


ANNEXURE 2: Occupational Levels

Employment Equity Act 55 of 1998
<p>PLEASE READ THIS FIRST</p>  <p>WHAT IS THE PURPOSE OF THIS ANNEXURE?</p> <p>Job evaluation or grading systems are used by many organisations to measure jobs according to their content and establish comparative worth between jobs.</p> <p>This annexure provides a table of equivalent occupational levels which may be used by employers when completing forms EEA 2 and EEA 4.</p> <p>INSTRUCTIONS</p> <p>The table indicates the occupational levels within organisations as determined through the use of different job evaluation or grading systems. The table provides equivalent levels from each of these job evaluation systems.</p> <p>Organisations that make use of neither one of the job evaluation systems in this table, nor a customised system linked to one of these, should use the Semantic Scale for guidance in determining occupational levels within that organisation.</p>

1. Equivalent occupational levels

Semantic Scale	Paterson	Peromnes	Hay	Castellion
Top management	F F	1++ 1+		14
Senior management	E E UPPER E LOWER	1 2 3	1 2	13
Professionally qualified, experienced specialists and mid-management	D D UPPER D LOWER	4 5 6	3 4	12 11 13
Skilled technical and academically qualified workers, junior management, supervisors, foremen, superintendents	C C UPPER C LOWER	7 8 9 10 11 12	5 6 6A 7 8	9 8
Semi-skilled and discretionary decision making	B B UPPER B LOWER	13 14 15 16	9 10 11	7 6 5 4
Unskilled and defined decision making	A A	17 18 19	12 13	3 2 1