



**RESOLUTION 1 OF 2009 OF THE PUBLIC HEALTH
AND SOCIAL DEVELOPMENT SECTORAL
BARGAINING COUNCIL**

**AGREEMENT ON IMPLEMENTATION OF AN
OCCUPATIONAL SPECIFIC DISPENSATION (OSD)
FOR SOCIAL SERVICES PROFESSIONS
AND OCCUPATIONS**

**PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING
COUNCIL RESOLUTION 1 OF 2009: AGREEMENT ON THE IMPLEMENTATION
OF AN OCCUPATIONAL SPECIFIC DISPENSATION FOR SOCIAL SERVICES
PROFESSIONS AND OCCUPATIONS**

1. OBJECTIVES

The objectives of this agreement are:

1.1. To introduce an occupational specific remuneration and career progression system for Social Workers (including Social Auxiliary Workers, Probation Officers and Assistant Probation Officers), Community Development Practitioners (including Community Development Assistants) and Child and Youth Care Workers that provides for-

1.1.1. career pathing;

1.1.2. pay progression based on performance;

1.1.3. grade progression based on performance;

1.1.4. recognition of appropriate experience; and

1.1.5. increased competencies,

to attract and retain employees in the social services professions and occupations of the Public Service.

1.2. To introduce differentiated salary scales for identified categories of employees in the social service professions and occupations based on a new remuneration structure.

1.3. To introduce a change in the pensionable composition of the total cost to employer packages applicable in the Middle Management Service (MMS) of the social services professions and occupations.

2. SCOPE

This agreement binds the following:

2.1. The State as Employer;



- 2.2. The trade union parties admitted to the PHSDSBC; and
- 2.3. All employees who fall within the registered scope of the PHSDSBC.

3. **IN GIVING EFFECT TO PARAGRAPH 4 OF PSCBC RESOLUTION 1 OF 2007: AGREEMENT ON IMPROVEMENT IN SALARIES AND OTHER CONDITIONS OF SERVICE, PARTIES TO COUNCIL AGREE TO THE FOLLOWING:**

3.1. **OCCUPATIONAL SPECIFIC DISPENSATION (OSD)**

An OSD for the three occupations, namely: Social Workers (including Social Auxiliary Workers, Probation Officers and Assistant Probation Officers), Community Development Practitioners (including Community Development Assistants) and Child and Youth Care Workers, shall be introduced with effect from 1 April 2008. The OSD will provide for the following:

3.1.1. **UNIQUE REMUNERATION STRUCTURES**

The introduction of unique remuneration structures per occupation with 3% increments between notches as indicated in **Annexure A** to this agreement.

3.1.2. **DIFFERENT CAREER STREAMS**

Introduction of different career streams within the occupational categories:

3.1.2.1 Social Worker; and

3.1.2.2 Community Development Practitioner.

3.1.3. **REQUIREMENTS FOR APPOINTMENT AND GRADE PROGRESSION**

Appointment and grade progression requirements for each occupation are indicated in **Annexure B**.

3.1.4. **PAY PROGRESSION**

3.1.4.1. The introduction of two-yearly pay progression within the limits of the relevant salary scale, on

ke.
g
SA
A

condition that the relevant employee has maintained at least a satisfactory (fully effective (and slightly above expectations)) level of performance as set out in the performance management system that will be applicable at the time when such employee becomes eligible for pay progression.

3.1.4.2. The first two-yearly pay progression cycle commenced on 1 April 2008 and will run until 31 March 2010.

3.1.4.3. That actual pay progression will be awarded with effect from 1 July of the year in which the employee has complied with the prescribed requirements for such pay progression.

3.1.5. **IMPROVEMENT IN CAREER PATHS**


3.1.5.1. Career paths for the various occupations are improved through the introduction of a set of salary grades attached to posts in each occupation.

3.1.5.2. The salary grades provide for career progression opportunities, as part of the defined career path, to recruit and retain employees in the social services professions and occupations in the relevant areas of need.

3.1.5.3. The OSD provides for career paths that facilitate progression through appointment to higher posts subject to the requirements and conditions for such progression being met as set out in **Annexure B**.

3.1.6. **COMPETENCY REQUIREMENTS**

The Employer will prescribe the competency requirements (generic, functional and experiential) per post.



3.1.7. **GRADE PROGRESSION: PRODUCTION LEVEL**

3.1.7.1. Posts at production levels in the identified occupations are created per stream and more than one salary grade is linked to the post to provide for grade progression.

3.1.7.2. Progression to the next salary grade attached to the production post is subject to the employee meeting the progression requirements for the higher grades.

3.1.7.3. Differentiated periods for grade progression, set out in **Annexure B**, based on performance at production level are established, to enable employees, **who have distinguished themselves from their peers in terms of performance**, to progress faster to higher salary grades on the relevant production level.

3.1.8. **GRADE PROGRESSION: IDENTIFIED SUPERVISORY AND MANAGEMENT LEVELS**

3.1.8.1. Posts at supervisory and management levels in the occupations are created with two (2) salary grades linked to the post to facilitate grade progression.

3.1.8.2. Progression to the next salary grade attached to the supervisory and management posts is subject to the employee meeting the progression requirements for the relevant higher grades.

3.1.8.3. Different periods for grade progression as set out in **Annexure B**, based on performance at supervisory and management levels, are established to enable employees **who have distinguished themselves from their peers in terms of performance**, to progress faster to

ke
A
A

higher salary grades on the relevant supervisory and management levels.

3.1.9. **RECOGNITION OF RELEVANT EXPERIENCE ON APPOINTMENT FROM OUTSIDE THE PUBLIC SERVICE**

A basis for salary recognition for relevant experience on appointment from outside the Public Service in production posts and identified grades in supervisory posts is set, to enhance the recruitment of employees as contained in **Annexure B**.

3.1.10. **RECOGNITION OF RELEVANT EXPERIENCE OF SERVING EMPLOYEES ON TRANSLATION TO THE OSD**

3.1.10.1. The recognition of relevant experience of employees who were in service on 31 March 2008, and who are translated to production/certain grades in supervisory posts in the OSD, is contained in **Annexure B**.

3.1.10.2. The recognition of relevant experience not reflected on the existing personnel record will be based on verified proof of such experience.

3.1.10.3. Employees must submit to the employer proof of such relevant experience by no later than 30 June 2009. Any submission received after this date will not be considered.

3.1.10.4. The verification of experience must be undertaken by the Employer.

3.1.11. **SALARY ALLOCATION UPON APPOINTMENT TO A HIGHER POST**

Employees who are appointed to a higher post shall be placed at the minimum of the commencing notch of that

ke.
LM [Signature]

higher post, or shall gain at least **one (1) notch** on such appointment if their current notch is equal to or higher than the minimum notch of the higher post.

3.2. TRANSLATION MEASURES

3.2.1. Translation will be subject to the following:

3.2.1.1. Employees must meet the appointment requirements (i.e. possess the relevant qualification(s), registration requirements where relevant and prescribed years of experience).

3.2.1.2. The employee must be performing the functions of the job.

3.2.1.3. Employees will translate to appropriate posts and salary grades in accordance with the posts that they occupy at the time of translation.

3.2.2. Measures to facilitate translation from the existing dispensation to appropriate salary scales attached to the OSD based on the following principles:

3.2.2.1. No person will receive a salary (notch or package) that is less than what he/she received on 31 March 2008, i.e. prior to the implementation of the OSD.

3.2.2.2. Translation will be done in two phases, namely:

(i) **1st Phase**

Minimum translation from the current post as at 31 March 2008, to the appropriate post and salary grade, as contained in **Annexure C**.

(ii) **2nd Phase**

Recognition of relevant experience gained by an employee who occupies a post on production/certain supervisory

Ke
[Handwritten signatures]

grades after obtaining the relevant qualification/complying with the relevant registration requirement, based on full years' service/experience as on 31 March 2008, as set out in **Annexure D**.

(iii) Notwithstanding the provisions of paragraph 3.2.2.2 (ii), with regard to Social Auxiliary Worker, Community Development Assistant, and Child and Youth Care Worker –

(a) serving employees not in possession of the minimum appointment requirements will be translated to the appropriate salary scales; and

(b) **all relevant experience will be recognised** based on full years' service/experience as on 31 March 2008, as set out in **Annexure D**.

3.2.3. With regard to CDPs (on production level), in possession of social work qualifications and registered with the South African Council for Social Service Professions as a social worker, the following translation measures apply:

3.2.3.1. The above-mentioned employees are required to make a once-off choice, in writing, before 1 April 2009 to either remain in the dispensation for CDPs or to be absorbed into the dispensation for social workers subject to the measures set out in paragraph 3.2.3.4 hereunder. If a choice is not exercised by that date the relevant employee will remain a CDP.

Ke.
SM
A

3.2.3.2. The employer will endeavour to accommodate the relevant employees in posts of social worker as soon as possible, subject to:

- (i) The availability of posts; and
- (ii) Service delivery requirements.

3.2.3.3. If the choice is made to remain in the dispensation for CDPs, the employees will be translated in terms of both Phases 1 and 2 of the translation measures applicable to the CDP dispensation (see paragraph 3.2.2.2 above).

3.2.3.4. If the choice is made to be absorbed in the social worker dispensation, the following measures apply:

- (i) The employee will be translated to the CDP dispensation in terms of Phase 1 of the CDP translation measures.
- (ii) The employee will subsequently be translated to the dispensation for social workers (see paragraph 3.2.3.1 above), with retention of his/her salary notch allocated under Phase 1 of the translation measures for CDPs. If the salary notch allocated under Phase 1 is lower than the minimum salary notch attached to Social Work Grade I the employee will be translated to the minimum salary notch of Social Worker Grade I.
- (iii) Employees' relevant experience gained after complying with the registration requirements as on 31 March 2008, is (provided that such employees occupy

LM

ve.
SH
CA

posts on social worker production/certain supervisory levels), recognised as set out in Annexure D subject to paragraph (iv) below.

- (iv) All social work experience as set out in the applicable measures (see paragraph 3.2.1.1 above) is recognised. CDP experience is recognised on the basis of 33.3% of all full year's CDP experience.

