pharmacist Assistant - Basic	Senior Certificate with Mathematics at Grade 12 level or Senior Certificate with Mathematics at Grade 10 level (certified proof of Senior Certificate and certified proof of Grade 10 Mathematics as a passed subject must be provided)	Relevant Qualifications, Pharmacist Assistant Post Basic course, B Pharm or equivalent degree in Pharmacy
2. Pharmacist Assistant – Post Basic	Matric/ Senior Certificate/Grade 12 plus or equivalent plus Basic Pharmacist Assistant course	Relevant Qualifications, B Pharm or equivalent degree in Pharmacy
3. Pharmacist	B Pharm or equivalent degree in Pharmacy	Relevant Qualifications, Post-Graduate Diploma, BSC(Hons), Masters and Doctoral Degree, Equivalent Degree
NURSING SERVICES	MINIMUM APPOINTMENT QUALIFICATION	IMPROVED QUALIFICATION
1. Nursing Assistant	Matric/ Senior Certificate/Grade 12 plus 1year certificate or equivalent	Staff Nurse certificate. Basic R425 qualification (Diploma/Degree in Nursing)
2. Staff Nurse	Matric/ Senior Certificate/Grade 12 plus or equivalent	Basic R425 qualification (Diploma/Degree in Nursing)
3. Professional Nurse	Basic R425 qualification (Diploma/Degree in Nursing) or equivalent	Relevant: ND/B-Tech/Bachelor's Degree, Honours, Masters, Doctorate
ENGINEERING SERVICES	MINIMUM APPOINTMENT QUALIFICATION	IMPROVED QUALIFICATION
1. Artisan	Appropriate Trade Test Certificate	Diploma in Engineering
2. Artisan Foreman	Appropriate Trade Test Certificate	Diploma in Engineering
3. Chief Artisan	Appropriate Trade Test Certificate	Diploma in Engineering, B. Tech and Masters Degree
4. Professional Engineer	Engineering Degree – B Eng/BSC(Eng) or relevant qualification	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree Postgraduate Diploma in Engineering, Master of Science in Engineering
6. Quantity Surveyor	BTech in Quantity Survey or relevant	Relevant: Post-Graduate Diploma*,

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	qualification	B.Tech, BSC(Hons) and Masters Degree Bachelor of Science (Honours) in Quantity Surveying
7. Architect	BTech in Architecture or relevant qualification	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree Bachelor of Architectural Studies (Honours) Doctor of Architecture Master of Architecture
8. Engineering Technician	National Diploma in Engineering or relevant qualification	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree Postgraduate Diploma in Engineering; B-Engineering Master of Science in Engineering
ALLIED HEALTH PROFESSIONALS	MINIMUM APPOINTMENT QUALIFICATION	IMPROVED QUALIFICATION
1. Dental Assistant	Matric/ Senior Certificate/Grade 12 or equivalent plus National Certificate in Dental Assisting	Dental Technician Two (2) Year qualification, Relevant Post-Graduate Diploma*, B Dental Degree
2. Dental Technician	Matric/ Senior Certificate/Grade 12 or equivalent plus National Certificate in Dental Assisting	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree Diploma-Dental Therapist, Relevant Post-Graduate Diploma*, B Dental Degree
3. Dental Therapist	Matric/ Senior Certificate/Grade 12 or equivalent plus Diploma-Dental Therapist	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree Relevant Post-Graduate Diploma*, B Dental Degree and PhD
4. Occupational Therapy Assistant	Matric/ Senior Certificate/Grade 12 or equivalent plus National Certificate in Occupational Therapy	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree Bachelor's in Occupational Therapy and PhD
5. Community Rehabilitation Worker	B-Degree or equivalent , Honours, Masters, Masters, Phd	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree Honours, Masters, Masters, PhD
6. Community Speech and Hearing Worker	BA Degree(Speech and hearing therapy) or equivalent	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree Relevant Post-Graduate Diploma*, Masters in Ophthalmology and PhD
7. Ophthalmology Technician	Matric/ Senior Certificate/Grade 12 or equivalent plus Ophthalmic Medical Technician Diploma	Relevant: Post-Graduate Diploma*, Degree in Ophthalmology, B.Tech, BSC(Hons) and Masters Degree and PhD

