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Department:  
Public Service and Administration  
REPUBLIC OF SOUTH AFRICA

**THE PUBLIC SERVICE  
OCCUPATIONAL  
CLASSIFICATION SYSTEM:  
OCCUPATIONAL DICTIONARY  
FEBRUARY 2024**

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## TABLE OF CONTENTS

1.	INTRODUCTION	2
2.	PURPOSE OF THE DICTIONARY	3
3.	COMPONENTS OF THE DICTIONARY	4- 8
4.	SKILL LEVELS AND SKILL SPECIALISATION	8- 10
5.	A MAPPING BETWEEN SKILL LEVELS, NQF LEVELS AND OCCUPATIONAL CATEGORIES	11
6.	OCCUPATIONAL CATEGORIES	
	Section 1: Elementary Occupations	12- 15
	Section 2: Clerical Support workers	15- 18
	Section 3: Managers	18- 24
	Section 4: Professionals	24- 30
	Section 5: Plant, Machine Operators and Assemblers	30- 33
	Section 6: Protective and Rescue Service workers; Social and Health Supplementary and Support personnel	33- 36
	Section 7: Skilled Agricultural, Forestry and Fisheries; Craft and Related Trades workers	37- 41
	Section 8: Technicians and Associated Technical operators	41- 46
	Section 9: Security and Custodial Personnel	47-48
	ANNEXURE A: LIST OF OCCUPATIONS AND DESCRIPTORS	49- 85
	ANNEXURE B: OCCUPATIONAL CATEGORIES AND CODES	
	RESOURCE LIST	

## 1. INTRODUCTION

The Department of Public Service and Administration (DPSA) identified a need for a consolidated Occupational Dictionary for the Public Service. There are different systems for managing and categorising occupations that have been introduced over the years and there is a need to revise, further refine and consolidate them for use in the Public Service, i.e., the Occupational Classification System (OCS) and the Code of Remuneration (CORE). Thus, the Occupational Dictionary seeks to improve how occupations in the Public Service are categorised and defined.

The occupational categories and descriptions in the dictionary are largely aligned to the Department of Higher Education and Trainings' Organising Framework for Occupations (OFO); a national coded classification system categorizing all occupations within the South African labour market. Occupations are categorised into 9 major categories, which are further divided into sub-major, minor, unit categories and a list of occupations linked to each occupational category. The major categories are differentiated in terms of skill level, skill specialisation, complexity of work etc.

The dictionary takes into consideration several new developments and changes in the world of work, both locally and internationally. Some occupations no longer exist whilst the new world of work has brought about new occupations.

## 2. PURPOSE OF THE DICTIONARY

The Occupational Dictionary is developed in terms of the provisions in regulation 39 (3) of the Public Service Regulations, 2016 which stipulates that the MPSA shall determine a system of remuneration and an occupational classification system (OCS). Departments are then required in terms of regulation 39 (4) to link all posts as contained in a remuneration system to an occupation listed in the occupational classification system.

The purpose of the dictionary includes the following:

- 2.1 To standardize and establish a common language for classifying, naming, and defining occupations.
- 2.2 To provide an occupation classification that can be used as the basis for the classification of jobs when developing job descriptions (similar or a group of jobs can be categorised into an occupation).
- 2.3 To assist with more detailed human resource planning; skills planning and reporting; and individual career planning that is more occupation specific.
- 2.4 To provide consistency and a common language to reflect and address skills needs and to report on the impact of training interventions.

### 3. COMPONENTS OF THE DICTIONARY

The dictionary organises occupations in a hierarchical structure which consists of 9 Major Categories at the top level of aggregation, sub-divided into 52 Sub-major, 114 Minor Categories and about 293 Unit Categories as depicted in Table 1 below and about 600 occupations in Annexure A (the categorising is variable and depending on any new developments and changes in the work environment):

#### 3.1 Major Categories

At the highest level of classification, the dictionary is divided into nine major categories, which are distinguished from each other on the basis of skill (skill level and the broadest concept of skill specialisation).

- a) **Elementary occupations:** Elementary occupations involve the performance of simple, often manual and routine tasks which may require the use of hand-held tools and considerable physical effort. Some of the tasks includes the delivery of messages/ goods, cleaning, washing, pressing, property watching, working as labourers, etc. Most occupations included in this Category require skills at the 1<sup>st</sup> skill level.
- b) **Clerical Support Workers:** Clerical Support workers includes occupations whose main tasks entail transactional work which requires the knowledge and experience necessary to process, record, organise, store, compare and retrieve information in connection with transactional work. Most occupations in this Category require skills at the 2<sup>nd</sup> skill level.
- c) **Managers:** Managers determine, formulate, direct or advise on government policies, formulate and review policies, laws, rules and regulations; oversee the interpretation and implementation of government policies and legislation. They plan, direct, coordinate and evaluate the overall policies and activities of organisations or of organisational units within them.

This category covers occupations in the senior management service and executive management levels in the Public Service as well as those in the middle management levels which contain management tasks that are inherent to their job content. At middle management level the responsibility area may include the management and implementation of processes. Most occupations in this Category require skills at the 4<sup>th</sup> skill level.

- d) **Professionals:** Professionals apply subject matter specific concepts and theories, teach about these concepts/ theories in a systematic manner, or engage in any combination of these activities in their area of specialisation.

For the purpose of this dictionary, professionals include those occupations requiring registration with statutory professional bodies to practice their profession, e.g., medical doctors and those occupations not requiring registration with statutory professional bodies to practice their profession (also referred to as Functional Specialists), e.g., economists. There are professional bodies where certain category of professionals (functional specialists) might register voluntarily, however, where registration is not a requirement to practice their profession in the Public Service. Registration with those professional bodies is not included as a requirement in the dictionary.

Most occupations in this Category require skills at the 4<sup>th</sup> skill level.

- e) **Plant, Machine Operators, and Assemblers:** Plant, machine operators and assemblers operate and monitor machinery and equipment on the spot or by remote control, drive and operate vehicles and mobile machinery and equipment, or assemble products from component parts according to specifications and procedures. The work mainly calls for experience with, and an understanding of industry specific machinery and equipment as well as an ability to cope with machine-paced operations and to adapt to technological innovations. Most occupations included in this Category require skills at the 2<sup>nd</sup> skill level.
- f) **Protective and Rescue Service Workers, Social and Health Sciences Supplementary and Support Personnel:** Occupations in this category apply their knowledge and skills as part of the support functions directly associated with protective and rescue services (excluding SAPS); social and health sciences. They assist with supporting services like operating specialised equipment and doing preparations for specialised tasks to be performed by professionals and technicians. Most occupations included in this Category require skills at the 2<sup>nd</sup> skill level.
- g) **Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers:** The Public Service mainly provides advisory and extension services to farmers by skilled Agricultural, Forestry and Fishery workers. Occupations in this category are also employed in the agricultural research and training environment such as agricultural colleges.

Craft and related trades workers apply their specific knowledge and skills in the fields of mining and construction, form metal, erect metal structures, make, fit, maintain and repair machinery, equipment or tools, carry out printing work as well as produce or process foodstuffs, textiles, or wooden, metal and other articles. The work is carried out by hand and by hand-powered and other tools which are used to reduce the amount of physical effort and time required for specific tasks, as well as to improve the quality of the products. The tasks call for an understanding of all stages of the assembling process, the materials and tools used, and the nature and purpose of the final product. Most occupations included in this Category require skills at the 2<sup>nd</sup> skill level.

- h) **Technicians and Associate Technical Occupations:** includes occupations whose main tasks require technical knowledge and experience in different fields, including physical and applied sciences or social sciences and humanities. They perform mostly technical support and related tasks connected with maintenance and research and the application of scientific, social or artistic concepts and operational methods and government regulations.

The main tasks associated with this category are to implement and provide advice on government policies. It also includes the formulation, oversight compliance and inspections in relation to laws, regulations and policies directly associated with the mandates of the department. Most occupations in this Category require skills at the 3<sup>rd</sup> skill level.

- i) **Security and Custodial Personnel** consist of occupations employed in the security cluster, i.e., the SAPS, Defence and Correctional Services in terms of their respective legislations performing functions directly linked to their legislations, e.g., SAPS Act, Defence Act and Correctional Services Act. This category is defined at two levels which includes functional management and operational levels. Most occupations included in this Category require skills ranging between the 2<sup>nd</sup> and 4<sup>th</sup> skill level. The occupations in this category are defined by the relevant departments.

### 3.2 Sub-Major Categories

This level of categorisation encompasses sub-divisions of major categories; which are distinguished from each other on the basis of broadly stated skill specialisation.

### 3.3 Minor Categories

This level of categorisation encompasses sub-divisions of sub-major categories; which are distinguished from each other on the basis of less broadly stated skill specialisation.

### 3.4 Unit Categories

This level of categorisation encompasses sub-divisions of the minor categories; which are distinguished from each other on the basis of a finer degree of skill specialisation.

### 3.5 Occupations

Occupations in the same unit are distinguished from each other on the basis of uniqueness of the output, usually due to specific application of skills and knowledge in a specific context. It also relates to a cluster of jobs which involve the performance of a common set of tasks.

#### Occupational Categories:

Major Categories	Sub-Major Categories	Minor Categories	Unit Categories
Elementary Occupations	6	8	19
Clerical Support Workers	5	9	23
Managers	4	11	53
Professionals	6	23	78
Plant and Machine Operators, and Assemblers	4	7	17
Protective and Rescue Service Workers; Social and Health Sciences Supplementary and Support Personnel	6	11	19
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	9	14	27
Technicians and Associate Technical Occupations	6	17	41

Major Categories	Sub-Major Categories	Minor Categories	Unit Categories
Security and Custodial Personnel	6	14	16
<b>Totals</b>	<b>52</b>	<b>114</b>	<b>293</b>

Table 1: occupational categories

## 4. SKILL LEVELS AND SKILL SPECIALISATION

The categorisation of occupations hinges on two main concepts: the concept of **the kind of work performed** or job and the concept of **skill**. Two dimensions of skill are used to arrange occupations into categories (i.e., skill level and skill specialisation).