3.3. ACCELERATED GRADE PROGRESSION

The OSD provides for the introduction of a system of accelerated grade progression to the next higher grade attached to a post, based on shorter qualifying periods than normal for employees, who achieve a performance assessment rating of:

3.3.1 satisfactory level of performance (Fully Effective (and Slightly Above Expectations Performance)), and/or,

3.3.2 above average performance (Outstanding Performance and Significantly Above Expectations Performance),

subject to the norms as contained in **Annexure B**.

3.4 PERFORMANCE MANAGEMENT SYSTEM

The employer will develop a performance management and development system for social service professions and occupations within twenty four (24) months from the date of signing this agreement.

4. IMPLEMENTATION

4.1. The provisions of this agreement shall take effect on 1 April 2008.

4.2. The employer will implement the provisions of this agreement centrally.



5. **INTERPRETATION AND APPLICATION**

- 5.1. In the event of any conflict between the provisions of this agreement and any other agreement of the Council pertaining to the substance of this agreement, the provisions of this agreement shall take precedence.
- 5.2. No amendments to this Agreement shall be of force or effect unless reduced to writing and agreed upon by the parties to the Council as a Resolution of the Council.

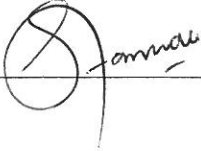
Ke-
[Handwritten signatures]

6. **DISPUTE RESOLUTION**


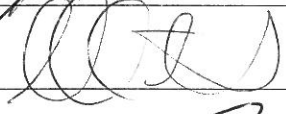

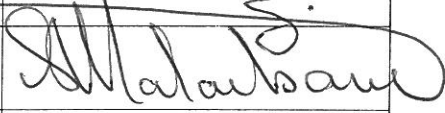
Any party falling under the registered scope of the PHSDSBC may declare a dispute on the agreement in accordance with the dispute procedure of the Council.

THUS SIGNED AT CENTURION ON THIS THE 04 DAY OF JUNE 2009.

ON BEHALF OF THE EMPLOYER PARTY

	NAME	SIGNATURE
STATE AS EMPLOYER	JAMES T. CORNWALL	

ON BEHALF OF TRADE UNION PARTIES

TRADE UNION	NAME	SIGNATURE
DENOSA	MODISE LETSATS	
HOSPERSA	S. N. MATHONG	
NEHAWU	C.K. MARULE	
NUPSAW	S. MATSITSEANE	
PSA		

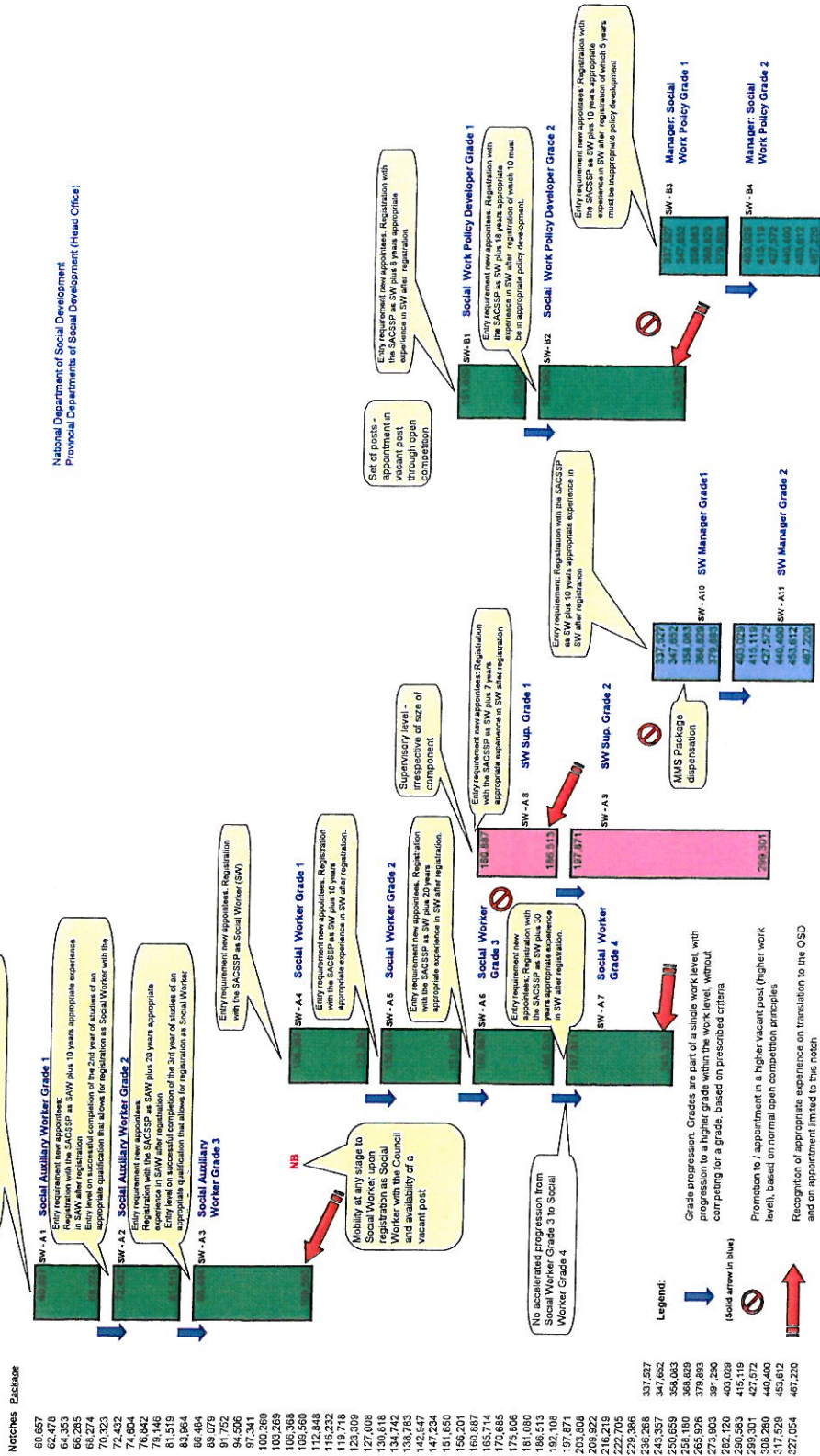


OSD Remuneration & post/grade structure for Social Work

Dispensation provides for 2 distinct work streams

SW - A - General Social Work, supervisory & management levels (including Social Auxiliary Workers)

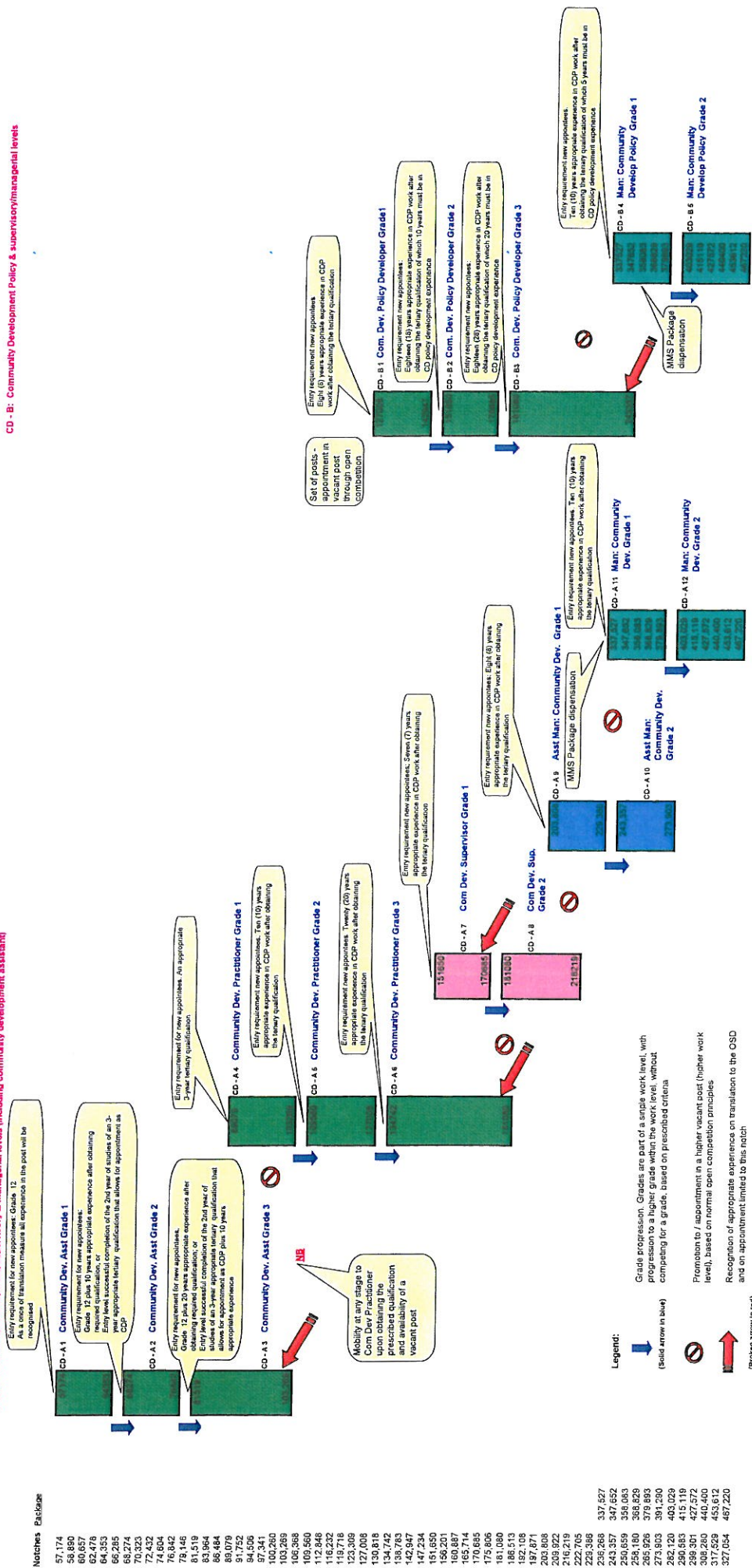
SW - B - Social Work Policy & management levels



