

ANNEXURE A

DIMENSIONS OF KNOWLEDGE				
FIELD	CATEGORY A	CATEGORY B	CATEGORY C	CATEGORY D
1. Biokenetics	How to apply elementary preventative, treatment and rehabilitation programmes.	How to apply preventive, treatment and rehabilitation programmes, which include cardia-respiratory systems, posture, muscle tone, muscle atrophy.		
2. Catering	<p>How to plan menu's to meet the requirements of various staff.</p> <p>How to plan the preparation of food and monitor the process. How to maintain standards of quality in food production and to train cooks and stewards.</p>	<p>How to analyse menu's for diets and ratio scales, assist with training.</p> <p>Supervise waiting of tables, set tables at special functions and administer food supply.</p>	<p>How to modify diet or supplement it to meet nutritional needs.</p> <p>Expertise to evaluate nutritional content of food products for selection for purchasing contracts.</p> <p>How to do quality control during all stages of food preparation to prevent nutrient losses and contamination. Plan kitchen lay-out and equipment needed.</p> <p>How to manage large scale catering and to manage kitchen staff.</p>	<p>Do cost benefit studies and provide inputs to formulate policies. Control and supervise the kitchen and staff including:</p> <ul style="list-style-type: none"> - planning of menu's and recipes for normal diets; - managing the ordering of supplies and control the storage as well as issuing thereof; - the planning of the budget; - the control of food expenditure by means of cost effective measures and the implementation as well as evaluation of in-service-training of food service staff; - the making of inputs in the planning, implementation and evaluation of the kitchen; - the fitting of the kitchen with appropriate equipment and appliances; - nutrition programmes, malnutrition, compilation and analysing of diets, large scale catering, outlay of kitchens, nutrition ration scales.

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3. Chiropody/Podiatry	Elementary foot care, advice on wearing foot ware.	Treatment of foot problems, foot and ankle exercises and foot care techniques.		
4. Cleaning	Specific cleaning processes and aids that are used.	Different cleaning procedures such as, sequences to be followed in more complex tasks.		
5. Clinical Technology	Diagnostic/corrective procedures with aid of electronic equipment, physiological functioning of the human body.			
6. Clinical/Therapeutic Nutrition	Interview patient for diet history, food preferences and intolerance, height and mass (nutritional status). Plan modification of consistency or fibre content of diet if needed. Control correction of dietary prescription and its implementation.	Modify diet to meet nutritional needs of patient after assessment. Formulate dietary goals and evaluate achievement of these. Counsel patient re-diet, especially multi-restricted diets. Determine best nutritional route to comply with condition of patient, oral, enteral (tube) or total parental nutrition. Plan tube feeds and supplementation, if needed. Daily monitoring of patients, evaluation of treatment and modification if needed. Training of Dietetic students.	Guidance to junior colleagues. Selection and evaluation of enteral feed products for contracts.	Control (manage) therapeutic nutrition. Update knowledge of comprehensive field of clinical nutrition. Arranges continuing education for colleagues. Co-ordinates training of Dietetic students. Inputs towards all relevant facets of policies.

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7. Community Nutrition	<p>Promotes nutrition through nutrition education.</p> <p>Provides therapeutic nutrition counselling on Primary Health Care level.</p> <p>Ensure implementation of nutrition programmes in correct way through nutrition education and monitoring.</p> <p>Refer patient to higher care level when necessary.</p>	<p>Plan nutrition programmes for communities after assessment (Triple A) and implement.</p> <p>Training (nutrition) of all health workers.</p> <p>Monitor work of Nutrition Assistants and provide continuing training.</p> <p>Nutrition counselling to patients referred from higher level care.</p> <p>Advice to government subsidised institutions re-group feeding.</p> <p>Implementation of all nutrition programmes in districts: allocation of funds in an equitable manner, training of health workers and communities involved, monitoring and execution of programmes to prevent misuse of funds and fraud.</p> <p>Participate in nutritional surveys.</p>	<p>Guidance to junior colleagues.</p> <p>More responsibility in management of human resources and nutrition management.</p>	<p>Planning and implementation of nutritional surveys.</p> <p>Planning of nutrition programmes, inputs towards formulation of policy.</p> <p>Management of human resources in section.</p> <p>Responsible for implementation of nutrition programmes and financial control.</p> <p>Co-ordinate training of students (Dietitians/Nutritionists).</p>
8. Computer	<p>Basic knowledge required to operate a computer system including knowledge of word processing and spreadsheet packages.</p>	<p>Detail knowledge of the operation/utilisation of specific computer software packages and efficient utilisation of both hardware and software.</p>	<p>Knowledge of the different hardware and software packages being used in the department in order to supply the necessary support to users.</p>	<p>How to develop data banks, communication systems, operating systems and network programs.</p>