4.1 **Skill level** is an indication of the complexity and range of tasks and duties to be performed in an occupation. Skill level is measured operationally by considering one or more of the following:

- The nature of the work performed (i.e. the complexity and range of work) in an occupation and organisation in relation to the characteristics of tasks and duties defined.
- The responsibility demanded of the work, including responsibility for people, finances and material. This includes tasks that have an impact on who is accountable for delivery of the organisation's goals, for example, its financial soundness. It is important to consider the various types of responsibility associated with the organisation's goals independently from the hierarchical level of the job or the number of employees it involves supervising.
- The skills, qualifications, including prior learning, and experience required to perform the work, whether formal or informal. The level of formal education required for competent performance of the tasks and duties involved is defined in terms of the National Qualifications Framework (NQF).
- The amount of informal on-the-job training and/or previous experience in a related occupation required for competent performance of these tasks and duties.

- Physical, mental and emotional effort required to perform the work. This refers to the difficulty related to and the fatigue and tension caused by performing job tasks. It is important to not only consider physical effort but also take mental and psychological effort into consideration.

Occupations that involve the performance of broadly the same sets of tasks and duties are classified in the same category, even in cases where national skill level requirements measured in terms of formal education are different. Thus, there might be overlaps in terms of qualification levels as defined on the NQF.

#### **The four different skill levels:**

- i. The first skill level comprises a primary level of education and part completion of secondary education. In terms of the NQF this skill level covers the completion of the General Education and Training (GET) band (schooling up to Grade 9/ Adult Basic Education and Training level 4/ NQF level 1).
- ii. The second skill level comprises secondary education. A period of on-the-job training and experience may be necessary, sometimes formalised in learnerships or apprenticeships. This period may supplement the formal training or replace it partly or in some cases, wholly.

In terms of the NQF, this skill level covers education from the GET band up to the Further Education and Training (FET) band (schooling up to Grade 12, technical education, NQF levels 2-4).

- iii. The third skill level comprises the first stage of tertiary education leading to credits awarded that are not equivalent to a first university degree. In terms of the NQF, this skill level covers the FET education up to part of the Higher Education band (HET) (NQF level 6).
- iv. The fourth skill level comprises education leading to a university or postgraduate university degree, or the equivalent. In terms of the NQF, this skill level covers the HET band (NQF level 7 up to NQF level 10).

4.2 **Skill specialisation:** Is considered in terms of the following four concepts:

- **Field of knowledge required.** Refers to knowledge acquired through studying different kinds of theories within a certain area of study/ specialisation (e.g., finance, nursing, engineering, science, etc.).
- **Tools and machinery/ equipment used.** Refers to the kind of equipment used to perform work in a particular field of work, thus, equipment-based work methods (e.g., computer software programs, blood pressure monitor, construction software, laboratory equipment, etc.)
- **Materials worked on or with.** Refers to any quantifiable objects and different materials used or produced or worked on/ with, in the workplace, e.g., financial reports, patients, construction designs, scientific reports, etc. Some of the materials used might be hazardous (e.g., acids, caustic substances, disinfectants, heavy metals) where training and authorization might be required before using, whilst adhering to the various safety requirements.
- **Kinds of goods and services produced or provided.** Refers to the kind of product (usually tangible) or service (activities provided by individuals) produced or rendered to the various stakeholders, within or outside of the organisation (e.g., support to line functions within an organisation, the public, other stakeholders), e.g., accounting service, healthcare, roads/ bridges, knowledge, etc.). The context within which the service is rendered is important to enable the organisation to provide the necessary equipment or resources to perform work.

## 5. A MAPPING BETWEEN SKILL LEVELS, NQF LEVELS AND OCCUPATIONAL CATEGORIES

The table below provides an indicative link between the skill levels of occupational categories and the NQF Levels. (This is not absolute and is mainly for illustrative purposes)

Occupational Categories	Skill levels	NQF Levels
<ul style="list-style-type: none"> <li>Managers</li> <li>Professionals</li> </ul>	<b>Skill Level 4:</b> post-secondary education	NQF Level 7-10
<ul style="list-style-type: none"> <li>Technicians and Associate Technical Occupations</li> </ul>	<b>Skill Level 3:</b> post-secondary education up to Higher certificate and part of the HET	NQF Level 4-6
<ul style="list-style-type: none"> <li>Clerical Support workers</li> <li>Skilled Agricultural, Forestry, Fishery, Craft &amp; Related Trades workers</li> <li>Protective, Rescue Services workers, Social and Health Sciences Supplementary and Support personnel</li> <li>Plant Machine Operators &amp; Assemblers</li> </ul>	<b>Skill Level 2:</b> schooling up to Grade 12, technical education, some learnerships/ apprenticeships	NQF Level 2-4
<ul style="list-style-type: none"> <li>Elementary Occupations</li> </ul>	<b>Skill Level 1:</b> schooling up to Grade 9/ ABET level 4	NQF Level 1
<ul style="list-style-type: none"> <li>Security and Custodial Personnel</li> </ul>	<b>Skill Level:</b> Varies from the 2 <sup>nd</sup> to the 4 <sup>th</sup> skill level	NQF Level 2-10

*Mapping between skill levels, NQF levels and occupational categories*

## 6. OCCUPATIONAL CATEGORIES

### SECTION 1: ELEMENTARY OCCUPATIONS

#### 1.1 Description:

Elementary occupations are normally responsible for routine, often manual tasks. With few exceptions only limited personal initiative and judgment are required; the use of hand-held tools and considerable physical effort may also be required. Most occupations in this category require skills at the first skill level.

Work associated with Elementary occupations are generally characterised into two main categories:

##### a) **Basic manual**

Refers to employees performing work that generally-

- requires no formal qualifications, experience or training;
- requires an ability to follow simple instructions;
- is highly repetitive manual labour, directly/intensively supervised and highly prescriptive in nature; and
- although mental demands are also required, a strong emphasis is on the physical attributes an individual possesses.

Examples of jobs performing work on this level would be most cleaners, labourers, etc.

##### b) **Semi-skilled manual**

Refers to employees performing work that generally-

- requires some training (on a lower level than skilled manual – usually in-service training such as a short course is required) and/or experience but no formal qualifications; and
- is fairly repetitive, directly/intensively supervised and clearly prescriptive in nature.

The work entails manual work on lower levels e.g. most drivers, handymen, machine-operators, crane-drivers, boiler operators etc.

## 1.2 Sub categories:

This occupational category consists of 6 sub-major, 8 minor, 19 unit categories and occupations listed in Annexure A:

Major Category	Sub-Major Category	Minor Category	Unit Category
Elementary Occupations	Cleaners and related occupations	Domestic, Office Cleaners and Helpers	<ul style="list-style-type: none"> <li>Cleaners and Helpers in Offices, workshops, hospitals and Other Establishments</li> </ul>
		Vehicle, Window, Laundry and Other Hand Cleaning Workers	<ul style="list-style-type: none"> <li>Hand Launderers and Pressers</li> <li>Vehicle Cleaners</li> <li>Window Cleaners</li> <li>Other Cleaning Workers</li> </ul>
	Agricultural, conservation, forestry and fisheries labourers	Agricultural, conservation, forestry and fisheries labourers	<ul style="list-style-type: none"> <li>Garden and Horticultural Labourers</li> <li>Forestry Labourers</li> <li>Fishery and Aquaculture Labourers</li> <li>Conservation labourers</li> <li>Farm Aids</li> </ul>
	Labourers in Construction	Construction Labourers	<ul style="list-style-type: none"> <li>Civil Engineering Labourers</li> <li>Building Construction Labourers</li> </ul>
	Food preparation and serving assistants	Food Preparation and Serving Assistants	<ul style="list-style-type: none"> <li>Food Preparers and Servers</li> <li>Kitchen Helpers</li> </ul>
	General elementary occupations	Refuse Workers	<ul style="list-style-type: none"> <li>Refuse Sorters</li> <li>Sweepers and Related Labourers</li> </ul>
		Other Elementary Workers	<ul style="list-style-type: none"> <li>Messengers and Package Deliverers</li> <li>Other Elementary Workers</li> </ul>
	Elementary Workers not elsewhere Classified	Elementary Workers not elsewhere Classified	<ul style="list-style-type: none"> <li>Elementary Workers not elsewhere Classified</li> </ul>

### 1.3 Functions associated with this occupational category includes (not limited to):

- Cleaning, restocking supplies and performing basic maintenance in buildings, kitchens, offices, workshops, hospitals, and other buildings.
- Washing cars, windows, and other fixtures.
- Helping in kitchens and performing simple tasks in food preparation.
- Delivering messages or goods.
- Sweeping, vacuum-cleaning, polishing, and washing floors and furniture.
- Picking up garbage, emptying garbage containers and taking garbage to disposal areas for removal, cleaning and sweeping streets and similar places.
- Cleaning, disinfecting, and deodorizing kitchens, bathrooms, and toilets.
- Performing various simple farming or trapping tasks.

### 1.4 Associated Competencies:

- a) **Generic competencies:** The following generic competencies are associated with occupations in this category and the proficiency levels will depend on the complexity of the specific job. The competencies in this category include, but is not limited to:
- **Communication:** ability to follow oral and written instructions.
  - **Team work:** ability to work effectively individually and with a team.
  - **Job focused learning:** demonstrate eagerness to acquire necessary knowledge and skills to accomplish a result.
  - **Basic literacy:** demonstrate basic numerical, reading and writing skills.
  - **Integrity:** ability to act in an honest and trustworthy manner based on personal accountability and a moral conviction to do the right thing.

**b) Technical competencies**

- Tasks at this skill level require the ability to read simple documents/instructions, accomplish literal information-matching with no distractions and perform simple calculations. Specific technical competencies are defined at the level of the job.

**1.5 Qualification Requirements:**

- NQF Level 1 (ABET Level 4, equivalent to Grade 9)
- NQF Level 2 (Junior certificate/ Grade 10)

**1.6 Other requirements:**

- Requirements to be determined as per specific post or job requirements.
- Possession of drivers' license, physical fitness, etc.

## **SECTION 2: CLERICAL SUPPORT WORKERS**

**2.1 Description:**

The clerical support category consist of occupations whose main tasks entail transactional work which requires the knowledge and experience necessary to process, record, organise, store, compare and retrieve information in connection with transactional work. The tasks performed are usually routine/repetitive, directly supervised and/or highly prescriptive. Most occupations in this category require skills at the second skill level.