OSD Remuneration & post/grade structure for Community Development

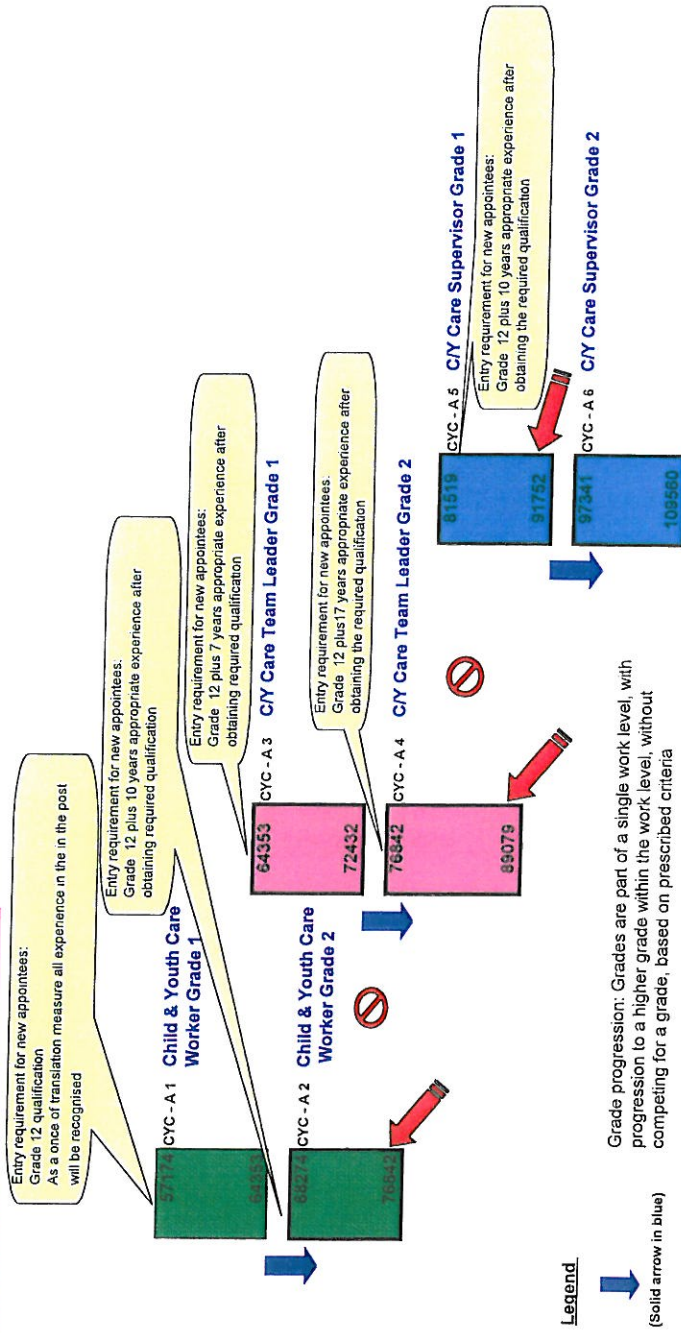
Dispensation provides for 2 distinct work streams

CD - A: Community Development, supervisory & managerial levels (including community development assisting)



OSD Remuneration & post/grade structure for Child & Youth Care (in institutions)

CYC - A: Child and Youth/Care Worker & Supervisory levels



Notches

- 57,174
- 58,890
- 60,657
- 62,478
- 64,353
- 66,285
- 68,274
- 70,323
- 72,432
- 74,604
- 76,842
- 79,146
- 81,519
- 83,964
- 86,484
- 89,079
- 91,752
- 94,506
- 97,341
- 100,260
- 103,269
- 106,368
- 109,560

Notes:

Periods for grade progression :

At the earliest, after 5 years with 4. Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) assessments
At the earliest after 10 years with at least a combination of 10 annual assessments of Satisfactory Performance (performance fully effective (and slightly above expectations) and/or Above Average Performance

"Standardised" PMDS needed to facilitate grade progression based on "levels of performance"

Recognition of experience - in production/supervisory posts/grades

Translation to dispensation - 1 notch for every full 2 years of service/appropriate experience as on 31 March 2008, limited to following:
Child and Youth Care Worker to the salary notch R 76,842
Child and Youth Care Team Leader to the salary notch R 89,079 (above entry requirement of 7 years appropriate experience)
Child and Youth Care Supervisor to the salary notch R 91,752 (above entry requirement of 10 years appropriate experience)
Appointment from outside the Public Service limited to above limits, 1 notch for every full 2 years of appropriate experience as on 31 March of the year preceding appointment - 1 year of the total number of years experience is deducted

Appointments can be done in production levels up to grade two on compliance with the prescribed experience
In other post levels appointments can only be done on the basis of the prescribed experience.

OSD FOR SOCIAL WORKER - CAREER PATHS, REMUNERATION AND POST STRUCTURE, APPOINTMENT REQUIREMENTS, RECOGNITION OF EXPERIENCE, GRADE PROGRESSION OPPORTUNITIES AND REQUIREMENTS

	Post	Grades (if any)	Salary levels and scales (Rpa)	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
				Registration/Qualifications	Experience		
1	Social Auxiliary Worker career path						
1.1	Social Auxiliary Worker	Grade 1	60,657 62,478 64,353 66,285 68,274	Registration with the South African Council for Social Service Professions (SACSSP) as Social Auxiliary Worker	None	One notch for every fully completed two years as on 31 March preceding the date of appointment less one year for candidates appointed from outside the public service after complying with registration	<p>Compliance with the educational qualifications, statutory requirements and competencies for the grade as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes:</u></p> <p>At the earliest after 5 years actual service on Grade 1, with 4 annual Above Average Performance assessments</p> <p>OR</p> <p>A combined total of 5 years actual service and appropriate post-registration experience, with at least 4 annual Above Average Performance assessments</p> <p><u>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</u></p> <p>At the earliest after 10 years actual service on Grade 1, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>OR</p> <p>A combined total of 10 years actual service and appropriate post-registration experience, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all requirements.</p>

Post	Grades (if any)	Salary levels and scales (Rpa)	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
			Registration/Qualifications	Experience		
	Grade 2	72,432 74,604 76,842 79,146 81,519	Registration with the South African Council for Social Professions (SACSSP) as Social Auxiliary Worker	A minimum of 10 years appropriate experience in social auxiliary work after registration as Social Auxiliary Worker with the SACSSP OR No experience after registration as Social Auxiliary Worker with the SACSSP and successful completion of the 2 nd academic year of an appropriate tertiary qualification that allows for registration as Social Worker with the SACSSP	One notch for every fully completed two years as on 31 March preceding the date of appointment less one year for candidates appointed from outside the public service after complying with registration and/or registration/educational and experience requirements	<p>Compliance with the educational qualifications, statutory requirements and competencies for the grade as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes:</u> At the earliest after 5 years actual service on Grade 2, with 4 annual Above Average Performance assessments</p> <p>OR</p> <p><u>Only registered as Social Auxiliary Worker - A combined total of 15 years actual service and appropriate post-registration experience, with at least 4 annual Above Average Performance assessments</u></p> <p>OR</p> <p><u>Registered as Social Auxiliary Worker and completed 2nd academic year of an appropriate tertiary qualification - A combined total of 5 years actual service and appropriate post-registration experience, with at least 4 annual Above Average Performance assessments</u></p> <p><u>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</u> At the earliest after 10 years actual service on Grade 2, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>OR</p> <p><u>Only registered as Social Auxiliary Worker - A combined total of 20 years actual service and appropriate post-registration experience, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</u></p> <p>OR</p> <p><u>Registered as Social Auxiliary Worker and completed 2nd academic year of an appropriate tertiary qualification - A combined total of 10 years actual service and appropriate post-registration experience, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</u></p> <p>Grade progression shall become effective from 1 April following the date on which the official met all requirements.</p>

Post	Grades (if any)	Salary levels and scales (Rpa)	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
			Registration/Qualifications	Experience		
	Grade3	86,484 89,079 91,752 94,506 97,341 100,260 103,269 106,368 109,560	Registration with the South African Council for Social Professions (SACSSP) as Social Auxiliary Worker	A minimum of 20 years appropriate experience in social auxiliary work after registration as Social Auxiliary Worker with the SACSSP OR 10 years experience after registration as Social Auxiliary Worker with the SACSSP and successful completion of the 2nd academic year of an appropriate tertiary qualification that allows for registration as Social Worker with the SACSSP OR No experience after registration as Social Auxiliary Worker with the SACSSP and successful completion of the 3rd academic year of an appropriate tertiary qualification that allows for registration as Social Worker with the SACSSP	One notch for every fully completed two years as on 31 March preceding the date of appointment less one year for candidates appointed from outside the public service after complying with registration and/or registration/educational and experience requirements	Promotion to higher vacant advertised post (open competition principle apply)

Ke.


	Post	Grades (if any)	Salary levels and scales (Rpa)	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
				Registration/Qualifications	Experience		
2	Social Worker career path						
2.1	Social Worker	Grade 1	106,368 109,560 112,848 116,232 119,718 123,309	Registration with the South African Council for Social Service Professions (SACSSP) as Social Worker	None	One notch for every fully completed two years as on 31 March preceding the date of appointment less one year for candidates appointed from outside the public service after complying with registration requirements	<p>Compliance with the educational qualifications, statutory requirements and competencies for the grade as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes:</u></p> <p>At the earliest after 5 years actual service on Grade 1, with 4 annual Above Average Performance assessments</p> <p>OR</p> <p>A combined total of 5 years actual service and appropriate post-registration experience, with at least 4 annual Above Average Performance assessments</p> <p><u>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</u></p> <p>At the earliest after 10 years actual service on Grade 1, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>OR</p> <p>A combined total of 10 years actual service and appropriate post-registration experience, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all requirements.</p>
		Grade 2	130,818 134,742 138,783 142,947 147,234 151,650	Registration with the South African Council for Social Service Professions (SACSSP) as Social Worker	A minimum of 10 years appropriate experience in social work after registration as Social Worker with the SACSSP	One notch for every fully completed two years as on 31 March preceding the date of appointment less one year for candidates appointed from outside the public service after complying with registration and experience requirements	<p>Compliance with the educational qualifications, statutory requirements and competencies for the grade as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes:</u></p> <p>At the earliest after 5 years actual service on Grade 2, with 4 annual Above Average Performance assessments</p> <p>OR</p>