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9. Computer Systems Analysing	To be determined during further development of the CORE.	To be determined during further development of the CORE.	To be determined during further development of the CORE.	To be determined during further development of the CORE.
10. Courier Services	How to fetch and deliver documents/files.	Registry procedures which must be complied with before documents can e.g. be posted.		
11. Dental Therapy	Elementary dental treatment and repair techniques, extraction of teeth, emergency treatment, identification of serious oral diseases and abnormalities.			
12. Dietetics/Nutrition	Plan menu's for the therapeutic nutrition to meet the nutritional requirements of the patient. Plan preparation of food for therapeutic nutrition and monitor the process. Maintain standards of quality food preparation. Train Food Service Workers. Nutrition counselling.	Analyse menu's for therapeutic and normal diets, and ration scales to ensure adequate nutrient content. Manage human resources in section. Assists with training of Dietetic students.	Interpret analytical tests of patients to meet nutritional needs through modification of diet or supplementation. Use expertise to evaluate nutrient content of food products for selection for purchasing contracts. Quality control during all stages of food preparation to prevent nutrient losses and contamination. Plan kitchen lay-out and equipment needed.	Cost benefit studies. Inputs to formulate policies.
13. Emergency Care	To be determined during further development of the CORE.	To be determined during further development of the CORE.	To be determined during further development of the CORE.	To be determined during further development of the CORE.

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14. Environmental Management	Understanding the requirements of all relevant legislation.	Understanding of impact assessment methods and applicability of environmental procedures and tasks within the mining and other industry.	Knowledge of mitigatory methods and activities including rehabilitation and pollution control methods.	
15. Environmental Health	Identification of harmful environment health conditions, public hygiene, legislation, prosecution procedures.			
16. Equipment	How to use domestic appliances; audiological equipment; therapeutic equipment; assistive devices.	How to use office equipment and other equipment and appliances used in light industrial and therapeutic capacity.	How to use industrial equipment and/or advanced therapeutic and diagnostic equipment. Inventory and maintenance of equipment.	How to use specialised equipment/systems e.g. anechoic chambers, data analysis, computerised ATE etc. When equipment should be condemned and be replaced.
17. Examination of Deeds	To be determined during further development of the CORE.	To be determined during further development of the CORE.	To be determined during further development of the CORE.	To be determined during further development of the CORE.
18. Finance	Basic financial procedures that must be followed during (e.g. receiving of funds) payments on behalf of the State.	Financial regulations and instructions which must be followed during the normal course of work. That could include matters such as assisting in the budgeting process/ compiling a small budget.	How to execute overall control of budgets of sections/projects/components. Financial management practices that could be followed to limit financial losses.	How to develop/implement policies/financial practices that will assist the Public Service/ Department to improve effective utilisation of funds.
19. Fire fighting	Identification of fire hazards	Usage of fire extinguisher (hand held).		