**2.2 Sub Categories**

This occupational category consists of 5 sub-major, 9 minor, 23 unit categories and occupations listed in Annexure A:

Major Category	Sub Major Category	Minor Category	Unit Category
Clerical Support Workers	General and keyboard clerks	General Office Clerks	<ul style="list-style-type: none"> <li>• General Office Clerks</li> </ul>
		Secretaries (General)	<ul style="list-style-type: none"> <li>• Secretaries</li> </ul>
		Keyboard Operators	<ul style="list-style-type: none"> <li>• Typists and Word Processing Operators</li> <li>• Data Entry Clerks</li> </ul>
	Customer Services Clerks	Client Information Workers	<ul style="list-style-type: none"> <li>• Contact Centre Information Clerks</li> <li>• Telephone Switchboard Operators</li> <li>• Enquiry Clerks</li> <li>• Receptionists</li> <li>• Survey and Market Research Interviewers</li> </ul>
		Cashiers, tellers and related workers	<ul style="list-style-type: none"> <li>• Cashiers and Tellers</li> </ul>
	Numerical and Material Recording Clerks	Numerical Clerks	<ul style="list-style-type: none"> <li>• Statistical and Finance Clerks</li> <li>• Payroll Clerks</li> </ul>
		Material-recording and Transport Clerks	<ul style="list-style-type: none"> <li>• Stock Clerks</li> <li>• Production Clerks</li> <li>• Transport Clerks</li> </ul>
	Other Clerical Support Workers	Other Clerical Support Workers	<ul style="list-style-type: none"> <li>• Library Clerks</li> <li>• Mail Carriers and Sorting Clerks</li> <li>• Coding, Proof-reading and Related Clerks</li> <li>• Scribes and Related Workers</li> <li>• Filing and Copying Clerks</li> <li>• HR Clerks</li> <li>• Other Clerical Support Workers</li> </ul>
	Clerical Support Workers not Elsewhere Classified	Clerical Support Workers not Elsewhere Classified	<ul style="list-style-type: none"> <li>• Clerical Support Workers not Elsewhere Classified</li> </ul>

### 2.3 Functions associated with this occupational category includes (but not limited to):

Employees performing work that generally –

- requires some academic qualifications, experience or training;
- is routine/repetitive, directly supervised and/or highly prescriptive; and
- entails organising, storage, comparison and retrieval of information, operating office equipment and/or recording and computing numerical data, processing data and/or the support of other employees in the execution of their duties e.g. registry/administration/personnel/ clerks, helpdesk clerks (doing access control, communicating basic information, registering complaints), secretaries, receptionists, typists etc.

## 2.4 Associated Competencies:

### a) Generic competencies:

The following generic competencies are associated with occupations in this category and the proficiency levels will depend on the complexity of the specific job. The competencies include, but are not limited to the following:

- **Teamwork:** ability to work co-operatively with other individuals and make contributions to the outputs of others in order to assist own team to achieve the required outputs.
- **Communication:** ability to produce written communications and reports; and communicate verbally in meetings, presentations, conversations and interviews in order to convey and communicate concepts, messages, decisions and policies.
- **Interpersonal relations:** ability to form associations with other individuals to achieve the required outputs.
- **Citizen Service Orientation:** ability to display positive attitudes and behaviours, which demonstrate an awareness and willingness to respond to citizens in order to respond to and meet their needs, requirements and expectations as well as improving service delivery.
- **Problem analysis:** ability to identify and define problems, extract key information from data and develop workable solutions for the problems identified in order to test and verify the cause of the problem and develop solutions to resolve the problems identified.

### b) Technical competencies

Employees in this category may require computer skills, language proficiency, planning and organising skills to be able to perform effectively. Additional competencies are to be determined at departmental level as per specific post or job requirements.

## 2.5 Qualification Requirements:

NQF level 4 qualification

## 2.6 Other Requirements:

- Computer skills
- Experience as required where applicable
- Requirements as determined per specific post or job requirements

## SECTION 3: MANAGERS

### 3.1 Description:

Managers plan, organise, direct, control, review and oversee the interpretation and implementation of government policies and legislation. They plan, direct, coordinate and evaluate the overall policies and activities of organisations or of organisational units within them.

This category covers occupations in the senior management service levels as well as those in the middle management levels which contain management tasks that are inherent to their job content. At middle management level the responsibility area may also include the management and implementation of processes.

Supervisors or team leaders are not included in this category as their responsibilities are focused more towards their functional areas/occupation. Occupations in this category require skills at the fourth skill level.

Employees in this category perform work that generally requires –

- that most of their time is spent on the generic management processes (personnel, finance, planning, control, organising, etc.) in managing functions; and
- control of resources (people, funds, etc.), and it can generally be expected that these jobs will be designated as part of middle and senior management.

### 3.2 Sub Categories

This occupational category consists of 4 sub-major, 11 minor, 53 unit categories and occupations listed in Annexure A:

Major Category	Sub-Major Category	Minor Category	Unit Category
Managers	Heads of Departments / Directors-General / Chief Executive Officers	Heads of Departments /Chief Executive Officers	<ul style="list-style-type: none"> <li>• Heads of National Departments</li> <li>• Heads of Offices of Premier</li> <li>• Heads of Provincial Departments</li> <li>• Heads of National Government Components</li> <li>• Heads of Provincial Government Components</li> </ul>
	Senior Managers	Corporate Services, Administration and Support Managers	<ul style="list-style-type: none"> <li>• Audit and Risk Managers</li> <li>• Chief Financial Officers</li> <li>• Finance Managers</li> <li>• Human Resource Managers</li> <li>• Policy and Planning Managers</li> <li>• Supply Chain Managers</li> </ul>
		Marketing and Development Managers	<ul style="list-style-type: none"> <li>• Marketing Managers</li> <li>• Public/Media Relations Managers</li> <li>• Research and Development Managers</li> </ul>
		Economics and Related Professional Managers	<ul style="list-style-type: none"> <li>• Economics Managers</li> <li>• Trade and Industry Managers</li> </ul>
		Managers in Agriculture, Forestry and Fisheries	<ul style="list-style-type: none"> <li>• Agricultural and Forestry Managers</li> <li>• Aquaculture, Water and Fisheries Managers</li> </ul>
		Information and Communications Technology Service Managers	<ul style="list-style-type: none"> <li>• Information and Communications Technology Service Managers</li> </ul>
		Professional Services Managers	<ul style="list-style-type: none"> <li>• Administrative and governance policy managers</li> <li>• Aged Care Service Managers</li> <li>• Child and Youth Care service Managers</li> <li>• Education Managers</li> <li>• Engineering and Construction Services related Managers</li> <li>• Health Service Managers</li> <li>• Legal related Managers</li> <li>• Life Sciences related Managers</li> <li>• Mining, Energy and Nuclear related Managers</li> <li>• Natural Sciences related Managers</li> <li>• Regulatory, Compliance and Enforcement Managers</li> <li>• Social Service Managers</li> <li>• Sports, Recreation and Cultural Centre Managers</li> </ul>
		Other Senior Managers	<ul style="list-style-type: none"> <li>• Other Senior Managers</li> </ul>

Major Category	Sub-Major Category	Minor Category	Unit Category
	Middle Managers	Middle Managers	<ul style="list-style-type: none"> <li>• Administrative related</li> <li>• Agriculture and Forestry related</li> <li>• Aviation related</li> <li>• Communication and Information related</li> <li>• Emergency services related</li> <li>• Engineering Sciences related</li> <li>• Finance and Economics related</li> <li>• Health Sciences related</li> <li>• Household, food and laundry services related</li> <li>• Human Resource and Organisational development related</li> <li>• Information Technology related</li> <li>• Internal Audit related</li> <li>• Legal related</li> <li>• Life Sciences related</li> <li>• Natural Sciences related</li> <li>• Ships related</li> <li>• Social Sciences related</li> <li>• Trade and Industry related</li> </ul>
		Other Middle Managers	<ul style="list-style-type: none"> <li>• Other Middle Managers</li> </ul>
	Managers not elsewhere Classified	Managers not elsewhere Classified	<ul style="list-style-type: none"> <li>• Managers not elsewhere Classified</li> </ul>

### 3.3 Functions associated with this occupational category include (but are not limited to) :

#### 3.3.1 Heads of Departments/ Directors-General and Chief Executive Officers

##### 3.3.1.1 Heads of National Departments/ Directors-General

Heads of national departments are responsible for setting strategy and the efficient management and administration of their departments, including the effective utilisation of human and financial resources, the effective utilisation and training of staff, the maintenance of discipline, the promotion of sound labour relations and the proper use and care of State property, and other functions that may be prescribed.

##### 3.3.1.2 Heads of Offices of Premiers

Heads of the Offices of Premiers are responsible for setting strategy, intergovernmental relations on an administrative level between institutions in the relevant province and other provinces as well as national departments and national government components and for the intra-governmental co-operation between

the relevant Office of the Premier and the various provincial departments and provincial government components, including the co-ordination of their actions and legislation.

#### 3.3.1.3 Heads of Provincial Departments

Heads of provincial departments are responsible for setting strategy, the efficient management and administration of their departments, including the effective utilisation of human and financial resources, the effective utilisation and training of staff, the maintenance of discipline, the promotion of sound labour relations and the proper use and care of State property, and other functions that may be prescribed.

#### 3.3.1.4 Heads of National Government Components

Heads of national government components are responsible for setting strategy, the efficient management and administration of their components, including the effective utilisation of human and financial resources, the effective utilisation and training of staff, the maintenance of discipline, the promotion of sound labour relations and the proper use and care of State property, and other functions that may be prescribed.

#### 3.3.1.5 Heads of Provincial Government Components

Heads of provincial government components are responsible for setting strategy, the efficient management and administration of their components, including the effective utilisation of human and financial resources, the effective utilisation and training of staff, the maintenance of discipline, the promotion of sound labour relations and the proper use and care of State property, and other functions that may be prescribed.

### **3.3.2 Senior Managers**

#### 3.3.2.1 Senior Managers: Line/Core

Line managers formulate policies, plan, direct, control and coordinate activities of production and rendering of services within government or the organization or to the public.

