

<u>Post/rank:</u> <u>Salary level:</u> <u>Salary scale (Rpa):</u> <u>Translation:</u>	Social Auxiliary Worker/ Assistant Probation Officer 6 85,362 X Prog - 99,108 <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 72432 X Prog - 81,519 <u>Notch</u>	Social Auxiliary Worker Grade 3 SW-A3 86,484 X Prog - 109,560 <u>Notch</u>
	85,362	-----	-----	86,484
	86,223	-----	-----	86,484
	87,081	-----	-----	89,079
	87,960	-----	-----	89,079
	88,833	-----	-----	89,079
	89,724	-----	-----	91,752
	90,618	-----	-----	91,752
	91,521	-----	-----	91,752
	92,442	-----	-----	94,506
	93,366	-----	-----	94,506
	94,299	-----	-----	94,506
	95,238	-----	-----	97,341
	96,195	-----	-----	97,341
	97,155	-----	-----	97,341
	98,127	-----	-----	100,260
	99,108	-----	-----	100,260



Handwritten signature and initials, possibly 'Kee' or similar, located at the bottom right of the page.

Post/rank: Salary level: Salary scale (Rpa): Translation:	Social Auxiliary Worker/ Assistant Probation Officer 7 106,336 X Prog - 123,456 Notch	Social Auxiliary Worker Grade 1 SW-A1 60,657 X Prog - 68,274 Notch	Social Auxiliary Worker Grade 2 SW-A2 72432 X Prog - 81,519 Notch	Social Auxiliary Worker Grade 3 SW-A3 86,484 X Prog - 109,560 Notch
	106,335	-----	-----	106,368
	107,397	-----	-----	109,560
	108,474	-----	-----	109,560
	109,557	-----	-----	109,560
	110,652	-----	-----	112,845
	111,756	-----	-----	112,845
	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	-----	-----	127,008



<u>Post/rank:</u> <u>Salary level:</u> <u>Salary scale (Rpa):</u> <u>Translation:</u>	<p style="text-align: center;">6</p> <p style="text-align: center;">85,362 X Prog - 99,108</p> <p style="text-align: center;"><u>Notch</u></p>	<p style="text-align: center;">CD-B1</p> <p style="text-align: center;">89,079 X Prog - 103,269</p> <p style="text-align: center;"><u>Notch</u></p>	<p style="text-align: center;">CD-B2</p> <p style="text-align: center;">109,560 X Prog - 127,008</p> <p style="text-align: center;"><u>Notch</u></p>	<p style="text-align: center;">CD-B3</p> <p style="text-align: center;">134,742 X Prog - 181,080</p> <p style="text-align: center;"><u>Notch</u></p>
	85,362	89,079		
	86,223	89,079		
	87,081	89,079		
	87,960	89,079		
	88,833	89,079		
	89,724	91,752		
	90,618	91,752		
	91,521	91,752		
	92,442	94,506		
	93,366	94,506		
	94,299	94,506		
	95,238	97,341		
	96,195	97,341		
	97,155	97,341		
	98,127	100,260		
	99,108	100,260		

1

<u>Post/rank:</u>  <u>Salary level:</u>  <u>Salary scale (Rpa):</u>  <u>Translation:</u>	Community Development Practitioner  7  106,335 X Prog - 123,456  <u>Notch</u>	Community Development Practitioner Grade 1  CD-B1  89,079 X Prog - 103,269  <u>Notch</u>	Community Development Practitioner Grade 2  CD-B2  109,560 X Prog - 127,008  <u>Notch</u>	Community Development Practitioner Grade 3  CD-B3  134,742 X Prog - 181,080  <u>Notch</u>
	106,335	-----	109,560	-----
	107,397	-----	109,560	-----
	108,474	-----	109,560	-----
	109,567	-----	109,560	-----
	110,662	-----	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	-----	127,008	-----
	124,866 (P)	-----	127,008	-----

2

Post/rank:	Community Development Practitioner	Community Development Practitioner Grade 1	Community Development Practitioner Grade 2	Community Development Practitioner Grade 3
Salary level:	8	CD-B1	CD-B2	CD-B3
Salary scale (Rpa):	132,054 X Prog - 153,312	89,079 X Prog - 103,269	109,560 X Prog - 127,008	134,742 X Prog - 181,080
Translation:	<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	-----	-----	156,201
	153,312	-----	-----	156,201

3

Handwritten signature and initials in the bottom right corner of the page.

<u>Post/rank:</u>  <u>Salary level:</u>  <u>Salary scale (Rpa):</u>  <u>Translation:</u>	Community Development Practitioner  9  157,686 X Prog - 183,066  <u>Notch</u>	Community Development Practitioner Grade 1  CD-B1  89,079 X Prog - 103,269  <u>Notch</u>	Community Development Practitioner Grade 2  CD-B2  109,560 X Prog - 127,008  <u>Notch</u>	Community Development Practitioner Grade 3  CD-B3  134,742 X Prog - 181,080  <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
				P
				P

4

**Part B Translation of Community Development Supervisor on salary levels 8 and 9 to Community Development Supervisor Grades 1 and 2**

31 March 2008		1 April 2008: Revised dispensation (OSD)	
<u>Post/rank:</u>	Community Development Supervisor	Community Development Supervisor Grade 1	Community Development Supervisor Grade 2
<u>Salary level:</u>	8	CD-A7	CD-A8
<u>Salary scale (Rpa):</u>	132,054 X Prog - 153,312	151,650 X Prog - 170,685	181,080 X Prog - 216,219
<u>Translation:</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>	Community Development Supervisor 9 157,686 X Prog - 183,066	Community Development Supervisor Grade 1 CD-A7 151,650 X Prog - 170,685	Community Development Supervisor Grade 2 CD-A8 181,080 X Prog - 216,219
<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	-----	181,080
	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

Part C Translation of Assistant Manager Community Development on salary level 10 to Assistant Manager Community Development Grade 1 and 2