Post	Grades (if any)	Salary levels and scales (Rpa)	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
			Registration/Qualifications	Experience		
						<p>A combined total of 15 years actual service and appropriate post-registration experience, with at least 4 annual Above Average Performance assessments</p> <p><u>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</u> At the earliest after 10 years actual service on Grade 2, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>OR</p> <p>A combined total of 20 years actual service and appropriate post-registration experience, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all requirements.</p>
	Grade 3	160,887 165,714 170,685 175,806 181,080 186,513	Registration with the South African Council for Social Service Professions (SACSSP) as Social Worker	A minimum of 20 years appropriate experience in social work after registration as Social Worker with the SACSSP	<p>One notch for every fully completed two years as on 31 March preceding the date of appointment less one year for candidates appointed from outside the public service after complying with registration and experience requirements</p>	<p>At the earliest after 10 years actual experience on grade 3 with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>OR</p> <p>A combined total of 30 years actual service and appropriate post registration experience on grade 3 with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p>
	Grade 4	197,871 203,808 209,922 216,219 222,705 229,386 236,268 243,357	Registration with the South African Council for Social Service Professions (SACSSP) as Social Worker	A minimum of 30 years appropriate experience in social work after registration as Social Worker with the SACSSP	<p>One notch for every fully completed two years as on 31 March preceding the date of appointment less one year for candidates appointed from outside the public service after complying with registration and experience requirements</p>	<p>Promotion to higher vacant advertised post (open competition principle apply)</p>

	Post	Grades (if any)	Salary levels and scales (Rpa)	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
				Registration/Qualifications	Experience		
2.2	Social Work Supervisor	Grade 1	160,887 165,714 170,685 175,806 181,080 186,513	Registration with the South African Council for Social Professions (SACSSP) as Social Worker	A minimum of 7 years appropriate experience in social work after registration as Social Worker with the SACSSP	One notch for every fully completed two years as on 31 March preceding the date of appointment less one year for candidates appointed from outside the public service after complying with registration and experience requirements	<p>Compliance with the educational qualifications, statutory requirements and competencies for the grade as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes:</u></p> <p>At the earliest after 5 years actual service on Grade 1, with 4 annual Above Average Performance assessments</p> <p><u>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</u></p> <p>At the earliest after 10 years actual service on Grade 1, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all requirements.</p>
		Grade 2	197,871 203,808 209,922 216,219 222,705 229,386 236,268 243,357 250,659 258,180 265,926 273,903 282,120 290,583 299,301	Registration with the South African Council for Social Professions (SACSSP) as Social Worker	Grade not to be used for advertisement and appointment purposes	None	Promotion to higher vacant advertised post (open competition principle apply)

Post	Grades (if any)	Salary levels and scales (Rpa)	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
			Registration/Qualifications	Experience		
2.3	Social Work Manager Grade 1	337,527 347,652 358,083 368,829 379,893 (Total cost package)	Registration with the South African Council for Social Service Professions (SACSSP) as Social Worker	A minimum of 10 years appropriate experience in social work after registration as Social Worker with the SACSSP	None	Promotion to higher vacant advertised post (open competition principle apply)
2.4	Social Work Manager Grade 2	403,029 415,119 427,572 440,400 453,612 467,220 (Total cost package)	Registration with the South African Council for Social Service Professions (SACSSP) as Social Worker	Grade not to be used for advertisement and appointment purposes	None	Promotion to higher vacant advertised post (open competition principle apply)
3	Social Work Policy career path					
3.1	Social Work Policy Developer Grade 1	151,650 156,201 160,887 165,714 170,685	Registration with the South African Council for Social Service Professions (SACSSP) as Social Worker	A minimum of 8 years appropriate experience in social work after registration as Social Worker with the SACSSP	One notch for every fully completed two years experience in social work policy development as on 31 March preceding the date of appointment less one year for candidates appointed from outside the public service after complying with registration and experience requirements	<p>Compliance with the educational qualifications, statutory requirements and competencies for the grade as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes:</u></p> <p>At the earliest after 5 years actual service on Grade 1, with 4 annual Above Average Performance assessments</p> <p>OR</p> <p>A combined total of 13 years actual service and appropriate post-registration experience, of which at least 5 years must be experience in social work policy development, with at least 4 annual Above Average Performance assessments</p>

Post	Grades (if any)	Salary levels and scales (Rpa)	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
			Registration/Qualifications	Experience		
						<p>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes: At the earliest after 10 years actual service on Grade 1, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>OR</p> <p>A combined total of 18 years actual service and appropriate post-registration experience, of which at least 5 years must be experience in social work policy development, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all requirements.</p>
	Grade 2	181,080 186,513 192,108 197,871 203,808 209,922 216,219 222,705 229,386 236,268 243,357	Registration with the South African Council for Social Professions (SACSSP) as Social Worker	A minimum of 18 years appropriate experience in social work after registration as Social Worker with the SACSSP, of which 10 years must be appropriate experience in social work policy development	None	Promotion to higher vacant advertised post (open competition principle apply)
3.2	Manager Social Work Policy	337,527 347,652 358,083 368,829 379,893 (Total package)	Registration with the South African Council for Social Professions (SACSSP) as Social Worker	A minimum of 10 years appropriate experience in social work after registration as Social Worker with the SACSSP, of which 5 years must be appropriate experience in social work policy development	None	Compliance with the educational qualifications, statutory requirements and competencies for the grade as contained in the appointment requirements as well as the following experiential competency: Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes: At the earliest after 5 years actual service on Grade 1, with 4 annual Above Average Performance assessments

Post	Grades (if any)	Salary levels and scales (Rpa)	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
			Registration/Qualifications	Experience		
						<p>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes: At the earliest after 10 years actual service on Grade 1, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all requirements.</p>
	Grade 2	403,029 415,119 427,572 440,400 453,612 467,220 (Total package)	Registration with the South African Council for Social Professions (SACSSP) as Social Worker	Grade not to be used for advertisement and appointment purposes	None	<p>Promotion to higher vacant advertised post (open competition principle apply)</p>

NORM FOR PERFORMANCE CATEGORIES

The following guideline, based on the statistical normal distribution curve principles, may be utilised to determine the number of employees that may be allocated the indicated performance categories. In terms of this normal distribution, about 25 percent of employees may generally perform at a level above performance fully effective (and slightly above expectations).

Performance Category	Total Score	The following % of staff should normally fall in this category
Unacceptable performance	69% and lower	3%
Performance not fully effective	70% - 99%	7%
Performance fully effective (and slightly above expectations)	100% - 114%	65%
Performance Significantly Above Expectations	115% - 129%	15%
	130% - 149%	7%
Outstanding Performance	150% - 167%	3%

OSD FOR COMMUNITY DEVELOPMENT PRACTITIONER – CAREER PATHS, REMUNERATION AND POST STRUCTURE, APPOINTMENT REQUIREMENTS, RECOGNITION OF EXPERIENCE, GRADE PROGRESSION OPPORTUNITIES AND REQUIREMENTS

	Post	Grades (if any)	Salary levels and scales (Rpa)	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
				Registration/Qualifications	Experience		
1	Assistant Community Development Practitioner career path						
	Assistant Community Development Practitioner	Grade 1	57,174 58,890 60,657 62,478 64,353	Grade 12 qualification	None	One notch for every fully completed two years as on 31 March preceding the date of appointment less one year for candidates appointed from outside the public service after complying with the required educational qualification	<p>Compliance with the educational qualifications, statutory requirements and competencies for the grade as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes:</u> At the earliest after 5 years actual service on Grade 1, with 4 annual Above Average Performance assessments</p> <p>OR</p> <p>A combined total of 5 years actual service and appropriate post-registration experience, with at least 4 annual Above Average Performance assessments</p> <p><u>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</u> At the earliest after 10 years actual service on Grade 1, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>OR</p> <p>A combined total of 10 years actual service and appropriate post-registration experience, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p><u>Grade progression shall become effective from 1 April following the date on which the official met all requirements.</u></p>
		Grade 2	68274 70323 72432 74604 76842	Grade qualification OR Successful completion of the 2 nd year of studies of an appropriate tertiary qualification	12 years appropriate experience in Community Development work after obtaining the required qualification OR	One notch for every fully completed two years as on 31 March preceding the date of appointment less one year for candidates appointed from outside the public service after complying with the required educational and experience	<p>Compliance with the educational qualifications, statutory requirements and competencies for the grade as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes:</u></p>

Post	Grades (if any)	Salary levels and scales (Rpa)	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
			Registration/Qualifications	Experience		
			would be appropriate for appointment in the Community Development Practitioner career path	No experience after successful completion of the 2 nd academic year of an appropriate tertiary qualification that would be appropriate for appointment in the Community Development Practitioner career path	requirements	<p>At the earliest after 5 years actual service on Grade 1, with 4 annual Above Average Performance assessments</p> <p>OR</p> <p><u>Only in possession of a Grade 12 qualification</u> - A combined total of 15 years actual service and appropriate post-registration experience, with at least 4 annual Above Average Performance assessments</p> <p>OR</p> <p><u>Completed 2nd academic year of an appropriate tertiary qualification</u> - A combined total of 5 years actual service and appropriate post-registration experience, with at least 4 annual Above Average Performance assessments</p> <p>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</p> <p>At the earliest after 10 years actual service on Grade 1, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>OR</p> <p><u>Only in possession of a Grade 12 qualification</u> - A combined total of 20 years actual service and appropriate post-registration experience, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>OR</p> <p><u>Completed 2nd academic year of an appropriate tertiary qualification</u> - A combined total of 10 years actual service and appropriate post-registration experience, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all requirements.</p>

Post	Grades (if any)	Salary levels and scales (Rpa)	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
			Registration/Qualifications	Experience		
	Grade 3	81519 83964 86484 89079 91752 94506 97341 100260 103,269	Grade qualification OR Successful completion of the 2 nd year of studies of an appropriate tertiary qualification that would be appropriate for appointment in the Community Development Practitioner career path	12 A minimum of 20 years appropriate experience in Community Development work after obtaining the required qualification OR A minimum of 10 years appropriate experience successful completion of the 2 nd academic year of an appropriate tertiary qualification that would be appropriate for appointment in the Community Development Practitioner career path	One notch for every fully completed two years as on 31 March preceding the date of appointment less one year for candidates appointed from outside the public service after complying with the required educational and experience requirements	Promotion to higher vacant advertised post (open competition principle apply)
2	Community Development Practitioner career path					
2.1	Grade 1	89079 91752 94506 97341 100260 103269	An appropriate three year tertiary qualification	None	One notch for every fully completed two years as on 31 March preceding the date of appointment less one year for candidates appointed from outside the public service after complying with the required educational requirements	<p>Compliance with the educational qualifications, statutory requirements and competencies for the grade as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes:</u> At the earliest after 5 years actual service on Grade 1, with 4 annual Above Average Performance assessments OR A combined total of 5 years actual service and appropriate post-registration experience, with at least 4 annual Above Average Performance assessments</p>