#### 3.3.2.2 Senior Managers: Corporate Services

Corporate Services Managers plan, direct and coordinate support services functions including finance, human resource, internal audit, risk and integrity management, strategic planning, monitoring and

evaluation, legal services, organisational design, office support services, security, communication and information, communication technology and general office support services within the department/organisation.

### **3.3.3 Middle Managers**

Middle Managers manage processes, standard operating procedures and other generic management processes (personnel, finance, planning, monitoring, control, organizing, etc.) for the units they are responsible for.

### **3.4 Associated Competencies:**

#### **a) Generic competencies**

Competencies as listed in the Senior Management and Middle Management Competency Frameworks according to the different proficiency levels:

Senior Management Competencies:

- Strategic Capability and Leadership
- Project and Programme management
- Financial management
- Change management
- People management and empowerment

Middle Management Competencies:

- Applied Strategic Thinking
- Applying Technology
- Budgeting and Financial Management
- Communication and Information Management
- Continuous Improvement
- Citizen Focus and Responsiveness
- Developing Others
- Diversity Management
- Impact and Influence
- Managing Interpersonal Conflict and Resolving Problems
- Networking and Building Bonds

- Planning and Organising
- Problem Solving and Decision Making
- Project Management
- Team Leadership

b) Technical competencies

Technical competencies are to be determined at departmental level as per specific post or job requirements

### 3.5 Qualification Requirements:

- For Deputy Directors General and Heads of Department: an undergraduate qualification and a post-graduate qualification (NQF level 8) or as prescribed from time to time and as recognised by SAQA.
- For Directors and Chief Directors:
  - NQF level 7 qualification as recognised by SAQA.
  - Certificate for entry into the SMS and other requirements as may be prescribed from time to time.
- For Middle Managers: NQF 7 qualification as required by the post and recognised by SAQA

### 3.6 Experience Requirements:

Management Levels	Relevant experience (The experience below are broad guidelines and should not be interpreted as being appointment requirements for a post)
Executive Manager (Heads of Department)	8-10 years of experience at a senior management level (5 years of which must be with any organ of state as defined in the Constitution, Act 108 of 1996)
Senior Manager	The experience below depicts the different levels in this category: 8-10 years of experience at a senior management level
	Experience at the senior management level as prescribed 5 years of experience at a senior management level
	Experience at the middle management level as prescribed 5 years of experience at a middle/ senior management level
Middle manager	3 years first level/middle management (ASD level) experience Experience at the production level as prescribed
	Further requirements as determined by the executive authority based on the inherent requirements of the job, or as may be prescribed

### **3.7 Other Requirements:**

- Computer literacy
- Registration with relevant statutory bodies as required and/ or;
- Other requirements to be determined as per specific post or job requirements.

## **SECTION 4: PROFESSIONALS**

### **4.1 Description:**

Professionals apply subject matter specific concepts and theories, teach about the foregoing in a systematic manner, or engage in any combination of these activities.

Tasks performed usually include conducting analysis and research, developing concepts, theories and operational methods and advising on or applying existing knowledge related to physical sciences including mathematics, engineering and technology and also to life sciences including the medical profession, as well as social sciences, humanities and legal and social services. Most occupations in this category require skills at the fourth skill level.

### **4.2 Sub Categories:**

The Professionals category consists of 2 categories that comprises 6 sub-major, 23 minor, 78 unit categories and occupations listed in Annexure A:

#### **4.2.1 Professionals requiring registration with statutory bodies/ councils**

Refers to a category of employees (occupations) performing work that -

- requires formal tertiary qualifications (4 year (or longer) university or equivalent qualification); and
- entails a statutory requirement to be registered with a professional council/body (established by legislation) to perform the functions.

#### 4.2.2 Professionals not requiring registration with statutory bodies (also referred to as Functional Specialists):

Refers to a Category of employees (occupations) who–

- are subject matter experts and can undertake work/provide advice on complex functions in the particular work environment; and
- have the ability to provide advice and guidance on policy/technical issues and entails a high level of theoretical and practical knowledge obtained through substantial exposure in the relevant field.

Functions in this category can entail the management of processes such as policy processes (and not necessarily a strong focus on resources). This will be the highest level of technical/specialised work.

Major Category	Sub Major Category	Minor Category	Unit Category
Professionals	Physical, Mathematical and Engineering Science Professionals	Physical and Earth Science Professionals	<ul style="list-style-type: none"> <li>• Physicists and Related Professionals</li> <li>• Meteorologists</li> <li>• Chemists</li> <li>• Geologists and Geophysicists</li> </ul>
		Mathematicians, and Statisticians	<ul style="list-style-type: none"> <li>• Mathematicians and Statisticians</li> </ul>
		Life Science Professionals	<ul style="list-style-type: none"> <li>• Biologists, Botanists, Zoologists and Related Professionals</li> <li>• Farming, Forestry and Fisheries Professionals</li> <li>• Environmental Protection Professionals</li> </ul>
		Engineering Professionals (Excluding Electrotechnology)	<ul style="list-style-type: none"> <li>• Biomedical Engineers</li> <li>• Civil Engineers</li> <li>• Environmental Engineers</li> <li>• Mechanical Engineers</li> <li>• Chemical Engineers</li> <li>• Mining, Metallurgy, Energy, Nuclear and Related Professionals</li> <li>• Other Engineering Professionals</li> </ul>

Major Category	Sub Major Category	Minor Category	Unit Category
		Electrotechnology Engineers	<ul style="list-style-type: none"> <li>Electrical Engineers</li> <li>Electronics Engineers</li> <li>Telecommunications Engineers</li> </ul>
		Architects, Planners, Surveyors and Designers	<ul style="list-style-type: none"> <li>Building Architects</li> <li>Landscape Architects</li> <li>Town and Traffic Planners</li> <li>Cartographers and Surveyors</li> <li>Graphic and Multimedia Designers</li> </ul>
	Health Professional	Medical Doctors and Dentists	<ul style="list-style-type: none"> <li>Dentists</li> <li>Dental Specialists</li> <li>Generalist Medical Practitioners</li> <li>Specialist Medical Practitioners</li> </ul>
	Nursing and Midwifery Professionals	<ul style="list-style-type: none"> <li>Nursing Professionals</li> <li>Midwifery Professionals</li> </ul>	
	Paramedical Practitioners	<ul style="list-style-type: none"> <li>Paramedical Practitioners</li> </ul>	
	Veterinarians	<ul style="list-style-type: none"> <li>Veterinarians</li> </ul>	
	Other Health Professionals	<ul style="list-style-type: none"> <li>Pharmacists</li> <li>Environmental and Occupational Health and Hygiene Professionals</li> <li>Physiotherapists</li> <li>Dieticians and Nutritionists</li> <li>Audiologists and Speech Therapists</li> <li>Optometrists and Ophthalmic Opticians</li> <li>Occupational Therapists</li> <li>Health Professionals not elsewhere classified</li> </ul>	
	Organisational and Administration Professionals	Finance and Economics Professionals	<ul style="list-style-type: none"> <li>Accountants</li> <li>Economists</li> </ul>
		Administration Professionals	<ul style="list-style-type: none"> <li>Management and Organization Analysts</li> </ul>

Major Category	Sub Major Category	Minor Category	Unit Category
			<ul style="list-style-type: none"> <li>• Policy Administration Professionals</li> <li>• Personnel and Careers Professionals</li> <li>• Training and Development Professionals</li> </ul>
	Information and Communications Technology Professionals	Systems, Software and Applications Developers and Analysts	<ul style="list-style-type: none"> <li>• Application Systems Analysts</li> <li>• Data Analysts</li> <li>• Business Analysts</li> <li>• Software Developers</li> <li>• Systems Developers and Testers</li> <li>• Web and Multimedia Developers</li> <li>• Applications Programmers</li> <li>• Applications Developers</li> </ul>
		Network and Database Professionals	<ul style="list-style-type: none"> <li>• Network and database Professionals</li> <li>• Infrastructure Coordinators</li> <li>• Graphic Designers</li> <li>• IT Architects and Engineers</li> </ul>
		IT Administration and Reporting	<ul style="list-style-type: none"> <li>• Web and database Administrators</li> <li>• Systems, Applications Administrators and Support</li> <li>• IT Audits and Security Personnel</li> </ul>
		Communications Professionals	<ul style="list-style-type: none"> <li>• Communications and Related Professionals</li> </ul>
	Legal, Social and Cultural Professionals	Legal Professionals	<ul style="list-style-type: none"> <li>• Attorneys</li> <li>• Advocates</li> <li>• Judges, Magistrates and Prosecutors</li> <li>• Court and Other Judicial Personnel</li> </ul>
		Librarians, Archivists, Heraldists and Curators	<ul style="list-style-type: none"> <li>• Archivists, Heraldists and Curators</li> <li>• Librarians and Related Information Professionals</li> </ul>

Major Category	Sub Major Category	Minor Category	Unit Category
		Social and Religious Professionals	<ul style="list-style-type: none"> <li>• Sociologists, Anthropologists and Related Professionals</li> <li>• Philosophers and Historians</li> <li>• Psychologists</li> <li>• Social Work and Counselling Professionals</li> <li>• Religious Professionals</li> </ul>
		Authors, Journalists and Linguists	<ul style="list-style-type: none"> <li>• Authors and Related Writers</li> <li>• Journalists</li> <li>• Translators, Interpreters and Other Linguists</li> </ul>
		Creative artists	<ul style="list-style-type: none"> <li>• Visual artists</li> <li>• Musicians, composers and artists</li> </ul>
	Professionals not Elsewhere Classified	Professionals not Elsewhere Classified	<ul style="list-style-type: none"> <li>• Professionals not Elsewhere Classified</li> </ul>

#### 4.3 Functions associated with this occupational category includes (but are not limited to):

- Developing, implementing, monitoring, reviewing and evaluating relevant strategies, policies and plans to meet organisational needs.
- Ensuring compliance with all relevant legislative, statutory, regulatory requirements towards the achievement of assigned projects and goals.
- Supervision of other workers may be included.
- Research, plan, design, operate and maintain projects.
- Developing cost effective solutions according to standards.
- Evaluating existing manuals, standards and procedures to incorporate new technology.
- Preparing technical and scientific papers and reports.
- Evaluating results of investigations, experiments or research and expressing conclusions, using various techniques and models in the field.
- Determining ways to strengthen or combine materials or develop new materials or products.