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20. First Aid	Application of basic first aid principles.	Stabilise patients.	Apply basic life saving principles e.g. Heart massage, mouth to mouth resuscitation.	Application of advanced procedures.
21. Food preparation/nutrition	Hygienical preparation of food, stocking of stores, food preparation processes (elementary equipment), dish washing, serving of food.	Utilisation of food preparation equipment with higher level of complexity in operating, advanced preparation methods.	Preparation of food for therapeutic purposes.	Nutrition programmes, malnutrition, compilation and analysing of therapeutic diets, large scale catering, outlay of kitchens, nutrition ration scales.
22. Food Services/Food Preparation	Perform specific cleaning tasks and apply hygiene as well as safety measures in Food Service Unit. Assist with storage of supplies. Removal of kitchen waste. How to hygienically prepare food, stock, stores, use food. Follow preparation processes and use elementary equipment, wash dishes, serve food.	Assist with ordering, receiving storing and issuing of procurement. Preparation of therapeutic and normal diets. Portioning, distribution and service of food. Utilisation of equipment. Apply hygiene measures in working area. Follow cleaning program. Utilise food preparation equipment with higher level of complexity in operating. Apply advanced preparation methods.	Supervises pre-preparation, preparation, portioning (dish-up), garnish and serving of food according to normal and therapeutic diets. Supervise the receiving and issuing of stock, including updating of stock-lists. Supervise safety and general hygiene of food service unit and staff. Train staff and assist with the planning of menus.	The direct control of Food Service unit, control and Supervision of Food Service Supervisors and production staff as well as planning of menus and recipes for normal diets. Group Feeding: (Provision of Food) Managing the ordering of supplies and control the storage as well as issuing thereof, the planning of the Budget, the control of food expenditure by means of cost effective measures and the implementation as well as evaluation of in-service-training of food service staff; the making of inputs in the planning, implementation and evaluation of food service units.

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				The fitting of food service units with appropriate equipment and appliances.
23. Gardening	Ability to identify differences between weeds and other plants, to be able to do basic gardening.	Ability to recognise growing problems that plants experience e.g. knowing that it have plagues and not necessarily be able to identify specifics in this regard.		
24. HR Matters	Basic HR Matters such as what resources are available, what training are available, following labour relations practices/guidelines. Maintaining discipline and motivating personnel. Assist in merit assessment etc. and general supervisory functions.	HR Management practices, legal issues, negotiations, dealing with conflict. Assist in career planning and utilisation of personnel.	How to develop policies for Department with regard to HR Matters and negotiating it with stakeholders.	How to develop policies on HR Matters impacting on the Public Service as a whole and/or Nationally. This will include legislation prescripts, etc.
25. Laboratories/Medical technology	Elementary equipment, preparation of samples/material.	Elementary analysing procedures, elementary human pathology.	Advanced preparation and analysing procedures and equipment, human pathology, preparation of vaccines.	
26. Laundry	How to use elementary equipment, do washing and ironing. Packaging procedures and how to utilise detergents.	How to utilise washing/ironing equipment with higher level of complexity in operating. Apply complex washing and ironing procedures.	How to operate complex washing/ironing equipment.	
27. Livestock	How to take care of the basic needs of animals (feed, etc.).	Ability to recognise problems/illnesses of animals and report it.		

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28. Machinery	How to use and do basic maintenance of machinery with low level of complexity in operating it.	How to use machinery with higher level of complexity in operating which may include installing basic setting/programming by choosing between set programmes (also including vehicles e.g. tractors).	How to use advanced machinery such as earth moving and road construction etc.	How to operate complex machinery including processes such as setting and calibrating, etc.
29. Medical/Dental Orthoty and Prosthetty	Human physiology, materials, rehabilitation methods, equipment and manufacturing processes.			
30. Medical Orthotics/ Prosthetics	Training and assisting in the manufacturing and repairing of orthotics and prosthetics assistive services.	Manufacturing of Medical orthotics/prosthetics assistive services.	More advanced manufacturing of medical orthotics/prosthetics assistive service e.g. surgical braces and myo-electronic arms.	Planning of Medical Orthotics/ Prosthetics Students and procedures. Out-Reach services.
31. Navigation	Basic steering procedures, chart reading, knowledge of basic signals and shapes.	Advanced steering procedures, chart reading and calculations, legislation requirements.		
32. Networks	Perform routine network administration and backups. Monitor the wide and/or local area network. Log and report LAN/WAN faults. Detect and repair/report elementary faults on LAN/WAN PC's, printers and software.	Perform advanced network administration and backups. Monitor the wide and/or local area network. Log and report LAN/WAN faults. Detect and repair/report complex faults on LAN/WAN PC's, printers and software.	Assist with the planning, design and implementation of LAN/WAN infrastructure. Supervise the network administration. Supervise the repair/reporting of unresolved faults on LAN/WAN equipment and peripherals.	Perform the planning, design and implementation of LAN/WAN infrastructure. Manage the network administration. Manage the repair/reporting of unresolved faults on LAN/WAN equipment and peripherals.