Post	Grades (if any)	Salary levels and scales (Rpa)	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
			Registration/Qualifications	Experience		
	Grade 2	109560 112848 116232 119718 123309 127008	An appropriate three year tertiary qualification	A minimum of 10 years appropriate experience in Community Development work after obtaining the required tertiary qualification	One notch for every fully completed two years as on 31 March preceding the date of appointment less one year for candidates appointed from outside the public service after complying with the required educational and experience requirements	<p><u>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</u> At the earliest after 10 years actual service on Grade 1, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>OR</p> <p>A combined total of 10 years actual service and appropriate post-registration experience, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p><u>Grade progression shall become effective from 1 April following the date on which the official met all requirements.</u></p> <p>Compliance with the educational qualifications, statutory requirements and competencies for the grade as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes:</u> At the earliest after 5 years actual service on Grade 2, with 4 annual Above Average Performance assessments</p> <p>OR</p> <p>A combined total of 15 years actual service and appropriate post-registration experience, with at least 4 annual Above Average Performance assessments</p> <p><u>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</u> At the earliest after 10 years actual service on Grade 2, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>OR</p> <p>A combined total of 20 years actual service and appropriate post-registration experience, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p><u>Grade progression shall become effective from 1 April following the date on which the official met all requirements.</u></p>

[Handwritten signatures and initials]

Post	Grades (if any)	Salary levels and scales (Rpa)	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
			Registration/Qualifications	Experience		
	Grade3	134742 138783 142947 147234 151650 156201 160887 165714 170685 175806 181080	An appropriate three year tertiary qualification	A minimum of 20 years appropriate experience in Community Development work after obtaining the required tertiary qualification	One notch for every fully completed two years as on 31 March preceding the date of appointment less one year for candidates appointed from outside the public service after complying with the required educational and experience requirements	Promotion to higher vacant advertised post (open competition principle apply)
2.2	Grade 1	151650 156201 160887 165714 170685	Appropriate three year tertiary qualification	A minimum of 7 years recognisable experience in Community Development after obtaining the required qualification	One notch for every fully completed two years as on 31 March preceding the date of appointment less one year for candidates appointed from outside the public service after complying with the required educational and experience requirements	<p>Compliance with the educational qualifications, statutory requirements and competencies for the grade as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes:</u> At the earliest after 5 years actual service on Grade 1, with 4 annual Above Average Performance assessments</p> <p><u>Satisfactory Performance (Performance fully effective (and slightly above expectations) for grade progression purposes:</u> At the earliest after 10 years actual service on Grade 1, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all requirements.</p>

Post	Grades (if any)	Salary levels and scales (Rpa)	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
			Registration/Qualifications	Experience		
	Grade 2	181080 186513 192108 197871 203808 209922 216219	Appropriate year qualification	Grade not to used for advertisement and appointment purposes	None	Promotion to higher vacant advertised post (open competition principle apply)
2.3	Grade 1	203808 209922 216219 222705 229386	Appropriate year qualification	A minimum of 8 years recognisable experience in Community Development after obtaining the required qualification	None	Compliance with the educational qualifications, statutory requirements and competencies for the grade as contained in the appointment requirements as well as the following experiential competency: <u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes:</u> At the earliest after 5 years actual service on Grade 1, with 4 annual Above Average Performance assessments <u>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</u> At the earliest after 10 years actual service on Grade 1, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance <u>Grade progression shall become effective from 1 April following the date on which the official met all requirements.</u>
	Grade 2	236268 243357 250659 258180 265926 273903	Appropriate year qualification	Grade not to used for advertisement and appointment purposes	None	Promotion to higher vacant advertised post (open competition principle apply)

Post	Grades (if any)	Salary levels and scales (Rpa)	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
			Registration/Qualifications	Experience		
2.4	Grade 1	337527 347652 358083 368829 379893 (Total package)	Appropriate year qualification	A minimum of 10 years recognisable experience in Community Development after obtaining the required qualification	None	Compliance with the educational qualifications, statutory requirements and competencies for the grade as contained in the appointment requirements as well as the following experiential competency: <u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes:</u> At the earliest after 5 years actual service on Grade 1, with 4 annual Above Average Performance assessments <u>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</u> At the earliest after 10 years actual service on Grade 1, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance <u>Grade progression shall become effective from 1 April following the date on which the official met all requirements.</u>
2.5	Grade 2	403029 415119 427572 440400 453612 467220 (Total package)	Appropriate year qualification	Grade not to used for advertisement and appointment purposes	None	Promotion to higher vacant advertised post (open competition principle apply)
3	Community Development Policy career path					
3.1	Grade 1	127008 130818 134742 138783 142947	Appropriate year qualification	A minimum of 8 years recognisable experience in Community Development after obtaining the required qualification	One notch for every fully completed two years experience in community development policy as on 31 March preceding the date of appointment less one year for candidates appointed from outside the public service after	Compliance with the educational qualifications, statutory requirements and competencies for the grade as contained in the appointment requirements as well as the following experiential competency: <u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes:</u>

Post	Grades (if any)	Salary levels and scales (Rpa)	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
			Registration/Qualifications	Experience		
					<p>complying with the required educational and experience requirements</p> <p>At the earliest after 5 years actual service on Grade 1, with 4 annual Above Average Performance assessments OR A combined total of 13 years actual service and appropriate post-registration experience, of which at least 5 years must be experience in community policy development, with at least 4 annual Above Average Performance assessments</p> <p><u>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</u> At the earliest after 10 years actual service on Grade 1, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance OR A combined total of 18 years actual service and appropriate post-registration experience, of which at least 5 years must be experience in community policy development, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all requirements</p>	
	Grade 2	151650 156201 160887 165714 170685	Appropriate year qualification	<p>A minimum of 18 years recognisable experience in Community Development after obtaining the required qualification, of which 10 years must be appropriate experience in community development</p> <p>three tertiary</p>	<p>One notch for every fully completed two years experience in community development policy as on 31 March preceding the date of appointment less one year for candidates appointed from outside the public service after complying with the required educational and experience requirements</p>	<p>Compliance with the educational qualifications, statutory requirements and competencies for the grade as contained in the appointment requirements as well as the following experiential competency:</p> <p>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes: At the earliest after 5 years actual service on Grade 2, with 4 annual Above Average Performance assessments OR A combined total of 23 years actual service and appropriate post-registration experience, with at least 4 annual Above Average Performance assessments</p> <p><u>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</u> At the earliest after 10 years actual service on Grade 2, with at least a combination of 10 annual assessments of Satisfactory and/or</p>

Post	Grades (if any)	Salary levels and scales (Rpa)	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
			Registration/Qualifications	Experience		
						Above Average Performance OR A combined total of 28 years actual service and appropriate post-registration experience, with at least 10 annual assessments of Satisfactory or Above Average Performance Grade progression shall become effective from 1 April following the date on which the official met all requirements
	Grade 3	181080 186513 192108 197871 203808 209922 216219 222705 229386 236268 243357	Appropriate year qualification	A minimum of 28 years recognisable experience in Community Development after obtaining the required qualification of which 20 years must be appropriate experience in community policy development	One notch for every fully completed two years experience in community development policy as on 31 March preceding the date of appointment less one year for candidates appointed from outside the public service after complying with the required educational and experience requirements	Promotion to higher vacant advertised post (open competition principle apply)
3.2	Grade 1 Manager Community Development Policy	337527 347652 358083 368829 379893 (Total package)	Appropriate year qualification	A minimum of 10 years recognisable experience in Community Development after obtaining the required qualification, of which 5 years must be appropriate experience in community policy development	None	Compliance with the educational qualifications, and competencies for the grade as contained in the appointment requirements as well as the following experiential competency: <u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes:</u> At the earliest after 5 years actual service on Grade 1, with 4 annual Above Average Performance assessments <u>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</u> At the earliest after 10 years actual service on Grade 1, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance
						Grade progression shall become effective from 1 April following the date on which the official met all requirements.

Post	Grades (if any)	Salary levels and scales (Rpa)	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
			Registration/Qualifications	Experience		
	Grade 2	403029 415119 427572 440400 453612 467220 (Total package)	Appropriate year qualification	three tertiary appointment purposes	None	Promotion to higher vacant advertised post (open competition principle apply)

NORM FOR PERFORMANCE CATEGORIES

The following guideline, based on the statistical normal distribution curve principles, may be utilised to determine the number of employees that may be allocated the indicated performance categories. In terms of this normal distribution, about 25 percent of employees may generally perform at a level above performance fully effective (and slightly above expectations).