#### **4.4 Associated Competencies:**

##### **a) Generic competencies-**

Competencies required from professional bodies, as listed in the Senior Management and Middle Management Competency Frameworks and as may be prescribed from time to time.

##### **b) Technical competencies-**

- Technical competencies to be determined at departmental level as per specific post or job requirements or in cases where a system of remuneration such as an OSD has been determined, in the relevant OSD or where applicable determined by the Minister (e.g., during the JE co-ordination process, these may be defined and issued by the MPSA).
- Competency framework for Human Resource Management and Development occupations.
- Competency framework for Finance and Supply Chain Management occupations.

#### **4.5 Qualifications Requirements:**

- NQF Level 7 (Bachelor's Degree and Advanced Diplomas)
- NQF Level 8 (Honours Degree, Post Graduate diploma and Professional Qualifications)
- NQF Level 9 (Master's Degree)

#### **4.6 Experience Requirement**

To be determined at departmental level as per specific post or job requirements or in cases where a system of remuneration has been determined, in the relevant system such as an OSD or where applicable as prescribed by the Minister (e.g., during the JE co-ordination process, these may be defined and issued by the MPSA).

#### **4.7 Other Requirements:**

- Requirements to be determined as per specific post or job requirements.
- Entails a statutory requirement to be registered with a professional council/body (established by legislation) to perform the functions.
- Computer literacy.

## SECTION 5: PLANT, MACHINE OPERATORS AND ASSEMBLERS

### 5.1 Description:

Plant and machine operators and assemblers mainly operates and monitors industrial and agricultural machinery and equipment on the spot or by remote control, drive and operate trains, motor vehicles and mobile machinery and equipment, or assemble products from component parts according to strict specifications and procedures. The work mainly calls for experience with and an understanding of industrial and agricultural machinery and equipment as well as an ability to cope with machine-paced operations and to adapt to technological innovations. Most occupations in this category require skills at the second skill level.

### 5.2 Sub categories

This occupational category consist of 4 sub-major, 7 minor, 17 unit categories and occupations listed in Annexure A:

Major Category	Sub-Major Category	Minor Category	Unit Category
Plant, Machine Operators and Assemblers	Stationary Plant, Machine Operators and general maintenance	Plant, machine Operators and general maintenance	<ul style="list-style-type: none"> <li>Well Drillers and Borers and Related General maintenance workers</li> <li>Chemical and other Products, Plant and Machine Operators</li> <li>Stationary plant and machine operators not elsewhere classified</li> </ul>
	Assemblers	Assemblers	<ul style="list-style-type: none"> <li>Mechanical Machinery Assemblers</li> <li>Electrical and Electronic Equipment Assemblers</li> </ul>
	Drivers and Mobile Plant Operators	Car and light delivery vehicle Drivers	<ul style="list-style-type: none"> <li>Light vehicle drivers carrying passengers</li> <li>Motor cycle drivers</li> </ul>
		Heavy Truck and Bus Drivers	<ul style="list-style-type: none"> <li>Bus Drivers</li> <li>Truck Drivers</li> </ul>

Major Category	Sub-Major Category	Minor Category	Unit Category
		Mobile Plant and other related Operators	<ul style="list-style-type: none"> <li>• Mobile Farm and Forestry Plant and other related Operators</li> <li>• Earthmoving and Related Plant Operators</li> <li>• Crane, Hoist and Related Plant Operators</li> <li>• Lifting Truck Operators</li> </ul>
		Ships' Deck Crews and Related Workers	<ul style="list-style-type: none"> <li>• Ships' Deck Crews and other related general maintenance workers</li> <li>• Boatswains and Coxswains</li> <li>• Underwater Divers</li> </ul>
	Plant, Machine Operators and Assemblers not Elsewhere Classified	Plant, Machine Operators and Assemblers not Elsewhere Classified	<ul style="list-style-type: none"> <li>• Plant, Machine Operators and Assemblers not Elsewhere Classified</li> </ul>

### 5.3 Functions associated with this occupational category include (but are not limited to):

#### 5.3.1 Stationary plant and machine operators

Stationary plant and machine operators operate and monitor, on the spot or by remote control, industrial plant and machinery and equipment that are stationary, or for which mobility is not an integral part of operation. The work mainly calls for experience with and an understanding of the industrial plant, machinery or equipment being operated and monitored. Ability to cope with machine-paced operations and to adapt to innovations in machinery and equipment is often required.

#### 5.3.2 Assemblers

Assemblers assemble prefabricated parts or components to form subassemblies, products and equipment, according to strictly laid down procedures. The products worked on may be moved from one worker to the next along assembly lines.

#### 5.3.3 Drivers and mobile plant operators

Drivers and mobile plant operators drive and tend trains and motor vehicles, or drive, operate and monitor industrial and agricultural machinery and equipment, or execute deck duties on board ship and other water-borne craft.

## 5.4 Associated Competencies

### a) Generic competencies

The following generic competencies are associated with occupations in this category and the proficiency levels will depend on the complexity of the specific job. The competencies in the category include but are not limited to:

- **Communication:** ability to follow oral and written instructions and to give feedback to supervisors
- **Team work:** ability to work effectively individually and with a team.
- **Job focused learning:** demonstrate eagerness to acquire necessary knowledge and skills to accomplish a result.
- **Basic literacy:** demonstrate basic numerical, reading and writing skills.
- **Integrity:** ability to act in an honest and trustworthy manner based on personal accountability and a moral conviction to do the right thing.

### b) Technical competencies

Technical competencies are to be determined at departmental level as per the specific post or job requirements.

## 5.5 Qualifications Requirements:

- ABET
- NQF Level 3 (Grade 11 and National (vocational) Certificates level 3) to NQF level 4 (Grade 12/ National Senior Certificate) and National (vocational) Cert. level 4).

## 5.6 Other requirements:

- Requirements to be determined as per specific post or job requirements.
- Driver/ operator licence as required.

## SECTION 6: PROTECTIVE AND RESCUE SERVICE WORKERS, SOCIAL AND HEALTH SCIENCES SUPPLEMENTARY AND SUPPORT PERSONNEL

### 6.1 Description

The occupations in this category normally apply their knowledge and skills as part of the support functions directly associated with protective and rescue service workers; social and health sciences supplementary and support personnel. They normally assist with supporting services like operating specialised equipment/do preparations for specialised tasks to be performed by professionals/technicians. Most occupations in this category require skills at the third skill level.

### 6.2 Sub-categories

This occupational category consist of 6 sub-major, 11 minor, 19 unit categories and occupations listed in Annexure A:

Major Category	Sub-Major Category	Minor Category	Unit Category
Protective and Rescue Service Workers, Social and Health Sciences Supplementary and Support Personnel	Personal Care Workers	Social Care Workers and Teachers' Aides	<ul style="list-style-type: none"> <li>Child and Youth Care Workers</li> <li>Social and Community Development Workers</li> <li>Teachers' Aides</li> </ul>
		Personal Care Workers in Health Services	<ul style="list-style-type: none"> <li>Health Care Assistants</li> <li>Home-based Personal Care Workers</li> <li>Institution based personal care workers</li> </ul>
		Travel support personnel	<ul style="list-style-type: none"> <li>Travel assistants</li> </ul>
		Other personal care workers	<ul style="list-style-type: none"> <li>Animal attendants and care workers</li> </ul>
	Protective Services Workers (Excluding the SAPS)	Protective Services Workers	<ul style="list-style-type: none"> <li>Security Officers</li> </ul>
		Traffic and Transport Related Workers	<ul style="list-style-type: none"> <li>Traffic Officers</li> </ul>
	Rescue Services	Firefighting and related workers	<ul style="list-style-type: none"> <li>Fire fighters</li> </ul>
		Ambulance and emergency care workers	<ul style="list-style-type: none"> <li>Ambulance workers</li> <li>Emergency care workers</li> </ul>

Major Category	Sub-Major Category	Minor Category	Unit Category
	Health sciences supplementary and support personnel	Health sciences supplementary and support personnel	<ul style="list-style-type: none"> <li>• Nursing and Midwife assistants</li> <li>• Staff nurses</li> <li>• Student nurses</li> <li>• Supplementary diagnostic radiographers</li> </ul>
	Other Supplementary and Support Personnel	Other Supplementary and Support Personnel	<ul style="list-style-type: none"> <li>• Other Supplementary and Support Personnel</li> </ul>
	Protective and Rescue Service Workers, Social and Health Sciences Supplementary and Support Personnel not Elsewhere Classified	Protective and Rescue Service Workers, Social and Health Sciences Supplementary and Support Personnel not Elsewhere Classified	<ul style="list-style-type: none"> <li>• Protective and Rescue Service Workers, Social and Health Sciences Supplementary and Support Personnel not Elsewhere Classified</li> </ul>

### 6.3 Employees employed in these occupations are generally utilised to perform the following tasks:

#### 6.3.1 Protective and rescue service workers

Protective services workers protect individuals and property against hazards, maintain law and order and enforce laws and regulations. Rescue service workers also handle a wide range of emergency situations and prevention. In addition, they also engage with individuals and communities to raise awareness on safety.

#### 6.3.2 Social sciences supplementary and support personnel

Social Sciences Supplementary and support personnel normally apply their knowledge and skills as part of the support functions directly associated with Professionals and Technicians. They normally assist with supporting services like providing care, supervision and assistance for children, patients and elderly, convalescent or disabled persons in institutional and residential settings.

### 6.3.3 Health sciences supplementary and support personnel

Health Sciences Supplementary and support personnel normally apply their knowledge and skills as part of the support functions directly associated with Professionals and Technicians. They normally assist with supporting services like health services, provide personal care and assistance with mobility and activities of daily living to patients, and elderly, convalescent and disabled people in health care and residential settings.