31 March 2008		1 April 2008: Revised dispensation (OSD)	
Post/rank:	Assistant Manager Community Development	Assistant Manager Community Development Grade 1	Assistant Manager Community Development Grade 2
Salary level:	9	CD-A9	CD-A10
Salary scale (Rpa):	157,686 X Prog - 183,066	203,808 X Prog - 229,386	243,357 X Prog - 273,903
Translation:	157,686	203,808	
	159,255	203,808	
	160,851	203,808	
	162,462	203,808	
	164,088	203,808	
	165,729	203,808	
	167,385	203,808	
	169,059	203,808	
	170,748	203,808	
	172,449	203,808	
	174,180	203,808	
	175,920	203,808	
	177,681	203,808	
	179,457	203,808	
	181,251	203,808	
	183,066	203,808	

<u>Post/rank:</u> <u>Salary level:</u> <u>Salary scale (Rpa):</u> <u>Translation:</u>	Assistant Manager Community Development	Assistant Manager Community Development	Assistant Manager Community Development
	10	Grade 1	Grade 2
	196,815 X Prog - 228,492	203,808 X Prog - 229,386	243,357 X Prog - 273,903
	196,815	203,808	
	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]*

Part D Translation of Deputy Manager Community Development on salary levels 11 & 12 to Manager Community Development Grades 1 & 2

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

Pos/Rank:	Deputy Manager Community Development	Manager Community Development Grade 1	Manager Community Development Grade 2
Salary level:	11	CD-A11	CD-A12
Salary scale (Rpa):	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	
	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	368,629	

Handwritten signature and initials, possibly 'Vc' and 'Me'.

<b>Post/rank:</b> <b>Salary level:</b> <b>Salary scale (Rpa):</b> <b>Translation:</b>	<b>Manager Community Development</b>  <b>12</b>  <b>369,000 X Prog - 427,836</b> (MMS total package system)	<b>Manager Community Development Grade 1</b>  <b>CD-A11</b>  <b>337,527 X Prog - 379,893</b> (MMS total package system)	<b>Manager Community Development Grade 2</b>  <b>CD-A12</b>  <b>403,029 X Prog - 467,220</b> (MMS total package system)
	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		440,400

Community Development Policy career path

Part F Translation of Community Development Practitioner on salary levels 7, 8, 9 and 10 to Community Development Policy Developer Grades 1, 2 or 3

31 March 2008		1 April 2008: Revised dispensation (OSD)		
Post/rank:	Community Development Practitioner (policy development)	Community Development Policy Developer Grade 1	Community Development Policy Developer Grade 2	Community Development Policy Developer Grade 3
Salary level:	7	CD-B1	CD-B2	CD-B3
Salary scale (Rpa):	106,335 X Prog - 123,456	127,008 X Prog - 142,947	151,650 X Prog - 170,685	181,080 X Prog - 243,357
Translation:	Notch	Notch	Notch	Notch
	106,335	127,008		
	107,397	127,008		
	108,474	127,008		
	109,557	127,008		
	110,652	127,008		
	111,756	127,008		
	112,875	127,008		
	114,003	127,008		
	115,143	127,008		
	116,295	127,008		
	117,456	127,008		
	118,635	127,008		
	119,817	127,008		
	121,017	127,008		
	122,232	127,008		
	123,456	127,008		
	124,866 (P)	127,008		

2

<u>Post/rank:</u>  <u>Salary level:</u>  <u>Salary scale (Rpa):</u>  <u>Translation:</u>	Community Development Practitioner (policy development)  8  132,054 X Prog - 153,312  <u>Notch</u>	Community Development Policy Developer Grade 1  CD-B1  127,008 X Prog - 142,947  <u>Notch</u>	Community Development Policy Developer Grade 2  CD-B2  151,650 X Prog - 170,685  <u>Notch</u>	Community Development Policy Developer Grade 3  CD-B3  181,080 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			
	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	

3

<u>Post/rank:</u>  <u>Salary level:</u>  <u>Salary scale (Rpa):</u>  <u>Translation:</u>	Community Development Practitioner (policy development)  9  157,686 X Prog - 183,066  <u>Notch</u>	Community Development Policy Developer Grade 1  CD-B1  127,008 X Prog - 142,947  <u>Notch</u>	Community Development Policy Developer Grade 2  CD-B2  151,650 X Prog - 170,685  <u>Notch</u>	Community Development Policy Developer Grade 3  CD-B3  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	-----	-----	181,080
	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

Handwritten signature and initials, possibly 'J. F. Ke.' with a checkmark.



*[Handwritten signatures and initials]*

<u>Post/rank:</u> <u>Salary level:</u> <u>Salary scale (Rpa):</u> <u>Translation:</u>	Community Development Practitioner (policy development) 10 169,815 X Prog - 228,492 <u>Notch</u>	Community Development Policy Developer Grade 1 CD-B1 127,008 X Prog - 142,947 <u>Notch</u>	Community Development Policy Developer Grade 2 CD-B2 151,650 X Prog - 170,685 <u>Notch</u>	Community Development Policy Developer Grade 3 CD-B3 181,080 X Prog - 243,357 <u>Notch</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

Part G Translation of Deputy Manager Community Development Policy on salary levels 11 and 12 to Manager Community Development Policy Grade 1 and 2

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

Post/rank:	Deputy Manager Community Development Policy	Manager Community Development Policy Grade 1	Manager Community Development Policy Grade 2
Salary level:	11	CD-B4	CD-B5
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>	Deputy Manager Community Development Policy 12 369,000 X Prog - 427,836 (MMS total package system) <u>Notch</u>	Manager Community Development Policy Grade 1 CD-B4 337,527 X Prog - 379,893 (MMS total package system) <u>Notch</u>	Manager Community Development Policy Grade 2 CD-B5 403,029 X Prog - 467,220 (MMS total package system) <u>Notch</u>
	369,000	379,893	403,029
	372,654	379,893	403,029
	376,347	379,893	403,029
	380,076	-----	403,029
	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

2

*Handwritten signatures and initials*



<u>Post/rank:</u>  <u>Salary level:</u>  <u>Salary scale (Rpa):</u>  <u>Translation:</u>	Community Development Assistant  2  43 245 X Prog - 48,249	Community Development Assistant Grade 1  CD-A1  57,174 X Prog - 64,353  <u>Notch</u>	Community Development Assistant Grade 2  CD-A2  68,274 X Prog - 76,842  <u>Notch</u>	Community Development Assistant Grade 3  CD-A3  81,519 X Prog - 103,269  <u>Notch</u>
	43,245	57,174		
	43,680	57,174		
	44,112	57,174		
	44,553	57,174		
	45,006	57,174		
	45,453	57,174		
	45,900	57,174		
	46,365	57,174		
	46,827	57,174		
	47,292	57,174		
	47,772	57,174		
	48,249	57,174		


  
 See.