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8. Physiotherapy Technician	Matric/ Senior Certificate/Grade 12 or equivalent	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree and PhD
9. Supplementary Diagnostic Radiographer	National Diploma Radiography (Diagnostic), or equivalent	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree Relevant Post-Graduate Diploma*, Degree in Diagnostic Radiography; Masters in Diagnostic Radiography and PhD
10. Occupational Therapy Technician	Matric/ Senior Certificate/Grade 12 or equivalent, National Diploma in Occupational Therapy	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree Relevant Post-Graduate Diploma*, Bachelor's in Occupational Therapy, Masters in Occupational Therapy and PhD
11. Radiation Laboratory Technician	Matric/ Senior Certificate/Grade 12 or equivalent Bachelor of Science degree	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree Relevant B.Degree and Relevant Post-Graduate Diploma*,
12. Dietician	B Degree in Dietetics/Nutrition or equivalent	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree Relevant Post-Graduate Diploma*, BSc (Med) (Hons) in Nutrition & Dietetics; Master's in Public Health Nutrition and PhD
13. Nutritionist	(BSc) in Nutritional Science or equivalent	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree Relevant Post-Graduate Diploma*, BSc (Med) (Hons) in Nutrition & Dietetics; Masters in Nutrition (MSc Nutrition) and PhD
14. Physiotherapist	Bachelor of Science in Physiotherapy or equivalent	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree Relevant Post-Graduate Diploma*, Masters in hysiotherapy, Doctoral Degree in Physiotherapy
15. Occupational Therapist	NDip: Occupational Therapist, Bachelor's degree in Occupational Therapy	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree and PhD
16. Radiographer	NDip: Radiography, Bachelor of Science in the relevant field	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree and PhD
17. Audiologist	Bachelor of Arts in Speech and Hearing Therapy	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree Masters in Audiology, PhD Degree in Audiology
18. Dental Therapist	NDip: Dental Therapy, B. Degree	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree and PhD



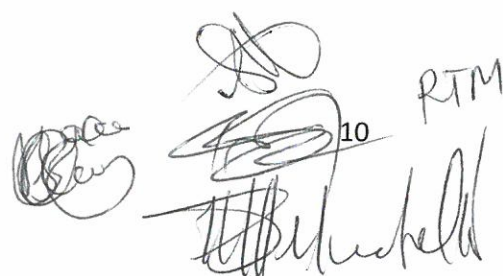
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19. Optometrist	N. Dip, Bachelor of Optometry, or equivalent	Relevant Post-Graduate Diploma*, B. Tech, Masters, Ph.D
20. Dispensing Opticians	Two-year associate's degree in Opticianry, or equivalent	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree and PhD
21. Medical Technologist	Bachelor's degree in Medical Technology, or equivalent	Relevant Post-Graduate Diploma*, BSC(Hons) and Masters Degree and PhD
22. Clinical Technologist	Bachelor's Degree in Medical Technology, or equivalent	Relevant: Post-Graduate Diploma*, B.Tech, Masters Degree and PhD
23. Medical Technical Officer	Bachelor's Degree in Medical Technology, or equivalent	Relevant: Post-Graduate Diploma*, B.Tech, Masters Degree and PhD
24. Medical Orthotist and Prostetist	Bachelor in Prosthetics and Orthotics, or equivalent	Relevant: Post-Graduate Diploma*, B.Tech, Masters Degree and PhD
25. Biokineticist	BA (Human Movement Science) : Biokinetics, or equivalent	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree and PhD
26. Podiatrist	Bachelor of Health Sciences: Podiatric Medicine, or equivalent	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree and PhD
27. Environmental Health Practitioner	N. Dip in Environmental Health, B Degree	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons), Masters Degree and PhD
28. Epidermiologist	BSC or equivalent	Relevant: Post-Graduate Diploma*, BSC(Hons), Masters Degree and PhD
29. Speech Therapist	Bachelor's Degree, Certification in Speech and Hearing Therapy, or equivalent	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons), Masters Degree and PhD
30. Speech Therapist and Audiologist	Bachelor's Degree in Speech Therapy and Audiology or Speech and Hearing, or equivalent	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) Masters Degree and PhD
31. Radiation Control Officer	Degree in Diagnostic Radiography or diploma in Diagnostic Radiography, or equivalent	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree and PhD
32. Medical Biological Scientist	BSc in a Biological science, or equivalent	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree and PhD
33. Forensic Analyst	BSc majoring in Chemistry, Analytical Chemistry or Pharmaceutical Chemistry, or equivalent	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree and PhD
34. Occupational Hygienist	National Certificate: Occupational Safety, Hygiene and Environment, or equivalent	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree and PhD
35. Nuclear Medicine Radiographer	National Diploma: Radiography (Nuclear), or equivalent	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree and PhD
36. Radiation Oncology	National Diploma: Radiography	Relevant: Post-Graduate Diploma*,