## 6.4 Associated Competencies:

### a) Generic competencies

The following generic competencies are associated with occupations in this category and the proficiency levels will depend on the complexity of the specific job. The competencies in this category include, but are not limited to:

- **Reliability:** ability to be reliable and dependable in performing job-related tasks, competing assigned projects and meeting deadlines.
- **Communication:** ability to produce written business/technical communications and reports and communicate verbally in meetings, public presentations, conversations and interviews in order to convey and communicate concepts, messages, decisions and policies
- **Team membership:** ability to work co-operatively with other individuals and makes valued contributions to the outputs of others in order to assist own team or project to achieve the required outputs.
- **Adaptability and Flexibility:** ability to adapt to constantly changing circumstances in the organisation.
- **Citizen Service Orientation:** ability to display positive attitudes and behaviours, which demonstrate an awareness and willingness to respond to citizens in order to respond to and meet their needs, requirements and expectations as well as improving service delivery.
- **Listening skills:** ability to pay attention to and effectively interpret the message other people are conveying.
- **Integrity:** ability to behave in an honest, fair and ethical manner; adhere to organisational values and the Batho Pele principles.

b) Technical competencies

Technical competencies are to be determined at departmental level as per the specific post or job requirements.

### 6.5 Qualifications Requirements:

- NQF level 4 (Grade 12/ National Senior Certificate) and National (Vocational) Certificate. level 4)
- Requires formal tertiary qualifications, experience and/or training

### 6.6 Other requirements

Requirements to be determined as per specific post or job requirements.

## SECTION 7: SKILLED AGRICULTURAL, FORESTRY AND FISHERIES, CRAFT AND RELATED TRADES WORKERS

### 7.1 Description

**Skilled agricultural and fishery workers** provides advisory and extension service to farmers and producers. Occupations in this category are also employed at agricultural research farms and at agricultural colleges. Most occupations in this category require skills ranging from the second to the third skill level.

**Craft and related trades workers** apply their specific knowledge and skills in the fields of mining and construction, form metal, erect metal structures, make, fit, maintain and repair machinery, buildings, equipment or tools, carry out printing work as well as produce or process foodstuffs, textiles, or wooden, metal and other articles. The work is carried out by hand and by hand-powered and other tools which are used to reduce the amount of physical effort and time required for specific tasks, as well as to improve the quality of the products. The tasks call for an understanding of all stages of the production process, the materials and tools used, and the nature and purpose of the final product. Most occupations in this category require skills at the second skill level.

## 7.2 Sub-categories

This occupational category consist of 8 sub-major, 14 minor, 27 unit categories and occupations listed in Annexure A:

Major Category	Sub-Major Category	Minor Category	Unit Category
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	Skilled Agricultural Workers	Gardeners and Crop Growers	<ul style="list-style-type: none"> <li>Gardeners, Ornamental Horticultural and Nursery Growers</li> <li>Tree, Shrub and Crop Growers</li> </ul>
	Skilled Forestry and Forestry Workers	Forestry and Related Workers	<ul style="list-style-type: none"> <li>Forestry and Related Workers</li> </ul>
	Building and Related Trades Workers	Building Finishers and Related Trades Workers	<ul style="list-style-type: none"> <li>Builders and Related Workers</li> <li>Carpenters and Joiners</li> </ul>
		Painters and Related Trades Workers	<ul style="list-style-type: none"> <li>Painters and Related Workers</li> </ul>
	Metal, Machinery and Related Trades Workers	Metal Workers and Welders	<ul style="list-style-type: none"> <li>Welders and Flame Cutters</li> <li>Sheet and Related Metal Workers</li> </ul>
		Blacksmiths, Toolmakers and Related Trades Workers	<ul style="list-style-type: none"> <li>Blacksmiths and Related Workers</li> <li>Metal Working and Machine Related Workers</li> </ul>
		Machinery Mechanics and Repairers	<ul style="list-style-type: none"> <li>Motor Vehicle Mechanics and Repairers</li> <li>Aircraft Engine Mechanics and Repairers</li> <li>Agricultural and Industrial Machinery Mechanics and Repairers</li> </ul>
	Handicraft and Printing Workers	Handicraft Workers	<ul style="list-style-type: none"> <li>Sign Writers, Engravers and Etchers</li> <li>Handicraft Workers in Pottery, Glass, Wood, Basketry and other Related Materials</li> </ul>
		Printing trades Workers	<ul style="list-style-type: none"> <li>Pre-press Technicians</li> <li>Printers</li> <li>Print Finishing and Binding Workers</li> </ul>

Major Category	Sub-Major Category	Minor Category	Unit Category
	Electrical and Electronics Trades Workers	Electrical Equipment Installers and Repairers	<ul style="list-style-type: none"> <li>• Building and Related Electricians</li> <li>• Electrical Mechanics and Fitters</li> </ul>
		Electronics and Telecommunications Installers and Repairers	<ul style="list-style-type: none"> <li>• Electronics Mechanics and Servicers</li> <li>• Information and Communications Technology Installers and Servicers and Related Occupations</li> </ul>
	Food Processing, Wood Working, Garment and Other Craft and Related Trades Workers	Food Processing and Related Trades Workers	<ul style="list-style-type: none"> <li>• Food and Beverage Tasters and Graders</li> </ul>
		Wood Treaters, Cabinet Makers and Related Trades Workers	<ul style="list-style-type: none"> <li>• Wood Treaters</li> <li>• Woodworking Machine Tool Setters and Operators</li> </ul>
	Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers not elsewhere classified	Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers not elsewhere classified	<ul style="list-style-type: none"> <li>• Skilled Agricultural, Forestry, Fishery and Related Workers not Elsewhere Classified</li> <li>• Craft and Related Workers not Elsewhere Classified</li> </ul>

### 7.3 Functions associated with this occupational category includes (not limited to):

#### Skilled agricultural workers

Agriculture in the Public Service provide advisory and extension service to the farmers. Occupations in this category are also employed at agricultural research farms and at agricultural colleges.

#### Skilled Forestry and Fishery workers

Tasks in this category entails providing advisory service and the inspection of the breeding and cultivation of fish and other forms of aquatic life that are delivered to the markets as well as overseeing the operations to cultivate, conserve and exploit forests, for delivery/supply on a regular basis to marketing organizations or at markets.

## Craft and related trades workers

The work is carried out by hand and by hand-powered and other tools which are used to reduce the amount of physical effort and time required for specific tasks, as well as to improve the quality of the products. The tasks call for an understanding of the work organisation, the materials and tools used, and the nature and purpose of the final product, e.g., the making and repairing of furniture, textiles and other related products.

### 7.4 Associated Competencies

#### a) Generic competencies

The following generic competencies are associated with occupations in the category and the proficiency levels will depend on the complexity of the specific job. The competencies in the category include, but are not limited to:

- **Creative thinking:** ability to generate ideas, fresh perspectives and innovative approaches in order to contribute solutions to problems, overcome constraints and generate new solutions to problems.
- **Organisational communication and effectiveness:** ability to produce written technical communications and reports and communicate verbally in meetings, public presentations and conversations in order to convey and communicate concepts, messages and decisions.
- **Continuous Improvement:** ability to use resources efficiently in order to improve the quality of services and products delivered to citizens/customers.
- **Citizen Focus and Responsiveness:** ability to achieve excellence in delivering the planned citizen/customer service outcomes (i.e. service levels and standards) for the department and monitoring the unit's service delivery in order to achieve the service delivery targets and to ensure the highest level of citizen/customer care and citizen/customer satisfaction.
- **Problem Solving and Decision Making:** ability to solve problems by analysing situations and apply critical thinking in order to resolve problems and decide on courses of action and implement the solutions developed in order to overcome problems and constraints.

b) Technical competencies

- Technical competencies are to be determined at departmental level as per the specific post or job requirements.

**7.5 Qualifications generally required for appointment:**

- ABET
- NQF Level 3 (Grade 11 and National (vocational) Certificates level 3) to NQF level 4 (Grade 12/ National Senior Certificate) and National (vocational) Cert. level 4).

**7.6 Other requirements:**

- Requirements to be determined as per specific post or job requirements.
- Registration with the relevant statutory body.

## SECTION 8: TECHNICIANS AND ASSOCIATE TECHNICAL OCCUPATIONS

**8.1 Description:**

This Category consists of technicians and associate technical occupations.

**Technicians**

The technicians category consist of occupations whose main tasks require technical knowledge and experience in the field of physical and applied sciences. They perform mostly technical and related tasks connected with maintenance, manufacturing, construction and research.

Technicians may also be classified as highly skilled workers and can be part of a larger (production) process. They are found in a variety of fields, some usually have a job title with the designation 'technician' following the particular category of work, e.g., a veterinary technician is an employee who provides technical support in the veterinary field or to the professional veterinary surgeon.

## Associate technical occupations

The associate technical occupations category includes occupations whose main tasks require technical knowledge and experience in the relevant field. They perform mostly technical related tasks in the fields of life sciences, arts, information and communication technology. Most occupations in this category require skills at the third skill level.