<u>Post/rank:</u>  <u>Salary level:</u>  <u>Salary scale (Rpa):</u>  <u>Translation:</u>	Community Development Assistant 3 49,665 X Prog - 57,663	Community Development Assistant Grade 1 CD-A1 57,174 X Prog - 64,353 <u>Notch</u>	Community Development Assistant Grade 2 CD-A2 68,274 X Prog - 76,842 <u>Notch</u>	Community Development Assistant Grade 3 CD-A3 81,519 X Prog - 103,269 <u>Notch</u>
49,665	57,174			
50,166	57,174			
50,667	57,174			
51,177	57,174			
51,684	57,174			
52,203	57,174			
52,728	57,174			
53,253	57,174			
53,787	57,174			
54,321	57,174			
54,867	57,174			
55,419	57,174			
55,968	57,174			
56,529	57,174			
57,093	57,174			
57,663	58,890			

<u>Post/rank:</u>  <u>Salary level:</u>  <u>Salary scale (Rpa):</u>  <u>Translation:</u>	Community Development Assistant 4 58,290 X Prog - 67,668 <u>Notch</u>	Community Development Assistant Grade 1 CD-A1 57,174 X Prog - 64,353 <u>Notch</u>	Community Development Assistant Grade 2 CD-A2 68,274 X Prog - 76,842 <u>Notch</u>	Community Development Assistant Grade 3 CD-A3 81,519 X Prog - 103,269 <u>Notch</u>
	58,290	58,890		
	58,872	58,890		
	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			
	65,028			
	65,679			
	66,336			
	66,999			
	67,668			
			68,274	
			68,274	
			68,274	
			68,274	
			68,274	
			68,274	
			68,274	

*Handwritten signature and initials*

<u>Post/rank:</u>  <u>Salary level:</u>  <u>Salary scale (Rpa):</u>  <u>Translation:</u>	Community Development Assistant 5 68,955 X Prog - 80,058 <u>Notch</u>	Community Development Assistant Grade 1 CD-A1 57,174 X Prog - 64,353 <u>Notch</u>	Community Development Assistant Grade 2 CD-A2 68,274 X Prog - 76,842 <u>Notch</u>	Community Development Assistant Grade 3 CD-A3 81,519 X Prog - 103,269 <u>Notch</u>
	68,955	-----		-----
	69,645	-----	70,323	-----
	70,341	-----	70,323	-----
	71,043	-----	72,432	-----
	71,754	-----	72,432	-----
	72,468	-----	72,432	-----
	73,194	-----	74,604	-----
	73,926	-----	74,604	-----
	74,667	-----	74,604	-----
	75,414	-----	76,842	-----
	76,167	-----	76,842	-----
	76,929	-----	76,842	-----
	77,700	-----	-----	81,519
	78,477	-----	-----	81,519
	79,260	-----	-----	81,519
	80,058	-----	-----	81,519



<u>Post/rank:</u>	<u>Community Development Assistant</u>	<u>Community Development Assistant Grade 1</u>	<u>Community Development Assistant Grade 2</u>	<u>Community Development Assistant Grade 3</u>
<u>Salary level:</u>	6	CD-A1	CD-A2	CD-A3
<u>Salary scale (Rpa):</u>	85,362 X Prog - 99,108	57,174 X Prog - 64,353	68,274 X Prog - 76,842	81,519 X Prog - 103,269
<u>Translation:</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	85,362	-----	-----	86,484
	86,223	-----	-----	86,484
	87,081	-----	-----	89,079
	87,960	-----	-----	89,079
	88,833	-----	-----	89,079
	89,724	-----	-----	91,752
	90,618	-----	-----	91,752
	91,521	-----	-----	91,752
	92,442	-----	-----	94,506
	93,366	-----	-----	94,506
	94,299	-----	-----	94,506
	95,238	-----	-----	97,341
	96,195	-----	-----	97,341
	97,155	-----	-----	97,341
	98,127	-----	-----	100,260
	99,108	-----	-----	100,260

Child and Youth Care Worker career path

Part A Translation of Child and Youth Care Worker on salary levels 2, 3, 4, 5, and 6 to Child and Youth Care Worker Grades 1 and 2

31 March 2008		1 April 2008: Revised dispensation (OSD)	
<u>Post/rank:</u>	Child and Youth Care Worker	Child and Youth Care Worker Grade 1	Child and Youth Care Worker Grade 2
<u>Salary level:</u>	2	CYC-A1	CYC-A2
<u>Salary scale (Rpa):</u>	43 245 X Prog - 48,249	57,174 X Prog - 64,353	68,274 X Prog - 76,842
<u>Translation:</u>		<u>Notch</u>	<u>Notch</u>
	43,245	57,174	-----
	43,680	57,174	-----
	44,112	57,174	-----
	44,553	57,174	-----
	45,006	57,174	-----
	45,453	57,174	-----
	45,900	57,174	-----
	46,365	57,174	-----
	46,827	57,174	-----
	47,292	57,174	-----
	47,772	57,174	-----
	48,249	57,174	-----

<u>Post/rank:</u>	<u>Child and Youth Care Worker</u>	<u>Child and Youth Care Worker Grade 1</u>	<u>Child and Youth Care Worker Grade 2</u>
<u>Salary level:</u>	3	CYC-A1	CYC-A2
<u>Salary scale (Rpa):</u>	49,665 X Prog - 57,663	57,174 X Prog - 64,353	68,274 X Prog - 76,842
<u>Translation:</u>		<u>Notch</u>	<u>Notch</u>
	49,665	57,174	-----
	50,166	57,174	-----
	50,667	57,174	-----
	51,177	57,174	-----
	51,684	57,174	-----
	52,203	57,174	-----
	52,728	57,174	-----
	53,253	57,174	-----
	53,787	57,174	-----
	54,321	57,174	-----
	54,867	57,174	-----
	55,419	57,174	-----
	55,968	57,174	-----
	56,529	57,174	-----
	57,093	57,174	-----
	57,663	58,890	-----

Handwritten signature and initials, possibly 'S. J. Ke...'.