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Radiographer	(Therapy), or equivalent	B.Tech, BSC(Hons) and Masters Degree and PhD
37. Ultrasound Radiographer	National Diploma: Radiography (Ultrasound), or equivalent	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree and PhD
38. Psychometrist	Honours degree in Psychology, or equivalent	Relevant: Post-Graduate Diploma*, Masters Degree and PhD in Psychology
39. Psychologist	Masters degree in Psychology, PhD in Psychology	Relevant: Post-Graduate Diploma*, PhD in Psychology
40. Medical Physicist	B-Degree in Chemistry or B-Pharm degree or equivalent	Relevant: Post-Graduate Diploma*, BSC(Hons), Masters and PhD
MEDICAL AND DENTAL	MINIMUM REQUIRED QUALIFICATION	IMPROVED QUALIFICATION
1. Medical Officer	MB CHB or equivalent	Relevant Qualifications, Post-Graduate Diploma, Masters Degree and PhD
2. Dentist	BDS degree or equivalent	Relevant Qualifications, Post-Graduate Diploma, Masters Degree and PhD
EMERGENCY SERVICES	MINIMUM REQUIRED QUALIFICATION	IMPROVED QUALIFICATION
1. Emergency Care Officer	National Diploma in emergency management or emergency response	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree and PhD
2. Emergency Care Technician	ND: Emergency Medical Care	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree and PhD
3. Paramedic	ND: Emergency Medical Care	Relevant: Post-Graduate Diploma*, B.Tech, BSC(Hons) and Masters Degree and PhD



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SECTION C: SUPPORT SERVICES

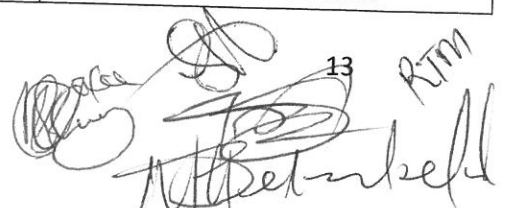
FINANCIAL MANAGEMENT AND ACCOUNTING	MINIMUM APPOINTMENT QUALIFICATION	RECOGNISABLE IMPROVED QUALIFICATION
1. Administrative Clerks	Grade 12	National Certificate / National Diploma / Post Graduate Certificate/ Post Graduate Diploma / Bachelor's Degree / B-Tech 1. Studies in Financial Management 2. Studies in Accounting 3. Studies in Logistics 4. Studies in Procurement 5. Studies in Supply Chain Management 6. Studies in Auditing 7. Economic Management Analysis 8. Statistics 9. Computer Sciences
2. Administrative Officers	An Appropriate three year qualification	National Certificate / National Diploma / Post Graduate Certificate/ Post Graduate Diploma / Bachelor's Degree / B-Tech 1. Studies in Financial Management 2. Studies in Accounting 3. Studies in Logistics 4. Studies in Procurement 5. Studies in Supply Chain Management 6. Studies in Auditing 7. Economic Management Analysis 8. Statistics 9. Computer Sciences
3. Assistant Directors	An Appropriate three year qualification	National Certificate / National Diploma / Post Graduate Certificate/ Post Graduate Diploma / Bachelor's Degree / B-Tech 1. Studies in Financial Management