Performance Category	Total Score	The following % of staff should normally fall in this category
Unacceptable performance	69% and lower	3%
Performance not fully effective	70% - 99%	7%
Performance fully effective (and slightly above expectations)	100% - 114%	65%
Performance significantly above expectations	115% - 129%	15%
	130% - 149%	7%
Outstanding Performance	150% - 167%	3%

Jan
Ke
P

OSD FOR CHILD AND YOUTH CARE WORKER – CAREER PATHS, REMUNERATION AND POST STRUCTURE, APPOINTMENT REQUIREMENTS, RECOGNITION OF EXPERIENCE, GRADE PROGRESSION OPPORTUNITIES AND REQUIREMENTS

	Post	Grades (if any)	Salary levels and scales (Rpa)	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
				Registration/Qualifications	Experience		
1	Child and Youth Care Worker career path						
1.1	Child and Youth Care Worker	Grade 1	57,174 58,890 60,657 62,478 64,353	Grade qualification 12	None	One notch for every fully completed two years as on 31 March preceding the date of appointment less one year for candidates appointed from outside the public service after complying with the required educational requirements	<p>Compliance with the educational qualifications, statutory requirements and competencies for the grade as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes:</u> At the earliest after 5 years actual service on Grade 1, with 4 annual Above Average Performance assessments OR A combined total of 5 years actual service and appropriate post-registration experience, with at least 4 annual Above Average Performance assessments</p> <p><u>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</u> At the earliest after 10 years actual service on Grade 1, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance OR A combined total of 10 years actual service and appropriate post-registration experience, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all requirements.</p>
		Grade 2	68,274 70,323 72,432	Grade qualification 12	A minimum of 10 years appropriate experience in Child and Youth Care	One notch for every fully completed two years as on 31 March preceding the date of appointment less one year for	Compliance with the educational qualifications, statutory requirements and competencies for the grade as contained in the appointment requirements as well as the following experiential competency:

[Handwritten signatures and initials]

Post	Grades (if any)	Salary levels and scales (Rpa)	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
			Registration/Qualifications	Experience		
		74,604 76,842	the qualification	required	outside the public service after complying with the required educational requirements	<p><u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes:</u> At the earliest after 5 years actual service on Grade 2, with 4 annual Above Average Performance assessments</p> <p>OR</p> <p>A combined total of 15 years actual service and appropriate post-registration experience, with at least 4 annual Above Average Performance assessments</p> <p><u>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</u> At the earliest after 10 years actual service on Grade 2, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>OR</p> <p>A combined total of 20 years actual service and appropriate post-registration experience, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all requirements.</p>
1.2	Child and Youth Care Team Leader	64,353 66,285 68,274 70,323 72,432	Grade 12 qualification	A minimum of 7 years appropriate experience in Child and Youth Care work after obtaining the required qualification	One notch for every lully completed two years as on 31 March preceding the date of appointment less one year for candidates appointed from outside the public service after complying with the required educational requirements	<p>Compliance with the educational qualifications, statutory requirements and competencies for the grade as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes:</u> At the earliest after 5 years actual service on Grade 1, with 4 annual Above Average Performance assessments</p> <p>OR</p> <p>A combined total of 12 years actual service and appropriate post-registration experience, with at least 4 annual Above Average Performance assessments</p> <p>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</p>

	Post	Grades (if any)	Salary levels and scales (Rpa)	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
				Registration/Qualifications	Experience		
						<p>At the earliest after 10 years actual service on Grade 1, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>OR</p> <p>A combined total of 17 years actual service and appropriate post-registration experience, with at least 4 annual Above Average Performance assessments</p> <p>Grade progression shall become effective from 1 April following the date on which the official met all requirements.</p>	
		Grade 2	76,842 79,146 81,519 83,964 86,484 89,079	Grade 12 qualification	Grade not to be used for advertisement and appointment purposes	<p>One notch for every fully completed two years as on 31 March preceding the date of appointment less one year for candidates appointed from outside the public service after complying with the required educational requirements</p> <p>None</p>	<p>Promotion to higher vacant advertised post (open competition principle apply)</p>
1.3	Child and Youth Care Supervisor	Grade 1	81,519 83,964 86,484 89,079 91,752	Grade 12 qualification	<p>A minimum of 10 years appropriate experience in Child and Youth Care work after obtaining the required qualification</p>	<p>One notch for every fully completed two years as on 31 March preceding the date of appointment less one year for candidates appointed from outside the public service after complying with the required educational requirements</p>	<p>Compliance with the educational qualifications, statutory requirements and competencies for the grade as contained in the appointment requirements as well as the following experiential competency:</p> <p><u>Above Average Performance (Outstanding performance and Performance Significantly Above Expectations) for grade progression purposes:</u></p> <p>At the earliest after 5 years actual service on Grade 1, with 4 annual Above Average Performance assessments</p> <p><u>Satisfactory Performance (Performance fully effective (and slightly above expectations)) for grade progression purposes:</u></p> <p>At the earliest after 10 years actual service on Grade 1, with at least a combination of 10 annual assessments of Satisfactory and/or Above Average Performance</p> <p>Grade progression shall become effective from 1 April following</p>

Post	Grades (if any)	Salary levels and scales (Rpa)	Appointment requirements		Recognition of experience on appointment	Grade progression requirements/measures
			Registration/Qualifications	Experience		
						the date on which the official met all requirements.
	Grades 2	97,341 100,260 103,269 106,368 109,560	Grade 12 qualification	Grade not to used for advertisement and appointment purposes	None	Promotion to higher vacant advertised post (open competition principle apply)

NORM FOR PERFORMANCE CATEGORIES

The following guideline, based on the statistical normal distribution curve principles, may be utilised to determine the number of employees that may be allocated the indicated performance categories. In terms of this normal distribution, about 25 percent of employees may generally perform at a level above performance fully effective (and slightly above expectations).

Performance Category	Total Score	The following % of staff should normally fall in this category
Unacceptable performance	69% and lower	3%
Performance not fully effective	70% - 99%	7%
Performance fully effective (and slightly above expectations)	100% - 114%	65%
Performance significantly above expectations	115% - 129%	15%
	130% - 149%	7%
Outstanding Performance	150% - 167%	3%



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

TRANSLATION TABLES (KEYS): PHASE 1

TRANSLATION FROM THE OCCUPATIONS SOCIAL WORKER, PROBATION OFFICER, COMMUNITY DEVELOPMENT PRACTITIONER, ASSISTANT COMMUNITY DEVELOPMENT PRACTITIONER, SOCIAL AUXILIARY WORKER AND CHILD AND YOUTH CARE WORKER TO THE OSDs FOR SOCIAL WORKER, COMMUNITY DEVELOPMENT PRACTITIONER AND CHILD AND YOUTH CARE WORKER

- 1 The translation tables (keys) to the **OSD for Social Worker** provide for translation to the following career paths:
 - 1.1 Social Worker and supervisory/managerial levels
 - 1.2 Social Work Policy and managerial levels (Head Office/national/provincial level)
 - 1.3 Social Auxiliary Worker
- 2 The translation tables (keys) to the **OSD for Community Development Practitioner** provide for translation to the following career paths:
 - 2.1 Community Development Practitioner and supervisory/managerial levels
 - 2.2 Community Development Policy and managerial levels (Head Office/national/provincial level)
 - 2.3 Community Development Assistant
- 3 The translations tables (keys) to the **OSD for Child and Youth Care Worker** provide for translation to the following career paths:
 - 3.1 Child and Youth Care Worker, Team Leaders and Supervisory levels
- 4 Translation in terms of these translation tables (keys) to the production grades (levels) mentioned here-under to the respective OSDs constitute the **minimum** translation to the revised dispensations. The position of all employees who are translated to these grades must be re-calculated in terms of the Phase 2 translation process:
 - 4.1 **Social Worker**
 - 4.1.1 Social Auxiliary Worker Grades 1, 2 and 3
 - 4.1.2 Social Worker Grades 1, 2, 3 and 4
 - 4.1.3 Social Work Supervisor Grade I
 - 4.1.4 Social Work Policy Developer Grades 1 and 2

4.2 **Community Development Practitioner**

- 4.2.1 Community Development Assistant Grades 1, 2 and 3
- 4.2.2 Community Development Practitioner Grades 1, 2 and 3
- 4.2.3 Community Development Supervisor Grade 1
- 4.2.4 Community Development Policy Developer Grades 1, 2 and 3

4.3 **Child and Youth/Care Worker**

- 4.3.1 Child and Youth Care Worker Grades 1 and 2
- 4.3.2 Child and Youth Care Team Leader Grades 1 and 2
- 4.3.3 Child and Youth Care Supervisor Grade 1

- 5 Where the translation of an employee cannot be dealt with in terms of these translation keys, departments must submit the full particulars of the employee and the position to which he/she is to be translated to the **dpsa** for an appropriate translation key.
- 6 The positions of employees appointed after 1 April 2008 should be reconsidered as if they were appointed in terms of the OSD.
- 7 Employees on salaries above the maximum of the salary grades attached to the relevant posts will be on personal salaries and will not qualify for pay or grade progression.

Legend

- Prog : Progression (for purposes of pay progression)
- P : Personal
- Rpa : Rand per annum
- OSD : Occupational Specific Dispensation



OSD: Social Worker
Social Work career path

Part A Translation of Social Workers on salary levels 6, 7, 8 and 9 to Social Worker Grades 1, 2, 3 or 4

31 March 2008		1 April 2008: Revised dispensation (OSD)			
Post/rank:	Social Worker	Social Worker Grade 1	Social Worker Grade 2	Social Worker Grade 3	Social Worker Grade 4
Salary level:	6	SW-A4	SW-A5	SW-A6	SW-A7
Salary scale (Rpa):	85,362 X Prog - 99,108	106,368 X Prog - 123,309	130,818 X Prog - 151,650	160,887 X Prog - 186,513	197,871 X Prog - 243,357
Translation:	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	85,362	106,368			
	86,223	106,368			
	87,081	106,368			
	87,960	106,368			
	88,833	106,368			
	89,724	106,368			
	90,618	106,368			
	91,521	106,368			
	92,442	106,368			
	93,366	106,368			
	94,299	106,368			
	95,238	106,368			
	96,195	106,368			
	97,155	106,368			
	98,127	106,368			
	99,108	106,368			

Post/rank:	Social Worker	Social Worker Grade 1	Social Worker Grade 2	Social Worker Grade 3	Social Worker Grade 4
7	SW-A4	SW-A5	SW-A6	SW-A7	
106,335 X Prog - 123,456	106,368 X Prog - 123,309	130,818 X Prog - 151,650	160,887 X Prog - 186,513	197,871 X Prog - 243,357	
<u>Notch</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
106,335	106,368				
107,397	109,560				
108,474	109,560				
109,557	109,560				
110,652	112,848				
111,756	112,848				
112,875	116,232				
114,003	116,232				
115,143	116,232				
116,295	119,718				
117,456	119,718				
118,635	119,718				
119,817	123,309				
121,017	123,309				
122,232	123,309				
123,456					
124,866 (P)		130,818			
		130,818			

LM

 Kc.