<u>Post/rank:</u>	<u>Child and Youth Care Worker</u>	<u>Child and Youth Care Worker Grade 1</u>	<u>Child and Youth Care Worker Grade 2</u>
<u>Salary level:</u>	4	CYC-A1	CYC-A2
<u>Salary scale (Rpa):</u>	58,290 X Prog - 67,668	57,174 X Prog - 64,353	68,274 X Prog - 76,842
<u>Translation:</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	58,290	58,890	-----
	58,872	58,890	-----
	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	-----	68,274
	65,028	-----	68,274
	65,679	-----	68,274
	66,336	-----	68,274
	66,999	-----	68,274
	67,668	-----	68,274

Handwritten signature and initials, possibly 'M. J. V. C.', located at the bottom right of the page.

<u>Post/rank:</u>	<u>Child and Youth Care Worker</u>	<u>Child and Youth Care Worker Grade 1</u>	<u>Child and Youth Care Worker Grade 2</u>
<u>Salary level:</u>	5	CYC-A1	CYC-A2
<u>Salary scale (Rpa):</u>	68,955 X Prog - 80,058	57,174 X Prog - 64,353	68,274 X Prog - 76,842
<u>Translation:</u>	<u>Notch</u>	<u>Notch</u>	<u>Notch</u>
	68,955	-----	70,323
	69,645	-----	70,323
	70,341	-----	72,432
	71,043	-----	72,432
	71,754	-----	72,432
	72,468	-----	74,604
	73,194	-----	74,604
	73,926	-----	74,604
	74,667	-----	76,842
	75,414	-----	76,842
	76,167	-----	76,842
	76,929	-----	79,146
	77,700	-----	79,146
	78,477	-----	79,146
	79,260	-----	81,519
	80,058	-----	81,519
			P

Handwritten signature and initials, possibly 'J. [unclear]' and 'K.'.

<u>Post/rank:</u>  <u>Salary level:</u>  <u>Salary scale (Rpa):</u>  <u>Translation:</u>	Child and Youth Care Worker 6 85,362 X Prog - 99,108 <u>Notch</u>	Child and Youth Care Worker Grade 1 CYC-A1 57,174 X Prog - 64,353 <u>Notch</u>	Child and Youth Care Worker Grade 2 CYC-A2 68,274 X Prog - 76,842 <u>Notch</u>
	85,362	-----	86,484 P
	86,223	-----	86,484 P
	87,081	-----	89,079 P
	87,960	-----	89,079 P
	88,833	-----	89,079 P
	89,724	-----	91,752 P
	90,618	-----	91,752 P
	91,521	-----	91,752 P
	92,442	-----	94,506 P
	93,366	-----	94,506 P
	94,299	-----	94,506 P
	95,238	-----	97,341 P
	96,195	-----	97,341 P
	97,155	-----	97,341 P
	98,127	-----	100,260 P
	99,108	-----	100,260 P

**Part B Translation of Child and Youth Care Team Leaders on salary levels 4, 5, 6 and 7 to Child and Youth Care Team Leaders Grades 1 and 2**

31 March 2008		1 April 2008: Revised dispensation (OSD)	
Post/rank:	Child and Youth Care Team Leaders	Child and Youth Care Team Leaders Grade 1	Child and Youth Care Team Leaders Grade 2
Salary level:	4	CYC-A3	CYC-A4
Salary scale (Rpa):	58,290 X Prog - 67,668	64,353 X Prog - 72,432	76,842 X Prog - 89,079
Translation:	58,290	64,353	-----
	58,872	64,353	-----
	59,460	64,353	-----
	60,054	64,353	-----
	60,657	64,353	-----
	61,260	64,353	-----
	61,875	64,353	-----
	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>	Child and Youth Care Team Leaders	Child and Youth Care Team Leaders Grade 1	Child and Youth Care Team Leaders Grade 2
<u>Salary level:</u>	5	CYC-A3	CYC-A4
<u>Salary scale (Rpa):</u>	68,955 X Prog - 80,058	64,353 X Prog - 72,432	76,842 X Prog - 89,079
<u>Translation:</u>	68,955	70,323	-----
	69,645	70,323	-----
	70,341	72,432	-----
	71,043	72,432	-----
	71,754	72,432	-----
	72,468	-----	76,842
	73,194	-----	76,842
	73,926	-----	76,842
	74,667	-----	76,842
	75,414	-----	76,842
	76,167	-----	76,842
	76,929	-----	79,146
	77,700	-----	79,146
	78,477	-----	79,146
	79,260	-----	81,519
	80,058	-----	81,519

2





4	<u>Post/rank:</u> <u>Salary level:</u> <u>Salary scale (Rpa):</u>	Child and Youth Care Team Leaders 7 106,335 X Prog - 123,456	Child and Youth Care Team Leaders Grade 1 CYC-A3 64,353 X Prog - 72,432	Child and Youth Care Team Leaders Grade 2 CYC-A4 76,842 X Prog - 89,079	
<u>Translation:</u>		106,335	-----	106,368	P
		107,397	-----	109,560	P
		108,474	-----	109,560	P
		109,557	-----	109,560	P
		110,652	-----	112,848	P
		111,756	-----	112,848	P
		112,875	-----	116,232	P
		114,003	-----	116,232	P
		115,143	-----	116,232	P
		116,295	-----	119,718	P
		117,456	-----	119,718	P
		118,635	-----	119,718	P
		119,817	-----	123,309	P
		121,017	-----	123,309	P
		122,232	-----	123,309	P
		123,456	-----	127,008	P
		124,866 (P)		127,008	P