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		<ol style="list-style-type: none"> 2. Studies in Accounting 3. Studies in Logistics 4. Studies in Procurement 5. Studies in Supply Chain Management 6. Economic Management Analysis 7. Statistics 8. Studies in Auditing 9. Computer Sciences
4. Deputy Directors	An Appropriate three year qualification	<p>National Certificate / National Diploma / Post Graduate Certificate/ Post Graduate Diploma / Bachelor's Degree / B-Tech</p> <ol style="list-style-type: none"> 1. Studies in Financial Management 2. Studies in Accounting 3. Studies in Logistics 4. Studies in Procurement 5. Studies in Supply Chain Management 6. Studies in Auditing 7. Economic Management Analysis 8. Statistics 9. Computer Sciences
COMMUNICATION	MINIMUM APPOINTMENT QUALIFICATION	RECOGNISABLE IMPROVED QUALIFICATION
5. Administrative Clerks	Grade 12	National Certificate / National Diploma / Post Graduate Certificate/ Post Graduate Diploma/ Bachelor's Degree / B-Tech/ Computer Sciences
6. Graphic Designer	An Appropriate three Year Qualification	National Certificate / National Diploma / Post Graduate Certificate/ Post Graduate Diploma/ Bachelor's Degree / B-Tech/ Computer Sciences
7. Web Masters	An Appropriate three Year Qualification	National Certificate / National Diploma / Post Graduate Certificate/ Post Graduate Diploma/ Bachelor's Degree / B-Tech/ Computer Sciences

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8. Communication Officer	An Appropriate three Year Qualification	National Certificate / National Diploma / Post Graduate Certificate/ Post Graduate Diploma/ Bachelor's Degree / B-Tech/ Computer Sciences
9. Journalists	An Appropriate three Year Qualification	National Certificate / National Diploma / Post Graduate Certificate/ Post Graduate Diploma/ Bachelor's Degree / B-Tech/ Computer Sciences
10. Assistant Directors	An Appropriate three Year Qualification	National Certificate / National Diploma / Post Graduate Certificate/ Post Graduate Diploma/ Bachelor's Degree / B-Tech/ Computer Sciences
11. Deputy Directors	An Appropriate three Year Qualification	National Certificate / National Diploma / Post Graduate Certificate/ Post Graduate Diploma/ Bachelor's Degree / B-Tech/ Computer Sciences
INFORMATION MANAGEMENT AND TECHNOLOGY	MINIMUM APPOINTMENT QUALIFICATION	National Certificate/ National Diploma / Post Graduate Certificate/ Post Graduate Diploma/ Bachelor's Degree / B-Tech/ Computer Sciences
12. Registry Clerk	Grade 12	National Certificate / National Diploma / Post Graduate Certificate/ Post Graduate Diploma/ Bachelor's Degree / B-Tech/ Computer Sciences
13. Service Desk Agents	An Appropriate three Year Qualification	National Certificate / National Diploma / Post Graduate Certificate/ Post Graduate Diploma/ Bachelor's Degree / B-Tech/ Computer Sciences
14. Machine Operators	An Appropriate three Year Qualification	National Certificate / National Diploma / Post Graduate Certificate/ Post Graduate Diploma/ Bachelor's Degree / B-Tech/ Computer Sciences
15. Data Warehouse Managers	An Appropriate three Year Qualification	National Certificate / National Diploma / Post Graduate