Post/rank:	Senior Social Worker	Social Worker Grade 1	Social Worker Grade 2	Social Worker Grade 3	Social Worker Grade 4
Salary level:	8	SW-A4	SW-A5	SW-A6	SW-A7
Salary scale (Rpa):	132,054 X Prog - 153,312	106,368 X Prog - 123,309	130,818 X Prog - 151,650	160,887 X Prog - 186,513	197,871 X Prog - 243,357
Translation:	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	132,054	-----	134,742	-----	-----
	133,380	-----	134,742	-----	-----
	134,718	-----	134,742	-----	-----
	136,059	-----	138,783	-----	-----
	137,424	-----	138,783	-----	-----
	138,792	-----	142,947	-----	-----
	140,181	-----	142,947	-----	-----
	141,582	-----	142,947	-----	-----
	143,001	-----	147,234	-----	-----
	144,426	-----	147,234	-----	-----
	145,869	-----	147,234	-----	-----
	147,327	-----	151,650	-----	-----
	148,803	-----	151,650	-----	-----
	150,291	-----	151,650	-----	-----
	151,794	-----	-----	160,887	-----
	153,312	-----	-----	160,887	-----

3

Post/rank:	Principal Social Worker (Specialist Production)	Social Worker Grade 1	Social Worker Grade 2	Social Worker Grade 3	Social Worker Grade 4
Salary level:	9	SW-A4	SW-A5	SW-A6	SW-A7
Salary scale (Rpa):	157,686 X Prog - 183,066	106,368 X Prog - 123,309	130,818 X Prog - 151,650	160,887 X Prog - 186,513	197,871 X Prog - 243,357
Translation:	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	157,686			160,887	
	159,255			160,887	
	160,851			160,887	
	162,462			165,714	
	164,088			165,714	
	165,729			170,685	
	167,385			170,685	
	169,059			170,685	
	170,748			175,806	
	172,449			175,806	
	174,180			175,806	
	175,920			181,080	
	177,681			181,080	
	179,457			181,080	
	181,251			186,513	
	183,066			186,513	

Part B Translation of Social Worker (Supervisor - small component) on salary level 9 to Social Work Supervisor Grade 1

31 March 2008		1 April 2008: Revised dispensation (OSD)	
Post/rank:	Social Worker (Supervise small component)	Social Work Supervisor Grade 1	Social Work Supervisor Grade 2
<u>Salary level:</u>	9	SW-A8	SW-A9
<u>Salary scale (Rpa):</u>	157,686 X Prog - 183,066	160,887 X Prog - 186,513	197,871 X Prog - 299,301
<u>Translation:</u>	157,686	160,887	-----
	159,255	160,887	-----
	160,851	160,887	-----
	162,462	165,714	-----
	164,088	165,714	-----
	165,729	170,685	-----
	167,385	170,685	-----
	169,059	170,685	-----
	170,748	175,806	-----
	172,449	175,806	-----
	174,180	175,806	-----
	175,920	181,080	-----
	177,681	181,080	-----
	179,457	181,080	-----
	181,251	186,513	-----
	183,066	186,513	-----

Part C Translation of Assistant Social Work Manager (Supervisor - larger component) on salary level 10 to Social Work Supervisor Grade 2

31 March 2008 1 April 2008: Revised dispensation (OSD)

Post/rank:	Assistant Social Work Manager (Supervise larger component)	Social Work Supervisor Grade 1	Social Work Supervisor Grade 2
Salary level:	10	SW-A8	SW-A9
Salary scale (Rpa):	196,815 X Prog - 228,492	160,887 X Prog - 186,513	197,871 X Prog - 299,301
Translation:	196,815	-----	197,871
	198,780	-----	203,808
	200,769	-----	203,808
	202,782	-----	203,808
	204,804	-----	209,922
	206,856	-----	209,922
	208,926	-----	209,922
	211,008	-----	216,219
	213,120	-----	216,219
	215,253	-----	216,219
	217,404	-----	222,705
	219,582	-----	222,705
	221,775	-----	222,705
	223,992	-----	229,386
	226,230	-----	229,386
	228,492	-----	229,386

Part D Translation of Social Work Manager on salary level 11&12 to Social Work Manager Grades 1 & 2

31 March 2008		1 April 2008: Revised dispensation (OSD)	
Post/rank:	Social Worker Manager	Social Work Manager Grade 1	Social Work Manager Grade 2
Salary level:	11	SW-A10	SW-A11
Salary scale (Rpaal):	311,358 X Prog - 360,909 (MMS total package system)	337,527 X Prog - 379,893 (MMS total package system)	403,029 X Prog - 467,220 (MMS total package system)
Translation:	311,358	337,527	403,029
	314,439	337,527	403,029
	317,544	337,527	403,029
	320,685	337,527	403,029
	323,859	337,527	403,029
	327,063	337,527	403,029
	330,297	337,527	403,029
	333,564	337,527	403,029
	336,867	337,527	403,029
	340,200	337,527	403,029
	343,563	347,652	403,029
	346,962	347,652	403,029
	350,400	358,083	403,029
	353,871	358,083	403,029
	357,372	358,083	403,029
	360,909	368,829	403,029

1

Translation measures SW Higher levels

<u>Post/rank:</u> <u>Salary level:</u> <u>Salary scale (Rpa):</u> <u>Translation:</u>	Social Worker Manager 12 369,000 X Prog - 427,836 (MMS total package system) <u>Notch</u>	Social Work Manager Grade 1 SW-A10 337,527 X Prog - 379,893 (MMS total package system) <u>Notch</u>	Social Work Manager Grade 2 SW-A11 403,029 X Prog - 467,220 (MMS total package system) <u>Notch</u>
	369,000	379,893	-----
	372,654	379,893	-----
	376,347	379,893	-----
	380,076	-----	-----
	383,844	-----	403,029
	387,645	-----	403,029
	391,485	-----	403,029
	395,367	-----	403,029
	399,285	-----	403,029
	403,242	-----	403,029
	407,238	-----	415,119
	411,276	-----	415,119
	415,353	-----	415,119
	419,469	-----	427,572
	423,630	-----	427,572
	427,836	-----	427,572
			440,400



Ke.

Translation measures SW Higher levels

Social Work Policy career path

Part E Translation of Social Workers on salary levels 8 and 9 who are involved in policy development at Head Office, national and provincial level to Social Work Policy Developer Grades 1 and 2

31 March 2008		1 April 2008: Revised dispensation (OSD)	
<u>Post/rank:</u>	Senior Social Worker (policy development)	Social Work Policy Developer Grade 1	Social Work Policy Developer Grade 2
<u>Salary level:</u>	8	SW-B1	SW-B2
<u>Salary scale (Rpa):</u>	132,054 X Prog - 153,312	151,650 X Prog - 170,685	181,080 X Prog - 243,357
<u>Translation:</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	132,054	151,650	-----
	133,380	151,650	-----
	134,718	151,650	-----
	136,059	151,650	-----
	137,424	151,650	-----
	138,792	151,650	-----
	140,181	151,650	-----
	141,582	151,650	-----
	143,001	151,650	-----
	144,426	151,650	-----
	145,869	151,650	-----
	147,327	151,650	-----
	148,803	151,650	-----
	150,291	151,650	-----
	151,794	156,201	-----
	153,312	156,201	-----

<u>Post/rank:</u> <u>Salary level:</u> <u>Salary scale (Rpa):</u> <u>Translation:</u>	Principal Social Worker (policy development - specialist production) 9 157,686 X Prog - 183,066 <u>Notch</u>	Social Work Policy Developer Grade 1 SW-B1 151,650 X Prog - 170,685 <u>Notch</u>	Social Work Policy Developer Grade 2 SW-B2 181,080 X Prog - 243,357 <u>Notch</u>
	157,686	160,887	-----
	159,255	160,887	-----
	160,851	160,887	-----
	162,462	165,714	-----
	164,088	165,714	-----
	165,729	170,685	-----
	167,385	170,685	-----
	169,059	170,685	-----
	170,748	-----	-----
	172,449	-----	181,080
	174,180	-----	181,080
	175,920	-----	181,080
	177,681	-----	181,080
	179,457	-----	181,080
	181,251	-----	186,513
	183,066	-----	186,513

4

Part F Translation of Social Work Managers on salary level 11 and 12 who are involved in policy development at head office level (national & provincial) to Manager: Social Work Policy

31 March 2008		1 April 2008: Revised dispensation (OSD)	
Post/rank:	Social Worker Manager (policy development)	Manager: Social Work Policy Grade 1	Manager: Social Work Policy Grade 2
Salary level:	11	SW-B3	SW-B4
Salary scale (Rpa):	311,358 X Prog - 360,909 (MMS total package system) <u>Notch</u>	337,527 X Prog - 379,893 (MMS total package system) <u>Notch</u>	403,029 X Prog - 467,220 (MMS total package system) <u>Notch</u>
Translation:			
	311,358	337,527	-----
	314,439	337,527	-----
	317,544	337,527	-----
	320,685	337,527	-----
	323,859	337,527	-----
	327,063	337,527	-----
	330,297	337,527	-----
	333,564	337,527	-----
	336,867	337,527	-----
	340,200	347,652	-----
	343,563	347,652	-----
	346,962	347,652	-----
	350,400	358,083	-----
	353,871	358,083	-----
	357,372	358,083	-----
	360,909	368,829	-----

<u>Post/rank:</u> <u>Salary level:</u> <u>Salary scale (Rpa):</u> <u>Translation:</u>	Social Worker Manager (policy development) 12 369,000 X Prog - 427,836 (MMS total package system) <u>Notch</u>	Manager: Social Work Policy Grade 1 SW-B3 337,527 X Prog - 379,893 (MMS total package system) <u>Notch</u>	Manager: Social Work Policy Grade 2 SW-B4 403,029 X Prog - 467,220 (MMS total package system) <u>Notch</u>
	369,000	379,893	
	372,654	379,893	
	376,347	379,893	
	380,076	-----	
	383,844	-----	403,029
	387,645	-----	403,029
	391,485	-----	403,029
	395,367	-----	403,029
	399,285	-----	403,029
	403,242	-----	415,119
	407,238	-----	415,119
	411,276	-----	415,119
	415,353	-----	427,572
	419,469	-----	427,572
	423,630	-----	427,572
	427,836	-----	440,400

2

Handwritten signature and initials, including a circled 'D' and the letters 've'.