Part C Translation of Child and Youth Care Supervisors on salary levels 5, 6, 7 and 8 to Child and Youth Care Supervisor Grades 1 and 2

31 March 2008		1 April 2008: Revised dispensation (OSD)	
Post/rank:	Child and Youth Care Supervisor	Child and Youth Care Supervisor Grade 1	Child and Youth Care Supervisor Grade 2
Salary level:	5	CYC-A5	CYC-A6
Salary scale (Rpa):	68,955 X Prog - 80,058	81,519 X Prog - 91,752	97,341 X Prog - 109,560
Translation:	68,955	81,519	-----
	69,645	81,519	-----
	70,341	81,519	-----
	71,043	81,519	-----
	71,754	81,519	-----
	72,468	81,519	-----
	73,194	81,519	-----
	73,926	81,519	-----
	74,667	81,519	-----
	75,414	81,519	-----
	76,167	81,519	-----
	76,929	81,519	-----
	77,700	81,519	-----
	78,477	81,519	-----
	79,260	81,519	-----
	80,058	81,519	-----

<u>Post/rank:</u>  <u>Salary level:</u>  <u>Salary scale (Rpa):</u>	Child and Youth Care Supervisor 6 85,362 X Prog - 99,108	Child and Youth Care Supervisor Grade 1 CYC-A5 81,519 X Prog - 91,752	Child and Youth Care Supervisor Grade 2 CYC-A6 97,341 X Prog - 109,560
<u>Translation:</u>	85,362 86,223 87,081 87,960 88,833 89,724 90,618 91,521 92,442 93,366 94,299 95,238 96,195 97,155 98,127 99,108	86,484 86,484 89,079 89,079 89,079 91,752 91,752 91,752 ----- ----- ----- ----- ----- ----- ----- ----- ----- -----	----- ----- ----- ----- ----- ----- ----- ----- ----- 97,341 97,341 97,341 97,341 97,341 97,341 100,260 100,260

Handwritten signature and initials, possibly 'J. T. Lee'.



4   <u>Post/rank:</u> <u>Salary level:</u> <u>Salary scale (Rpa):</u>	Child and Youth Care Supervisor 8 132,054 X Prog - 153,312	Child and Youth Care Supervisor Grade 1 CYC-A5 81,519 X Prog - 91,752	Child and Youth Care Supervisor Grade 2 CYC-A6 97,341 X Prog - 109,560
<u>Translation:</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

*SM*  
*QST*  
*kc.*



**PHASE 2 TRANSLATION FOR PRODUCTION AND CERTAIN SUPERVISORY LEVELS**

**OSDs FOR SOCIAL WORKER, COMMUNITY DEVELOPMENT PRACTITIONER AND CHILD AND YOUTH CARE WORKER: RE-CALCULATION OF SALARY BASED ON APPROPRIATE EXPERIENCE**

**INTRODUCTION**

1. This is a **once-off** translation (recognition basis) applicable to employees who are in service on 31 March 2008 and who are translated to the following **production and supervisory posts** in the respective OSDs by means of the Phase 1 translation:

SOCIAL WORKER			
1.1.1	PART A	Social Auxiliary Worker -Grades 1, 2 and 3	
1.1		Part A 1	Registered with the SA Council for Social Service Professions (SACSSP) as Social Auxiliary Worker <b>without</b> partial completion of an appropriate qualification that allows for registration as Social Worker with the SACSSP
		Part A 2	Registered with the SA Council for Social Service Professions (SACSSP) as Social Auxiliary Worker <b>plus</b> successful completion of the <b>2<sup>nd</sup> academic year</b> of an appropriate tertiary qualification that allows for registration as Social Worker with the SACSSP
		Part A 3	Registered with the SA Council for Social Service Professions (SACSSP) as Social Auxiliary Worker <b>plus</b> successful completion of the <b>3<sup>rd</sup> academic year</b> of an appropriate tertiary qualification that allows for registration as Social Worker with the SACSSP
		<u>Note</u>	<input type="checkbox"/> The position of those who have completed the <b>2<sup>nd</sup> academic year</b> of an appropriate tertiary qualification must be tested against the recognition basis referred to in Part A 1 (p.4) to determine in terms of which bases the affected employee would receive the most favourable salary recognition for appropriate experience. <input type="checkbox"/> The position of those who have completed the <b>3<sup>rd</sup> academic year</b> of an appropriate tertiary qualification must be tested

*Handwritten signatures and initials:*  
 - Top right: "lee"  
 - Bottom left: "SM"  
 - Bottom right: "PST"

				against the recognition basis referred to in Parts A 1 and A 2 (p.4 – p.7) to determine in terms of which bases the affected employee would receive the most favourable salary recognition for appropriate experience
	1.1.2	<b>PART B</b>	Social Worker - Grades 1, 2, 3 and 4.	
	1.1.3	<b>PART C</b>	Social Work Supervisor Grade 1	
	1.1.4	<b>PART D</b>	Social Work Policy Developer - Grades 1 and 2	
1.2	<b>COMMUNITY DEVELOPMENT PRACTITIONER</b>			
	1.2.1	<b>PART E</b>	Assistant Community Development Practitioner - Grades 1, 2 and 3	
			Part E 1	Assistant Community Development Practitioner in possession of a Grade 12 qualification <b>without</b> partial completion of an appropriate tertiary qualification that would be appropriate for appointment as Community Development Practitioner
			Part E 2	Assistant Community Development Practitioner in possession of a Grade 12 qualification <b>plus</b> successful completion of the <b>2<sup>nd</sup> academic year</b> of an appropriate tertiary qualification that would be appropriate for appointment as Community Development Practitioner
			<u>Note</u>	The position of those who have completed the <b>2<sup>nd</sup> academic year</b> of an appropriate tertiary qualification must be tested against the recognition basis referred to in Part E 1 (p.13) to determine in terms of which bases the affected employee would receive the most favourable salary recognition for appropriate experience
	1.2.2	<b>PART F</b>	Community Development Practitioner - Grades 1, 2 and 3	
	1.2.3	<b>PART G</b>	Community Development Supervisor – Grade 1	
	1.2.3	<b>PART H</b>	Community Development Policy Developer – Grades 1 and 2	
1.3	<b>CHILD AND YOUTH CARE WORKER</b>			
	1.3.1	<b>PART I</b>	Child and Youth Care Worker - Grades 1 and 2	
	1.3.2	<b>PART J</b>	Child and Youth Care Team Leader Grades 1 and 2	
	1.3.3	<b>PART K</b>	Child and Youth Care Supervisor Grade 1	