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		Certificate/ Post Graduate Diploma/ Bachelor's Degree / B-Tech/ Computer Sciences
16. Librarian	An Appropriate three Year Qualification	National Certificate / National Diploma / Post Graduate Certificate/ Post Graduate Diploma/ Bachelor's Degree / B-Tech/ Computer Sciences
17. Information Officers	An Appropriate three Year Qualification	National Certificate / National Diploma / Post Graduate Certificate/ Post Graduate Diploma/ Bachelor's Degree / B-Tech/ Computer Sciences
18. IT Technician	An Appropriate three Year Qualification	National Certificate / National Diploma / Post Graduate Certificate/ Post Graduate Diploma/ Bachelor's Degree / B-Tech/ Computer Sciences
19. Desktop Technician	An Appropriate three Year Qualification	National Certificate / National Diploma / Post Graduate Certificate/ Post Graduate Diploma/ Bachelor's Degree / B-Tech/ Computer Sciences
20. LAN Specialists	An Appropriate three Year Qualification	National Certificate / National Diploma / Post Graduate Certificate/ Post Graduate Diploma/ Bachelor's Degree / B-Tech/ Computer Sciences
21. System Administrator	An Appropriate three Year Qualification	National Certificate / National Diploma / Post Graduate Certificate/ Post Graduate Diploma/ Bachelor's Degree / B-Tech/ Computer Sciences
22. System Analysts	An Appropriate three Year Qualification	National Certificate / National Diploma / Post Graduate Certificate/ Post Graduate Diploma/ Bachelor's Degree / B-Tech/ Computer Sciences
23. System Developers	An Appropriate three Year Qualification	National Certificate / National Diploma / Post Graduate

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		Certificate/ Post Graduate Diploma/ Bachelor's Degree / B-Tech/ Computer Sciences
24. Web Masters	An Appropriate three Year Qualification	National Certificate / National Diploma / Post Graduate Certificate/ Post Graduate Diploma/ Bachelor's Degree / B-Tech/ Computer Sciences
LEGAL SERVICES	MINIMUM APPOINTMENT QUALIFICATION	RECOGNISABLE IMPROVED QUALIFICATION
25. Legal Administration	An Appropriate three Year Qualification	<p>Post Graduate Certificate/ Post Graduate Diploma/ Honours / Masters and PhD programmes</p> <ol style="list-style-type: none"> 1. Studies in Litigation 2. Studies in Legal Interpretation 3. Studies in Legislative Drafting 4. Studies in Law of Contract 5. Studies in Advanced Law of Evidence
HUMAN RESOURCES MANAGEMENT	MINIMUM APPOINTMENT QUALIFICATION	RECOGNISABLE IMPROVED QUALIFICATION
26. Administrative Clerks (HRA, HRD, OD, PMDS, JE, HRP, EAP and LR)	Grade 12	<p>National Certificate / National Diploma / Post Graduate Certificate/ Post Graduate Diploma/ Bachelor's Degree / B-Tech/ Computer Sciences / Honours / Masters and PhD programmes</p> <ol style="list-style-type: none"> 1. Studies in Human Resources Management 2. Studies in Organisational Development 3. Studies in Labour Relations 4. Studies in Recruitment and Selection techniques 5. Studies in Human Resources Information and Training 6. Studies in Performance



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		management 7. Studies in Law 8. Studies in Personnel Costing 9. Studies in Employment Equity 10. Studies in Conditions of Services 11. Studies in Record Management 12. Studies in Language and Editing
27. Administrative Officers (HRA, HRD, OD, PMDS, JE, HRP, EAP and LR)	An Appropriate three year qualification	Post-graduate Certificate/ Post Graduate Diploma / Honours / Masters and PhD programmes 1. Studies in Human Resources Management 2. Studies in Organisational Development 3. Studies in Labour Relations 4. Studies in Recruitment and Selection techniques 5. Studies in Human Resources Information and Training 6. Studies in Performance management 7. Studies in Law 8. Studies in Personnel Costing 9. Studies in Employment Equity 10. Studies in Conditions of Services 11. Studies in Record Management 12. Studies in Language and Editing
28. Assistant Directors (HRA, HRD, OD, PMDS, JE, HRP, EAP AND LR)	An Appropriate three year qualification	Post-graduate Certificate/ Post Graduate Diploma / Honours / Masters and PhD programmes 1. Studies in Human Resources Management 2. Studies in Organisational Development 3. Studies in Labour Relations 4. Studies in Recruitment