Part G Translation of Probation Officers on salary levels 6, 7, 8 and 9 to Social Worker Grades 1, 2 or 3
 (Note: Assistant Probation Officers is included in Social Auxiliary Workers)

31 March 2008		1 April 2008: Revised dispensation (OSD)			
Post/rank:	Probation Officer	Social Worker Grade 1	Social Worker Grade 2	Social Worker Grade 3	Social Worker Grade 4
Salary level:	6	SW-A4	SW-A5	SW-A6	SW-A7
Salary scale (Rpa):	85,362 X Prog - 99,108	106,368 X Prog - 123,309	130,818 X Prog - 151,650	160,887 X Prog - 186,513	197,871 X Prog - 243,357
Translation:	Notch	Notch	Notch	Notch	Notch
	85,362	106,368			
	86,223	106,368			
	87,081	106,368			
	87,960	106,368			
	88,833	106,368			
	89,724	106,368			
	90,618	106,368			
	91,521	106,368			
	92,442	106,368			
	93,366	106,368			
	94,299	106,368			
	95,238	106,368			
	96,195	106,368			
	97,155	106,368			
	98,127	106,368			
	99,108	106,368			

<u>Post/rank:</u> <u>Salary level:</u> <u>Salary scale (Rpai):</u> <u>Translation:</u>	Probation Officer 7 106,335 X Prog - 123,456 <u>Notch</u>	Social Worker Grade 1 SW-A4 106,368 X Prog - 123,309 <u>Notch</u>	Social Worker Grade 2 SW-A5 130,818 X Prog - 151,650 <u>Notch</u>	Social Worker Grade 3 SW-A6 160,887 X Prog - 186,513 <u>Notch</u>	Social Worker Grade 4 SW-A7 197,871 X Prog - 243,357 <u>Notch</u>
	106.335	106.368			
	107.397	109.560			
	108.474	109.560			
	109.557	109.560			
	110.652	112.848			
	111.756	112.848			
	112.875	116.232			
	114.003	116.232			
	115.143	116.232			
	116.295	119.718			
	117.456	119.718			
	118.636	119.718			
	119.817	123.309			
	121.017	123.309			
	122.232	123.309			
	123.456		130.818		
	124866 (P)		130.818		

2

<u>Post/rank:</u> <u>Salary level:</u> <u>Salary scale (Rpa):</u> <u>Translation:</u>	Probation Officer 8 132,054 X Prog - 153,312 <u>Notch</u>	Social Worker Grade 1 SW-A4 106,368 X Prog - 123,309 <u>Notch</u>	Social Worker Grade 2 SW-A5 130,818 X Prog - 151,650 <u>Notch</u>	Social Worker Grade 3 SW-A6 160,887 X Prog - 186,513 <u>Notch</u>	Social Worker Grade 4 SW-A7 197,871 X Prog - 243,357 <u>Notch</u>
	132,054		134,742		
	133,380		134,742		
	134,718		134,742		
	136,059		138,783		
	137,424		138,783		
	138,792		142,947		
	140,181		142,947		
	141,582		142,947		
	143,001		147,234		
	144,426		147,234		
	145,869		147,234		
	147,327		151,650		
	148,803		151,650		
	150,291		151,650		
	151,794			160,887	
	153,312			160,887	

3

Handwritten signatures and initials

<u>Post/rank:</u>	<u>Probation Officer</u>	<u>Social Worker Grade 1</u>	<u>Social Worker Grade 2</u>	<u>Social Worker Grade 3</u>	<u>Social Worker Grade 4</u>
<u>Salary level:</u>	9	SW-A4	SW-A5	SW-A6	SW-A7
<u>Salary scale (Rpa):</u>	157,686 X Prog - 183,066	106,368 X Prog - 123,309	130,818 X Prog - 151,650	160,887 X Prog - 186,513	197,871 X Prog - 243,357
<u>Translation:</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	157,686			160,887	
	159,255			160,887	
	160,851			160,887	
	162,462			165,714	
	164,088			165,714	
	165,729			170,685	
	167,385			170,685	
	169,059			170,685	
	170,748			175,806	
	172,449			175,806	
	174,180			175,806	
	175,920			181,080	
	177,681			181,080	
	179,457			181,080	
	181,251			186,513	
	183,066			186,513	

4

[Handwritten signature and initials]

Part H Translation of Probation Officers (Supervisor - small component) on salary level 9 to Social Work Supervisor Grade 1

31 March 2008		1 April 2008: Revised dispensation (OSD)	
Post/rank:	Probation Officer (Supervise small component)	Social Work Supervisor Grade 1	Social Work Supervisor Grade 2
Salary level:	9	SW-A8	SW-A9
Salary scale (Rpa):	157,686 X Prog - 183,066	160,887 X Prog - 186,513	197,871 X Prog - 299,301
Translation:	157,686	160,887	-----
	159,255	160,887	-----
	160,851	160,887	-----
	162,462	165,714	-----
	164,088	165,714	-----
	165,729	170,685	-----
	167,385	170,685	-----
	169,059	170,685	-----
	170,748	175,806	-----
	172,449	175,806	-----
	174,180	175,806	-----
	175,920	181,080	-----
	177,681	181,080	-----
	179,457	181,080	-----
	181,251	186,513	-----
	183,066	186,513	-----

Part I Translation of Probation Officers (Supervisor - larger component) on salary level 10 to Social Work Supervisor Grade 2

31 March 2008		1 April 2008: Revised dispensation (OSD)	
<u>Post/rank:</u>	Probation Officer (Supervise larger component)	Social Work Supervisor Grade 1	Social Work Supervisor Grade 2
<u>Salary level:</u>	10	SW-A8	SW-A9
<u>Salary scale (Rpa):</u>	196,815 X Prog - 228,492	160,887 X Prog - 186,513	197,871 X Prog - 299,301
<u>Translation:</u>	196,815	-----	197,871
	198,780	-----	203,808
	200,769	-----	203,808
	202,782	-----	203,808
	204,804	-----	209,922
	206,856	-----	209,922
	208,926	-----	209,922
	211,008	-----	216,219
	213,120	-----	216,219
	215,253	-----	216,219
	217,404	-----	222,705
	219,582	-----	222,705
	221,775	-----	222,705
	223,992	-----	229,386
	226,230	-----	229,386
	228,492	-----	229,386

Handwritten signatures and initials.

Social Auxiliary career path

Part J Translation of Social Auxiliary Workers (including Assistant Probation Officers) on salary levels 2, 3, 4, 5 and 6 to Social Auxiliary Worker Grades 1, 2 or 3

31 March 2008		1 April 2008: Revised dispensation (OSD)		
<u>Post/rank:</u>	Social Auxiliary Worker/ Assistant Probation Officer	Social Auxiliary Worker Grade 1	Social Auxiliary Worker Grade 2	Social Auxiliary Worker Grade 3
<u>Salary level:</u>	2	SW-A1	SW-A2	SW-A3
<u>Salary scale (Rpa):</u>	43 245 X Prog - 48,249	60,657 X Prog - 68,274	72,432 X Prog - 81,519	86,484 X Prog - 109,560
<u>Translation:</u>		<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	43,245	60,657	-----	-----
	43,680	60,657	-----	-----
	44,112	60,657	-----	-----
	44,553	60,657	-----	-----
	45,006	60,657	-----	-----
	45,453	60,657	-----	-----
	45,900	60,657	-----	-----
	46,365	60,657	-----	-----
	46,827	60,657	-----	-----
	47,292	60,657	-----	-----
	47,772	60,657	-----	-----
	48,249	60,657	-----	-----

<u>Post/rank:</u> <u>Salary level:</u> <u>Salary scale (Rpa):</u> <u>Translation:</u>	Social Auxiliary Worker/ Assistant Probation Officer 3 49,665 X Prog - 57,663	Social Auxiliary Worker Grade 1 SW-A1 60,657 X Prog - 68,274 <u>Notch</u>	Social Auxiliary Worker Grade 2 SW-A2 72,432 X Prog - 81,519 <u>Notch</u>	Social Auxiliary Worker Grade 3 SW-A3 86,484 X Prog - 109,560 <u>Notch</u>
	49,665	60,657		
	50,166	60,657		
	50,667	60,657		
	51,177	60,657		
	51,684	60,657		
	52,203	60,657		
	52,728	60,657		
	53,253	60,657		
	53,787	60,657		
	54,321	60,657		
	54,867	60,657		
	55,419	60,657		
	55,968	60,657		
	56,529	60,657		
	57,093	60,657		
	57,663	60,657		

<u>Post/rank:</u> <u>Salary level:</u> <u>Salary scale (Rpa):</u> <u>Translation:</u>	Social Auxiliary Worker/ Assistant Probation Officer 4 58,290 X Prog - 67,668 <u>Notch</u>	Social Auxiliary Worker Grade 1 SW-A1 60,657 X Prog - 68,274 <u>Notch</u>	Social Auxiliary Worker Grade 2 SW-A2 72,432 X Prog - 81,519 <u>Notch</u>	Social Auxiliary Worker Grade 3 SW-A3 86,484 X Prog - 109,560 <u>Notch</u>
	58,290	60,657		
	58,872	60,657		
	59,460	60,657		
	60,054	60,657		
	60,657	60,657		
	61,260	62,478		
	61,875	62,478		
	62,490	64,353		
	63,117	64,353		
	63,753	64,353		
	64,386	66,285		
	65,028	66,285		
	65,679	66,285		
	66,336	68,274		
	66,999	68,274		
	67,668	68,274		

<u>Post/rank:</u> <u>Salary level:</u> <u>Salary scale (Rpa):</u> <u>Translation:</u>	Social Auxiliary Worker/ Assistant Probation Officer 5 68,955 X Prog - 80,058 <u>Notch</u>	Social Auxiliary Worker Grade 1 SW-A1 60,657 X Prog - 68,274 <u>Notch</u>	Social Auxiliary Worker Grade 2 SW-A2 72,432 X Prog - 81,519 <u>Notch</u>	Social Auxiliary Worker Grade 3 SW-A3 86,484 X Prog - 109,560 <u>Notch</u>
	68,955	-----		-----
	69,645	-----		-----
	70,341	-----		-----
	71,043	-----		-----
	71,754	-----		-----
	72,468	-----		-----
	73,194	-----		-----
	73,926	-----		-----
	74,667	-----		-----
	75,414	-----		-----
	76,167	-----		-----
	76,929	-----		-----
	77,700	-----		-----
	78,477	-----		-----
	79,260	-----		-----
	80,058	-----		-----
			72,432	-----
			72,432	-----
			72,432	-----
			72,432	-----
			72,432	-----
			74,604	-----
			74,604	-----
			74,604	-----
			76,842	-----
			76,842	-----
			76,842	-----
			79,146	-----
			79,146	-----
			79,146	-----
			81,519	-----
			81,519	-----