2. Only full year's service and experience gained after complying with the experience requirement set for the respective grades of the identified production posts **as on 31 March 2008**, staggered in increments of 2 years, are recognized for salary purposes.
3. The recalculation of the position of employees should start from the minimum salary notch of the salary grade attached to Grade 1 of the relevant posts.
4. On appointment applicable experience is recognized on the basis of the allocation of one salary notch for each full two years applicable experience as on 31 March preceding the date of appointment minus 1 year. For instance an employee has a total of 15 years applicable experience after registration/obtaining the minimum qualification required for the occupation on 31 March 2008. Of this period 6 years was in the employ of an NGO and the other 9 years in the Public Service. For the calculation of experience, one year is deducted from the total experience. The remaining 14 years after deduction of the 1 year is recognised for salary purposes. The salary notch indicated against 14 years should therefore be allocated to the employee.
3. If the notch in terms of Phase 2 is **higher** than the notch awarded in terms of Phase 1, then the salary notch determined in terms of **Phase 2** applies with effect from 1 April 2008 subject to paragraph 3.2 of the Agreement (5 of 2008).
4. If the notch in terms of Phase 2 is **equal** to or **lower** than the notch awarded in terms of Phase 1, then the salary notch determined in terms of **Phase 1** applies with effect from 1 April 2008.

VC.  
LM  
P

<b>Part A</b>	<b>Social Auxiliary Workers translated to Social Auxiliary Worker Grades 1, 2 or 3 in terms of Phase 1</b>
---------------	--

<b>Part A 1</b>	Registered with the SA Council for Social Service Professions (SACSSP) as Social Auxiliary Worker <b>without</b> partial completion of an appropriate qualification that allows for registration as Social Worker with the SACSSP
-----------------	---

All appropriate service/experience in the post is recognised

Service and experience on <u>31 March 2008</u>	Grade	Scale (Rpa)	Notch (Rpa)	
			Notch order	Notch
Less than full two years	Social Auxiliary Worker Grade 1	60,657 X Prog - 68,274	1	60,657
Full 2 years			2	62,478
Full 4 years			3	64,353
Full 6 years			4	66,285
Full 8 years			5	68,274
Full 10 years	Social Auxiliary Worker Grade 2	72,432 X Prog - 81,519	1	72,432
Full 12 years			2	74,604
Full 14 years			3	76,842
Full 16 years			4	79,146
Full 18 years			5	81,519
Full 20 years	Social Auxiliary Worker Grade 3	86,484 X Prog - 109,560	1	86,484
Full 22 years			2	89,079
Full 24 year			3	91,752
Full 26 year			4	94,506

*Handwritten signatures and initials:*  
 KCC  
 [Signature]  
 [Signature]

Full 28 years			5	97,341
Full 30 years			6	100,260
Full 32 years			7	103,269
Full 34 years			8	106,368
Full 36 years			9	109,560

*LM*  
*cc.*  
*[Signature]*  
*[Signature]*

Part A 2	Registered with the SA Council for Social Service Professions (SACSSP) as Social Auxiliary Worker <b>plus</b> successful completion of the <b>2<sup>nd</sup> academic year</b> of an appropriate qualification that allows for registration as Social Worker with the SACSSP
----------	--

All appropriate service/experience in the post is recognised

Service/experience profile after completion of the 2 <sup>nd</sup> academic year on 31 March 2008	Grade	Scale (Rpa)	Notch (Rpa)	
			Notch order	Notch
Less than full two years	Social Auxiliary Worker Grade 2	72,432 X Prog - 81,519	1	72,432
Full 2 years			2	74,604
Full 4 years			3	76,842
Full 6 years			4	79,146
Full 8 years			5	81,519
Full 10 years and more	Social Auxiliary Worker Grade 3	86,484 X Prog - 109,560	1	86,484
Full 12 years			2	89,079
Full 14 years			3	91,752
Full 16 years			4	94,506
Full 18 years			5	97,341
Full 20 years			6	100,260
Full 22 years			7	103,269
Full 24 years			8	106,368
Full 26 years			9	109,560

*Am*  
*Ke*  
*DP*

<b>Part A 3</b>	Registered with the SA Council for Social Service Professions (SACSSP) as Social Auxiliary Worker <b>plus</b> successful completion of the <b>3<sup>rd</sup> academic year</b> of an appropriate qualification that allows for registration as Social Worker with the SACSSP
-----------------	--

- All appropriate service/experience in the post is recognised

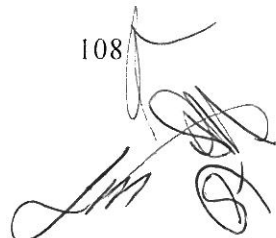
Service/experience profile after completion of the 3 <sup>rd</sup> academic year <u>on 31 March 2008</u>	Grade	Scale (Rpa)	Notch (Rpa)	
			Notch order	Notch
Less than full two years	Social Auxiliary Worker Grade 3	86,484 X Prog - 109,560	1	86,484
Full 2 years			2	89,079
Full 4 years			3	91,752
Full 6 years			4	94,506
Full 8 years			5	97,341
Full 10 years			6	100,260
Full 12 years			7	103,269
Full 14 years			8	106,368
Full 16 years			9	109 560

Me.  