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33. Norms/Standards	Norms/standards applicable to specific tasks.	International acceptable standards e.g. ISO 9000.		
34. Nursing	Perform elementary nursing tasks according to relevant regulations and scope of practice, under the Nursing Act. Works under direct or indirect supervision of professional nurses.	Performs more advanced nursing tasks under direct or indirect supervision of the professional nurse, according to regulations and scope of practice under the Nursing Act 50 of 1978.	Responsible for the management of material and human resources within the financial framework of nursing units. Implementation of quality improvement programmes in nursing units.	Responsible for nursing inputs regarding strategic management of the nursing department/institution. Project management. Financial control of nursing department. Total quality management.
35. Occupational Therapy	The standard treatment of physical, psychological and developmental pathology through occupation with limited supervision. Assist with training of students.	The standard to complex treatment of physical, psychological and developmental pathology through occupation. Supervision of category A. Assist with research projects. Training of students.	The complex to specialised treatment of physical, psychological and developmental pathology through occupation. Supervision of category A and B. Assist in policy development. Implement research projects. Implement student training policy and train students. Participate in planning in the multi-disciplinary team.	Overall responsibility for: Personnel management. All service delivery. Development of departmental policies including student training. Liaison with multi-disciplinary professionals. Make recommendations on hospital/regional, provincial and national policy and strategy development. Co-ordinate all research projects. Co-ordinate student training and liaise with tertiary institutions.
36. Optometry	Elementary equipment and procedures.	Physiological structure of the human eye and secondary organs, eye deceases, eye hygiene, eye safety, facial and visual disabilities, equipment and procedures (e.g. exercises).		

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37. Oral Hygiene	Teeth mobility, oral hygiene, scaling and polishing periodontal pads, X-rays.			
38. Orthopaedic Shoemaking	Design and manufacture of orthopaedic footwear.	Evaluate clinics. Evaluate patients. Design and manufacture orthopaedic shoes. Quality control.	Evaluate Clinics. Evaluate patients. Design and manufacture advance state of orthopaedic shoes.	Evaluate clinics and other training centres. Lecturing and supervision practices.
39. Physiotherapy	Basic Physiotherapeutic diagnostic and treatment procedures in terms of curative, promotive, preventive and rehabilitative programmes.	Treat patients as in A and implement appropriate programmes. Assume responsibility and manage department in absence of Senior Physiotherapist. Supervise Junior members, Physiotherapy Assistants and Physiotherapy Students. Participate and contribute to Budget planning. Demonstrate, knowledge, understanding of Health Services policies and ability to implement these.	Develop advanced/ specialised therapeutic procedures. Manage the Physiotherapy Department effectively. Co-ordinate overall planning of the department. Supervise categories A & B. Training of Physiotherapy Students. Participate in Student Curriculum planning. Develop & encourage research programmes.	Develop Physiotherapy Department procedure manual and policies. Compile Physiotherapy Department Budget. Represent Physiotherapy Department at all levels. Participate in the development of Provincial and National Policies.
40. Physiotherapy Assistants	Work in a structured situation under supervision of the Rehabilitation Health Professional. Perform routine patient treatment as well as other routine therapeutic related tasks under supervision of the Rehabilitation health Professional.	Work in a structured situation under supervision of the Rehabilitation Health Professional. Perform routine patient treatment as well as other routine therapeutic related tasks under supervision of the Rehabilitation health Professional.	Work in a structured situation under supervision of the Rehabilitation Health Professional. Perform routine patient treatment as well as other routine therapeutic related tasks under supervision of the Rehabilitation health Professional.	