### 8.2 Sub-Categories

This occupational category consist of 6 sub-major categories, 17 minor, 41 unit categories and occupations listed in Annexure A:

Major Category	Sub-Major Category	Minor Category	Unit Category
Technicians and Associate Technical Occupations	Science and engineering technicians	Physical and Engineering Science Technicians	<ul style="list-style-type: none"> <li>• Chemical and Physical Science Technicians</li> <li>• Civil Engineering Technicians</li> <li>• Electrical and Electronics Engineering Technicians</li> <li>• Mechanical Engineering Technicians</li> <li>• Chemical Engineering Technicians</li> <li>• Mining and Metallurgical Technicians</li> <li>• Geology and Geophysical Technicians</li> <li>• Draughtspersons</li> <li>• Physical and Engineering Science Technicians not Elsewhere Classified</li> </ul>
		Process Control Technicians	<ul style="list-style-type: none"> <li>• Incinerator and Water Treatment Plant Operators</li> </ul>
		Life Science Technicians and Related Associate Professionals	<ul style="list-style-type: none"> <li>• Life Science Technicians (Excluding Medical)</li> <li>• Agricultural and Forestry Technicians</li> </ul>
		Ship and Aircraft Controllers and Technicians	<ul style="list-style-type: none"> <li>• Ships' Engineers</li> <li>• Ships' Deck Officers and Pilots</li> <li>• Aircraft Pilots and Related Associate Professionals</li> </ul>

Major Category	Sub-Major Category	Minor Category	Unit Category
	Health associate technical occupations	Medical and Pharmaceutical Technicians	<ul style="list-style-type: none"> <li>• Medical Imaging and Therapeutic Equipment Technicians</li> <li>• Medical and Pathology Laboratory Technicians</li> <li>• Pharmaceutical Technicians and Assistants</li> <li>• Medical and Dental Prosthetic Technicians</li> </ul>
		Veterinary Technicians and Assistants	<ul style="list-style-type: none"> <li>• Veterinary Technicians and Assistants</li> </ul>
		Other Health Associate Professionals	<ul style="list-style-type: none"> <li>• Dental Assistants and Therapists</li> <li>• Medical Records and Health Information Technicians</li> <li>• Community Health Workers</li> <li>• Dispensing Opticians</li> <li>• Physiotherapy Technicians and Assistants</li> <li>• Environmental and Occupational Health Inspectors and Associates</li> </ul>
	Administration associate technical occupations	Financial and Mathematical Associate Professionals	<ul style="list-style-type: none"> <li>• Accounting Associate Professionals</li> <li>• Statistical, Mathematical and Related Associate Professionals</li> <li>• Valuers</li> </ul>
		Regulatory Associate Professionals	<ul style="list-style-type: none"> <li>• Customs and Border Inspectors</li> <li>• Labour Inspectors</li> <li>• Regulatory Inspectors</li> </ul>
		Administration and Specialised Secretaries	<ul style="list-style-type: none"> <li>• Administration Officers</li> </ul>
		Supply chain associate professionals	<ul style="list-style-type: none"> <li>• Supply Chain Practitioners</li> </ul>
		Conference and Events Planners	<ul style="list-style-type: none"> <li>• Conference and Event Planners</li> </ul>
	Sports, cultural and related occupations	Sports Administration Workers	<ul style="list-style-type: none"> <li>• Sports administrators</li> </ul>
		Artistic and Cultural Associate Professionals	<ul style="list-style-type: none"> <li>• Photographers</li> <li>• Gallery, Museum and Library Technicians</li> </ul>

Major Category	Sub-Major Category	Minor Category	Unit Category
	Information and communications associate technical occupations	Information and Communications Technology Operations and User Support Technicians	<ul style="list-style-type: none"> <li>Information and Communications Technology Operations and Support Technicians</li> </ul>
		Telecommunications Technicians	<ul style="list-style-type: none"> <li>Telecommunications Engineering Technicians</li> </ul>
	Technicians and Associate technical occupations not elsewhere classified	Technicians and Associate technical occupations not elsewhere classified	<ul style="list-style-type: none"> <li>Technicians and Associate technical occupations not elsewhere classified</li> </ul>

### 8.3 Functions associated with this occupational category includes (not limited to):

#### Technicians Work Description

Refers to employees performing work that generally-

- requires post school qualification, experience or training;
- is not routine/ repetitive in nature (often complex) and is executed with a noticeable degree of autonomy; and
- entails the application of physical and applied sciences, e.g. engineering technician.

#### Associate technical occupations Work Description

Refers to employees performing work that generally-

- requires post school qualifications, experience or training;
- is not routine/ repetitive in nature (often complex) and is executed with a noticeable degree of autonomy; and
- entails the application of life sciences, arts, information, and communication technology. e.g. IT-personnel involved with technical matters (e.g. programmers, systems analysts, communication

officers responsible for the lay-out of publications where specialised software and related equipment are utilized, etc.

#### 8.4 Associated Competencies

a) Generic competencies

The following generic competencies are associated with occupations in the category and the proficiency levels will depend on the complexity of the specific job. The competencies in the category include, but are not limited to:

- **Applying Technology:** ability to effectively evaluate, identify and use appropriate technologies in the workplace to enhance productivity, efficiency, responsiveness and the quality of service provided in order to aid the achievement of the organisation's goals and objectives.
- **Continuous Improvement:** ability to measure and improve or upgrade work methods, procedures and systems and decrease costs to improve the quality and cost efficiency of services and products delivered to citizens.
- **Developing Others:** ability to develop and coach others and constructively review the work of others in order to improve and advance the skills, knowledge and performance levels of those who report to them.
- **Planning and Organising:** ability to plan and organise the work of the work-unit and categories, using goal setting, objectives, targets, creating work schedules and work-plans with associated budgets and resources, according to the Department's procedures, to achieve the tasks, functions and results/outputs required of the work-unit.
- **Problem Solving and Decision Making:** ability to solve problems by analysing situations and apply critical thinking to resolve problems and decide on courses of action and implement the solutions developed in order to overcome problems and constraints.
- **Project Management:** ability to plan and manage projects by creating Work Breakdown Schedules (WBS), activity schedules, time scales and timelines with associated budgets to deliver projects on time, within cost and at the required quality level.

- **Team Leadership:** ability to build cohesive and productive work and project teams to achieve the required outputs, either as a work unit or as a component within the organisation.

b) Technical competencies

Technical competencies are to be determined at departmental level as per the specific post or job requirements.

### 8.5 Qualifications Requirements:

- Requires formal tertiary qualifications, experience and/or training
- NQF Level 6 (Diploma and Advanced certificates)
- NQF level 5 (certificates, higher certificates and first diploma)

### 8.6 Other Requirements

- Requirements to be determined as per specific post or job requirements.
- Registration with the relevant statutory bodies (for some occupations where registration is an inherent requirement)
- Experience as required where applicable

## SECTION 9: SECURITY AND CUSTODIAL PERSONNEL

### 9.1 Description:

**Security and Custodial Personnel** consist of occupations employed in the security cluster, i.e., the SAPS, Defence and Correctional Services in terms of their respective legislations performing functions directly linked to their legislations, e.g., SAPS Act, Defence Act and Correctional Services Act. This category is defined at two levels which includes functional management and operational levels. Most occupations included in this category require skills ranging between the 2<sup>nd</sup> and 4<sup>th</sup> skill level. The requirements to be determined by the relevant Sector departments as per specific post or job requirements.

### 9.2 Sub-Categories

This occupational category consists of 6 sub-major, 12 minor, 14 unit categories and occupations listed in Annexure A:

Major Category	Sub Major Category	Minor Category	Unit Category
Security and Custodial Personnel	Heads of Departments/ Director-General/Chief Executive Officers (SA Police Services)	Senior Police Officials	Senior Government Officials
	Production and Specialised Services Managers (SA Police Service)	Professional Services Workers	Professional Services Managers
	Protective Services Workers (SA Police Service)	Protective Services Workers	Police Officers
			Security Guards
			Intelligence Operators
	Organisational and Administration Associate Professionals (SA Police Service)	Regulatory Government Associate Professionals	Police Inspectors and Detectives
Defence	Senior Defence Officials	Senior Defence Officials	

Major Category	Sub Major Category	Minor Category	Unit Category
		Middle Management Defence Officials	Middle Management Defence Officials
		Defence Officials	Defence Officials
	Correctional Services	Senior Correctional Services Officials	Senior Correctional Services Managers
		Middle Management Correctional Officials	Middle Management Correctional Officials
		Custodial and Support Officials (Centre based/ Community corrections)	Custodial and Support Officers (Centre Based/ Community corrections)
		Non- Centre Based Officials	Non-Centre based Officials
		DCS Educators/Educationists	DCS Educators/Educationists

## ANNEXURE A: List of Occupations and Descriptors

### 1. Elementary Occupations

OCCUPATIONS	DESCRIPTORS
Aquaculture Farm Worker / Assistant	Performs routine tasks in breeding and raising fresh water fish.
Builder's Worker	Performs routine tasks in erecting and repairing structures and facilities on building and construction sites and in factories producing prefabricated building components.
Caretaker/ cleaner	Maintains and cleans a residential building, school, office, parks and associated grounds.
Conservation Labourer	Performs routine tasks in maintaining and improving the quality of the forest.
Crane Chaser	Slings cranes and winches, and directs the movement of loads ensuring loads do not exceed lifting capacities.
Drainage, Sewerage and Storm Water Worker	Performs routine tasks in maintaining drainage, sewerage and storm water systems.
Driller's Assistant	Performs routine tasks in setting up, operating and dismantling drilling machines.
Earthmoving Worker	Performs routine tasks in excavating earth, clearing and levelling sites, and digging irrigation channels.
Farm Aid	Manually plants, cultivates, and harvests different kinds of crops. Perform landscaping and weeding tasks, build and mend fencing and perform basic equipment maintenance and cleaning.
Food Trade Assistant	Performs routine tasks in support of cooks, chefs and butchers.
Forestry Worker	Assists with cultivating, maintaining and protecting forests.
Garden Worker	Assists in cultivating and maintaining gardens.
Healthcare Cleaner	Cleans floors and above the floors in all risk areas, disposes of hazardous waste, cares and cleans medical instruments and equipment in hospitals, clinics, frail care centres and other health related institutions.
Ironer or Presser	Irons or presses garments and other fabrics such as delicate and formal wear in a commercial laundry or private residence.
Irrigationist	Installs and maintains irrigation systems to ensure optimum soil moisture levels for the production of fruit, crop, flowers or trees. May work on a farm.
Kitchen hand	Prepare food, serve meals and perform various other kitchen duties.
Laundry Worker (General)	Sorts, cleans, irons, and folds linen, clothing and other garments by hand.
Messenger	Responsible for picking up and delivering goods or documents.
Office cleaner	Cleans office premises and workspaces where individuals work daily.
Ornamental Horticultural or Nursery Assistant	Assists with the planting, cultivation and harvesting of trees and plants in a plant nursery.
Paving and Surfacing Worker	Performs routine tasks associated in laying bituminous and other paving materials on roads, runways, parking areas and other surfaces to be paved.
Plumber's Assistant	Performs routine tasks in fabricating, laying, installing and maintaining pipes, fixtures, water meters and regulators.