**Part B: Social Workers translated to Social Worker Grades 1, 2 or 3 in terms of Phase 1**

- All appropriate service/experience gained after registration as Social Worker with the SACSSP is recognised

Service/experience profile after registration on 31 March 2008	Grade	Scale (Rpa)	Notch (Rpa)	
			Notch order	Notch
Less than full 2 years	Social Worker Grade 1	106,368 X Prog - 123,309	1	106,368
Full 2 years			2	109,560
Full 4 years			3	112,848
Full 6 years			4	116,232
Full 8 years			5	119,718
Full 10 years	Social Worker Grade 2	130,818 X Prog - 151,650	1	130,818
Full 12 years			2	134,742
Full 14 years			3	138,783
Full 16 years			4	142,947
Full 18 years			5	147,234
Full 20 years	Social Worker Grade 3	160,887 X Prog - 186,513	1	160,887
Full 22 years			2	165,714
Full 24 years			3	170,685
Full 26 years			4	175 806

*Ue-*  


Full 28 years			5	181,080
Full 30 years			6	186,513
Full 32 years	Social Worker Grade 4	197,871 x Prog – 243,357	1	197,871
Full 34 years			2	203,808
Full 36 years			3	209,922
Full 38 years			4	216,219
Full 40 years			5	222,705

**Part C: Social Work Supervisor translated to Social Work Supervisor Grade 1 in terms of phase 1**

- The minimum experience requirement for appointment in the lowest grade attached to the supervisory post is 7 years or more appropriate service/experience gained after registration with the SACSSP
- All appropriate service/experience gained after registration as Social Worker with the SACSSP is recognised

Service/experience profile after registration and complying with the experience requirement on 31 March 2008	Grade	Scale (Rpa)	Notch (Rpa)	
			Notch order	Notch
Less than full 2 years	Social Work Supervisor Grade 1	160,887 x prog – 186,513	1	160,887
Full 2 years			2	165,714
Full 4 years			3	170,685
Full 6 years			4	175,806
Full 8 years			5	181,080
Full 10 years			6	186,513

*Ke.*  
*SM*  
*DP*



**Part D: Social Worker translated to Social Work Policy Developer Grades 1 or 2 in terms of Phase 1**

- The minimum experience requirement for appointment in the lowest grade attached to the production post is 8 years or more appropriate service/experience gained after registration as Social Worker with the SACSSP
- Only appropriate experience in social work policy development gained after compliance with the above requirement is recognised

Service/experience profile after registration and complying with the experience requirement on 31 March 2008	Grade	Scale (Rpa)	Notch (Rpa)	
			Notch order	Notch
Less than full 2 years	Social Work Policy Developer Grade 1	151,650 X Prog - 170,685	1	151,650
Full 2 years			2	156,201
Full 4 years			3	160,887
Full 6 years			4	165,714
Full 8 years			5	170,685
Full 10 years	Social Work Policy Developer Grade 2	181,080 X Prog - 243,357	1	181,080
Full 12 years			2	186,513
Full 14 years			3	192,108
Full 16 years			4	197,871
Full 18 years			5	203,808
Full 20 years			6	209,922
Full 22 years			7	216,219
Full 24 years			8	222,705
Full 26 years			9	229,386

*Handwritten signatures and initials:*  
  


Full 28 years			10	236,268
Full 30 years			11	243,357


*See*  
*See*  
*See*  
*See*

**Part E:** Assistant Community Development Practitioner translated to Community Development Assistant Grades 1, 2 or 3 in terms of Phase 1

**Part E 1** Community Development Assistant in possession of a Grade 12 qualification **without** partial completion of an appropriate tertiary qualification that would be appropriate for appointment as Community Development Practitioner

All appropriate service/experience in the post is recognised

All service/experience on 31 March 2008	Grade	Scale (Rpa)	Notch (Rpa)	
			Notch order	Notch
Less than full two years	Community Development Assistant Grade 1	57,174 X Prog - 64,353	1	57 174
Full 2 years			2	58 890
Full 4 years			3	60,657
Full 6 years			4	62,478
Full 8 years			5	64,353
Full 10 years	Community Development Assistant Grade 2	68,274 X Prog - 76,842	1	68,274
Full 12 years			2	70,323
Full 14 years			3	72,432
Full 16 years			4	74,604
Full 18 years			5	76,842
Full 20 years	Community Development Assistant Grade 3	81,519 X Prog - 103,269	1	81,519
Full 22 years			2	83,964
Full 24 years			3	86,484

*ve.*  


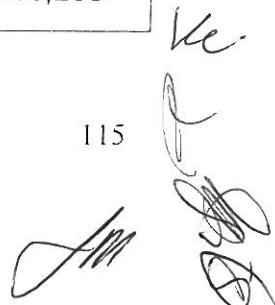
Full 26 years			4	89,079
Full 28 years			5	91,752
Full 30 years			6	94,506
Full 32 years			7	97,341
Full 34 years			8	100,260
Full 36 years			9	103,269

*Ke.*  
*JM*  
*[Signature]*

Part E 2	Assistant Community Development Practitioner in possession of a Grade 12 qualification plus successful completion of the 2 <sup>nd</sup> academic year of an appropriate tertiary qualification that would be appropriate for appointment as Community Development Practitioner
----------	---

All appropriate service/experience in the post is recognised

Service/experience profile after completion of the 2 <sup>nd</sup> academic year on 31 March 2008	Grade	Scale (Rpa)	Notch (Rpa)	
			Notch order	Notch
Less than full two years	Community Development Assistant Grade 2	68,274 X Prog - 76,842	1	68,274
Full 2 years			2	70,323
Full 4 years			3	72,432
Full 6 years			4	74,604
Full 8 years			5	76,842
Full 10 years	Community Development Assistant Grade 3	81,519 X Prog - 103,269	1	81,519
Full 12 years			2	83,964
Full 14 years			3	86,484
Full 16 years			4	89,079
Full 18 years			5	91,752
Full 20 years			6	94,506
Full 22 years			7	97,341
Full 24 years			8	100,260
Full 26 years			9	103,269