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	Administrative responsibilities.	Administrative responsibilities. Understanding of all health policies and relevant acts. Contribute to own professional development. Contribute to budget management. Assist in training of categories A&B, and other support personnel.	Administrative responsibilities. Understanding of all health policies and relevant acts. Contribute to own professional development. Contribute to budget management. Assist in training of categories A&B, and other support personnel. Assist in planning and running of in-service courses for Physiotherapy Assistants. Assist in training of students. Input into management of Department. Advanced administrative tasks. Develop leadership skills.	
41. Planning and Organising	How to do basic planning i.r.o. supplies needed/processes to follow to perform tasks.	How to plan for activities and resources needed which are not of a complex nature, such as the planning and co-ordination of own work and that of sub-ordinates.	How to plan for activities which may include projects, policy matters, and effective managing of components. It may involve more than one component/project and management reports will have to be compiled.	How to do strategic planning to set visions, missions, etc. to ensure the proper linking with that of the Public Service.
42. Programming	Maintain existing programs and develop, compile and test new programs according to given specifications, under close supervision.	Develop, compile, test and maintain application systems, which may include database procedures.	Develop, compile, test and maintain application systems, which may include database procedures. Develop entity models and design database structures. Perform business requirement	Develop, compile, test and maintain complex application systems, which may include complicated database procedures. Develop entity models and design integrated database structures.

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			studies and systems analysis.	Perform business requirement studies and systems analysis.
43. Provisioning Administration	To be determined during further development of the CORE.	To be determined during further development of the CORE.	To be determined during further development of the CORE.	To be determined during further development of the CORE.
44. Radiography	Basic orientation of - a) Radiation emitting equipment b) Film processing units c) Radiographic accessories. Knowledge of radiation rules and regulations and safety requirements. Limited X-ray examinations under supervision.	Limited X-ray examinations under supervision scope of practice according to set guidelines.	Advanced utilisation and knowledge of: a) Radiation emitting equipment for diagnostic and therapeutic purposes b) Contrast media c) Specialised procedures and accessories d) Training procedure.	Knowledge of legislation and radiographic standards. Research, training (professional and technical) Professional needs analysis.
45. Rehabilitation	Work in a structured situation under direct supervision of the Rehabilitation health professional. Perform routine patient treatment as well as other routine therapeutic related tasks under direct supervision of the rehabilitation Health Professional.	Higher task level interims of complexity, responsibility, knowledge skills and other demands in the treatment of patients in liaison with the Health Professional not always under direct supervision - accompanying the Therapist on home visits and taking care of administrative responsibilities.	Supervisory position II. Effective observation of patients and feedback to Rehabilitation Health Professionals regarding the progress. Assist in the training of patients, families and health workers.	Supervisory position III. Contribute and make inputs towards the rules and policies of institutions. Participate in team discussions. Follow-up home visits in consultation with Rehabilitation Health Professional. Assistance in training of students as well as other related to Health Profession. Partial-decisions with regard to treatment and planning Administrative tasks.

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46. Safety	Basic safety procedures/aspects which must be followed.	Situations/matters which might pose safety hazards.	What the different safety standards are that are prescribed in terms of statutes to which the organisation must comply with.	
47. Speech therapy and audiology	Diagnosis, prevention and intervention of hearing and hearing disorders. Guidance to care givers, family, employers. Providing assistive devices. Reports and statistics.	Advanced diagnosis, intervention, prevention of hearing and hearing disorders. Guidance in utilisation of assistive devices.	Advanced diagnosis, intervention and prevention. Guidance in utilisation of assistive devices. Advises and tutors staff and students in specialist areas.	
48. Stores	Knowledge of correct packing and supplying of orders in order to assist with the managing of stores.	How to manage a specific line of supplies in a store e.g. all cleaning related supplies or a store which carries only limited supplies.	Total management of a store which carries various lines of supply.	
49. Survey Related Instruments	Basic understanding and use of survey, cartographic and photogrammetric instruments.	Use of survey, cartographic and photogrammetric instrumentation which include the setting and care thereof.	Use a wide range of survey, cartographic and photogrammetric instrumentation of a more complex nature which include the setting and care thereof.	Manage the use of survey, cartographic and photogrammetric instruments which include the setting and/or calibration thereof.
50. Tools	How to use basic handtools and be able to distinguish between e.g. vice grip and shifting spanner.	How to use tools as well as decide which tools must be used to execute a job e.g. which welding process must be used to join metals.	How to use advanced tools which require specific detailed training.	

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51. Training	How to convey elementary knowledge with regard to manufacturing/creating products e.g. hand crafting.	How to supply training which are normally supplied in the day-to-day in house training of sub-ordinates.	Assist in developing/presenting formal training courses to build capacity of public service.	Develop/present formal training courses on specific subjects/specialised areas.