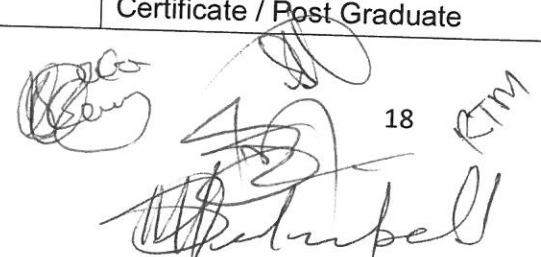
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		<ul style="list-style-type: none"> and Selection techniques 5. Studies in Human Resources Information and Training 6. Studies in Performance management 7. Studies in Law 8. Studies in Personnel Costing 9. Studies in Employment Equity 10. Studies in Conditions of Services 11. Studies in Record Management 12. Studies in Language and Editing
<p>29. Deputy Directors (HRA, HRD, OD, PMDS, JE, HRP, EAP AND LR)</p>	<p>An Appropriate three year qualification</p>	<p>Post-graduate Certificate/ Post Graduate Diploma / Honours / Masters and PhD programmes</p> <ul style="list-style-type: none"> 13. Studies in Human Resources Management 14. Studies in Organisational Development 15. Studies in Labour Relations 16. Studies in Recruitment and Selection techniques 17. Studies in Human Resources Information and Training 18. Studies in Performance management 19. Studies in Law 20. Studies in Personnel Costing 21. Studies in Employment Equity 22. Studies in Conditions of Services 23. Studies in Record Management 24. Studies in Language and Editing
<p>GENERAL ADMINISTRATION AND MANAGEMENT</p>	<p>MINIMUM APPOINTMENT QUALIFICATION</p>	<p>RECOGNISABLE IMPROVED QUALIFICATION</p>
<p>30. Cleaners / General Assistants</p>	<p>Grade 10 or equivalent Qualification</p>	<p>National Certificate / National Diploma / Post Graduate Certificate / Post Graduate</p>

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		Diploma/ Bachelor's Degree / B-Tech
31. Food Aid Services workers	Grade 10 or equivalent Qualification	National Certificate / National Diploma / Post Graduate Certificate / Post Graduate Diploma/ Bachelor's Degree / B-Tech
32. Porters	Grade 10 or equivalent Qualification	National Certificate / National Diploma / Post Graduate Certificate / Post Graduate Diploma/ Bachelor's Degree / B-Tech
33. Drivers	Grade 10 or equivalent Qualification	National Certificate / National Diploma / Post Graduate Certificate / Post Graduate Diploma/ Bachelor's Degree / B-Tech
34. Registry Clerks	Grade 10 or equivalent Qualification	National Certificate / National Diploma / Post Graduate Certificate / Post Graduate Diploma/ Bachelor's Degree / B-Tech
35. Messengers	Grade 10 or equivalent Qualification	National Certificate / National Diploma / Post Graduate Certificate / Post Graduate Diploma/ Bachelor's Degree / B-Tech
36. Receptionists	Grade 12 or equivalent Qualification	National Certificate / National Diploma / Post Graduate Certificate / Post Graduate Diploma/ Bachelor's Degree / B-Tech
37. Secretaries and Personal Assistants	Grade 12 or equivalent Qualification	National Certificate / National Diploma / Post Graduate Certificate / Post Graduate Diploma/ Bachelor's Degree / B-Tech
38. Laundry workers	Grade 10 or equivalent Qualification	National Certificate / National Diploma / Post Graduate Certificate / Post Graduate



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		Diploma/ Bachelor's Degree / B-Tech
39. Mortuary Attendants	Grade 10 or equivalent Qualification	National Certificate / National Diploma / Post Graduate Certificate / Post Graduate Diploma/ Bachelor's Degree / B-Tech
40. Reprographics	Grade 10 or equivalent Qualification	National Certificate / National Diploma / Post Graduate Certificate / Post Graduate Diploma/ Bachelor's Degree / B-Tech
41. Security Services workers (Guards/Officers)	Grade 10 or equivalent Qualification	National Certificate / National Diploma / Post Graduate Certificate / Post Graduate Diploma/ Bachelor's Degree / B-Tech



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