*Ke*  


<b>Part F</b>	<b>Community Development Practitioner translated to Community Development Practitioner Grades 1, 2 or 3 in terms of Phase 1</b>
---------------	---

- All appropriate service/experience gained after obtaining the prescribed educational qualification for appointment is recognised

Service/experience profile after completion of the prescribed qualification <u>on 31 March 2008</u>	Grade	Scale (Rpa)	Notch (Rpa)	
			Notch order	Notch
Less than full two years	Community Development Practitioner Grade 1	89,079 X Prog - 103,269	1	89,079
Full 2 years			2	91,752
Full 4 years			3	94,506
Full 6 years			4	97,341
Full 8 years			5	100,260
Full 10 years	Community Development Practitioner Grade 2	109,560 X Prog - 127,008	1	109,560
Full 12 years			2	112,848
Full 14 years			3	116,232
Full 16 years			4	119,718
Full 18 years			5	123,309
Full 20 years	Community Development Practitioner Grade 3	134,742 X Prog - 181,080	1	134,742
Full 22 years			2	138,783
Full 24 years			3	142,947
Full 26 years			4	147,234
Full 28 years			5	151,650

*Ke.*  


Full 30 years			6	156,201
Full 32 years			7	160,887
Full 34 years			8	165,714
Full 36 years			9	170,685
Full 38 years			10	175,806
Full 40 years			11	181,080

Ke.  


<b>Part G</b>	<b>Community Development Practitioner Supervisor translated to Community Development Supervisor Grade 1</b>
---------------	---

- The minimum experience requirement for appointment in the lowest grade attached to the supervisory post is 7 years experience gained after obtaining the prescribed educational qualification
- All appropriate service/experience gained after obtaining the prescribed educational qualification for appointment is recognised

Service/experience profile after completion of the prescribed qualification/experience requirement on <u>31 March 2008</u>	Grade	Scale (Rpa)	Notch (Rpa)	
			Notch order	Notch
Less than full two years	Community Development Supervisor Grade 1	151,650x Prog – 170,685	1	151,650
Full 2 years			2	156,201
Full 4 years			3	160,887
Full 6 years			4	165,714
Full 8 years			5	170,685

*Ke-*  




<b>Part H</b>	<b>Community Development Practitioner translated to Community Development Policy Developer Grades 1, 2 or 3 in terms of Phase 1</b>
---------------	---

- The minimum experience requirement for appointment in the lowest grade attached to the production post is 8 years experience gained after obtaining the prescribed educational qualification
- Only appropriate experience in community development policy gained after compliance with the above requirement is recognised

Service/experience profile after completion of the prescribed qualification/experience requirement <u>on 31 March 2008</u>	Grade	Scale (Rpa)	Notch (Rpa)	
			Notch order	Notch
Less than full 2 years	Community Development Policy Developer Grade 1	127,008 X Prog - 142,947	1	127,008
Full 2 years			2	130,818
Full 4 years			3	134,742
Full 6 years			4	138,783
Full 8 years			5	142,947
Full 10 years	Community Development Policy Developer Grade 2	151,650 X Prog - 170,685	1	151,650
Full 12 years			2	156,201
Full 14 years			3	160,887
Full 16 years			4	165,714
Full 18 years			5	170,685
Full 20 years	Community Development Policy Developer Grade 3	181,080 x prog - 243,357	1	181,080
Full 22 years			2	186,513
Full 24 years			3	192,108

*Handwritten signatures and initials:*  
 ke  
 P  
 SM  
 [Signature]


Full 26 years			4	197,871
Full 28 years			5	203,808
Full 30 years			6	209,922
Full 32 years			7	216,219

*Ke*  
*Sm*  
*[Signature]*

**Part I: Child and Youth Care Worker translated to Child and Youth Care Worker Grades 1 or 2 in terms of Phase 1**

All appropriate service/experience in the post is recognised

Service/experience profile on <u>31 March 2008</u>	Grade	Scale (Rpa)	Notch (Rpa)	
			Notch order	Notch
Less than full two years	Child and Youth Care Worker Grade 1	57,174 X Prog – 64,353	1	57,174
Full 2 years			2	58,890
Full 4 years			3	60,657
Full 6 years			4	62,478
Full 8 years			5	64,353
Full 10 years	Child and Youth Care Worker Grade 2	68,274 X Prog – 76,842	1	68,274
Full 12 years			2	70,323
Full 14 years			3	72,432
Full 16 years			4	74,604
Full 18 years			5	76,842

*ke*  


**Part J: Child and Youth Care Team Leader translated to Child and Youth Team Leaders Grade 1 and 2 in terms of Phase 1**

- The minimum experience requirement for appointment in the lowest grade attached to the team leader post is 7 years experience
- All appropriate service/experience in the post is recognised

Service/experience profile after complying with the minimum experience requirement on 31 March 2008	Grade	Scale (Rpa)	Notch (Rpa)	
			Notch order	Notch
Less than full two years	Child and Youth Care Team Leader Grade 1	64,353 X Prog – 72,432	1	64,353
Full 2 years			2	66,285
Full 4 years			3	68,274
Full 6 years			4	70,323
Full 8 years			5	72,432
Full 10 years	Child and Youth Care Team Leader Grade 2	76,842 X Prog – 89,079	1	76,842
Full 12 years			2	79,146
Full 14 years			3	81,519
Full 16 years			4	83,964
Full 18 years			5	86,484
Full 20 years			6	89,079

**Part K: Child and Youth Care Supervisor translated to Child and Youth Care Supervisor Grade 1 in terms of Phase 1**

- The minimum experience requirement for appointment in the lowest grade attached to the production post is 10 years experience
- All appropriate service/experience in the post is recognised

Service/experience profile after complying with the minimum experience requirement on 31 March 2008	Grade	Scale (Rpa)	Notch (Rpa)	
			Notch order	Notch
Less than full two years	Child and Youth Care Supervisor Grade 1	81,519 x Prog - 91,752	1	81,519
Full 2 years			2	83,964
Full 4 years			3	86,484
Full 6 years			4	89,079
Full 8 years			5	91,752

*ke*  
*SM* *SP*