OCCUPATIONS	DESCRIPTORS
Scout	Identifies, monitors and reports on weeds, pests and diseases in orchards, fields and nurseries.
Sterilization Attendant	Cleans, sterilises and packages surgical instruments and other hospital equipment, soft goods and linen in a sterilisation service department.
Surveyor's Assistant	Performs routine tasks to assist surveyors and geologists by transporting, assembling, maintaining and laying out prospecting and surveying equipment, and collecting and labelling samples.
Vehicle Cleaner	Washes and cleans exteriors and interiors of cars and other means of transport and touches up paint work, glass and upholstery.
Washroom Attendant	Maintains and cleans public facilities, ensuring that toilet paper, soap, paper towels, and other necessary items are kept stocked.
Waste and Refuse material sorter and classifier	Identifies, collects, sorts and classifies waste and discarded items suitable for recycling at dump sites in buildings, streets and other public places, including electronic waste in salvage and recycling enterprises.
Water process worker	Performs routine tasks in maintaining drainage, sewerage, storm water systems and water treatment processes, taking samples and mixing chemicals.
Window Cleaner	Cleans interior and exterior window surfaces using heavy duty cleaning equipment.
Workshop cleaner	Cleans workshops, industrial work areas, industrial machines, construction sites and other premises using heavy duty cleaning equipment.

## 2. CLERICAL SUPPORT WORKERS

OCCUPATIONS	DESCRIPTORS
Account Clerk (Public Relations / Communication)	Performs a range of clerical and administrative tasks in support of public relations and communication management.
Administration Clerk	Performs general office clerical work which may include data entry, filing, organising documents and making bookings.
Admissions Clerk	Records and processes information required for the admission and discharge of hospital patients and responds to telephone inquiries.
Call or Contact Centre Clerk	Conducts inbound and/or outbound calls, responds to, or communicates with customers on a variety of products or services.
Cashier	Receives payments, issues receipts, returns change due, and meets the internal personnel /public and explains charging and billing policy.
Checkout Operator	Operates cash registers and receives payments for goods purchased.
Court Orderly / Court Registry Officer	Provides operational support to a court or registry.
Court Stenographer or court reporter	Captures and transcribes the live testimony of proceedings at hearings/ in court

OCCUPATIONS	DESCRIPTORS
Data Entry Clerk	Operates a keyboard to input and transfer data into a computer for storage, processing and transmission.
Dispatching and Receiving Clerk	Verifies and maintains records of incoming and outgoing goods in a warehouse or distribution centre and prepares goods for dispatch.
Enquiry Clerk	Responds to personal, written and telephone inquiries and complaints about the organisation's goods and services, provides information and refers people to other sources.
Filing or Registry Clerk	Processes and handles information and documents to maintain access to and security of database and record management systems.
Finance Clerk	Enter, process and maintain data, invoices and other documents,
Human Resources Clerk	Maintains and updates personnel records such as information on promotions, employee leave taken and accumulated, salaries, superannuation and taxation, qualifications and training.
Legal Clerk	Performs specialised clerical work associated with legal practice and law courts.
Library Assistant	Issues, receives and shelves library items and maintains associated records.
Machine Shorthand Reporter	Records and reproduces the spoken word in court and parliamentary proceedings, television programming and for the deaf and hearing impaired using handwritten shorthand, stenotype shorthand machines, computer-assisted transcription software and sound recording equipment.
Medical Secretary	Assist health professionals and other workers by performing a variety of communication, documentation, administrative and internal coordination functions, to support health workers in medical facilities and other health-care related organizations.
Office Machine Operator	Operates one or more of a variety of office machines, such as photocopying, photographic, and duplicating machines, or other office machines.
Payroll Clerk	Prepares payroll and related records for employee salaries and statutory record keeping purposes.
Personal Assistant	Performs liaison, coordination and organisational tasks in support of managers and professionals.
Proof Reader	Reads draft copies and proofs, detects errors and marks corrections to grammar, typing and composition.
Receptionist (General)	Greets clients and visitors, and responds to personal, telephone, email and written inquiries and requests.
Registry and mailing Clerk	Processes and handles incoming and outgoing documents to maintain and secure record management systems.
Scribe	Writes letters and complete forms on behalf of illiterate persons.
Secretary (General)	Performs secretarial, clerical and other administrative tasks in support of managers and professionals.
Supply Chain Clerk	Render administrative support in the supply and procurement of goods and services.
Survey Interviewer	Interviews people and records their responses to survey and market research questions on a range of topics. May work in a call centre.

OCCUPATIONS	DESCRIPTORS
Switchboard Operator	Operates telecommunication switchboards and consoles to assist callers establish telephone connections, receive caller inquiries and fault reports.
Transport Clerk	Keeps records of operational aspects and coordinate the use of transport within an organisation and prepare reports for management.
Warehouse Clerk	Administers and coordinates storage and distribution operations within an organisation.
Word Processing Operator	Operates a computer to type, edit and generate a variety of documents and reports.

### 3. MANAGERS

OCCUPATIONS	DESCRIPTORS
Aged Care Service Managers	Plans, organizes, directs, controls and coordinates aged care services in a service delivery organization
Agricultural and Forestry Manager	Plans, directs, coordinates, promotes and oversees production in large scale agricultural, horticultural and forestry operations.
Application Development Manager	Plans, coordinates, and supervises all activities related to the design, development, implementation and maintenance of organizational information systems and software applications.
Aquaculture and Fisheries Manager	Plans, directs, coordinates, promotes and oversees production in large scale aquaculture and fishery operations.
Archives Manager	Manages and directs appraisal, editing, and safekeeping of permanent records and historically valuable documents.
Arts / Culture Manager	Plans, organises, directs, controls, coordinates and promotes artistic and cultural policies, programs, projects and services.
Chief Financial Officer	Plans, directs and coordinates the financial operations of an organisation, in consultation with senior managers and with managers of other branches in the organisation.
Chief Information Officer	Plans, organises, directs controls and coordinates the ICT strategies, plans and operations of an organisation to ensure the ICT infrastructure supports the organisation's overall operations and priorities.
Child and Youth Care Service Manager	Plans, organizes, directs, controls and coordinates child and youth care services in a service delivery organization.
Communication and Marketing manager	Plans, organises, directs, controls and coordinates the communication, marketing and media relations activities of an organisation.
Community Development Manager	Ensures the effective coordination of integrated and transformative social development programs, delivered within an identified service delivery area in partnership with key stakeholders for the effective empowerment of communities.
Community Health Manager	Manages specific community health programs from planning and design through implementation and evaluation.

OCCUPATIONS	DESCRIPTORS
Construction Project Manager	Plans, organises, directs, controls and coordinates construction of civil engineering and building projects, and the physical and human resources involved in the construction process.
Contract Manager	Plans, organises, directs, controls and coordinates the contractual arrangements related to the implementation of programmes and projects.
Court Manager	Manages and controls the administrative component of the court.
Criminal Enforcement Manager (Environment)	Investigate environmental crimes and initiate criminal prosecutions or administration fines
Customer Service Manager	Plans, administers and reviews customer services and maintains sound customer relations.
Disaster Management Manager	Coordinates and directs disaster management departmental, service or programmes, goals and objectives through managing disaster management officials in an integrated and multi-sectoral manner in accordance with the implementation of the legislative framework.
District Education Manager	Plans, organises, directs, controls and coordinates educational approaches and policy, and curriculum resources and development for teachers and administrators.
Economic Analysis and Statistics Manager	Promote and advises on economic and statistical data and trends in order to support the economy and to attract investment
Economic Growth, Promotion and Global Relations Manager	Promote economic Growth and Investment Promotion
Education Subject (Departmental) Head	Plans, organises, directs, controls and coordinates the educational and administrative aspects of a field of study at school level.
Educational Registrar	Plans, organises, directs, controls and coordinates the administrative aspects of a university or other tertiary education institution.
Enforcement and Compliance Manager	Manage the enforcement and compliance of legislation in various fields
Engineering Manager	Plans, organises, directs, controls and coordinates the design, operation and construction of engineering and process plants and mining operations.
Environmental Manager	Plans, organises, directs, controls and coordinates the development and implementation of an environmental management system within an organisation by identifying, solving and alleviating environmental issues such as pollution and waste treatment in compliance with environmental legislation and ensures corporate sustainable development.
Facilities Manager	Organises, controls and coordinates the strategic and operational management of facilities in the organisation.
Finance Manager	Plans, organises, directs, controls and coordinates the financial and accounting activities within an organisation.
Head of National Department	Plans, organises, directs, controls and oversees the interpretation and implementation of the department's policies and legislation.
Head of National Government Component	Plans, organises, directs, controls and oversees the interpretation and implementation of the government components' policies and legislation.
Head of Office of Premier	Plans, organises, directs, controls and oversees the interpretation and implementation of the department's policies and legislation.

OCCUPATIONS	DESCRIPTORS
Head of Provincial Department	Plans, organises, directs, controls and oversees the interpretation and implementation of the department's policies and legislation.
Head of Provincial Government Component	Plans, organises, directs, controls and oversees the interpretation and implementation of the government components' policies and legislation.
Health and Safety Manager	Manages, reviews and evaluates work environments and oversee the design of programs and procedures to control, eliminate, and prevent disease or injury caused by chemical, physical, and biological agents or ergonomic factors.
Health Care Manager	Plans, organises, directs, controls and coordinates health care programs and clinical services in a health institution.
Human Resource Manager	Plans, organises, directs, controls and coordinates human resource and workplace relations activities within an organisation.
ICT Project Manager	Plans, organises, directs, controls and coordinates quality accredited ICT projects. Accountable for day-to-day operations of resourcing, scheduling, prioritisation and task coordination, and meeting project milestones, objectives and deliverables within agreed timeframes and budget.
Information Technology and Systems Manager	Oversees the streamlined operation of the IT unit and ensures it aligns with the business objectives of the organization.
Internal Audit Manager	Advises the organisation on a systematic and disciplined approach to evaluate and improve the effectiveness of the organisations risk management, control and governance processes in accordance with the Internal Audit Prescripts.
Laboratory Manager	Plans, organises, directs, controls and coordinates the operations of a research or production laboratory.
Legal Services Manager	Plans, organises, directs, controls and coordinates legal support and advisory services within an organisation.
Library Manager	Manages the selection, acquiring, cataloguing, classifying, circulating, and maintaining of library materials; and oversee the furnishing of reference, bibliographical, and readers' advisory services.
Medical Superintendent	Plans, organises, directs, controls and coordinates medical programs and clinical services in a hospital or other health service facility; maintains standards of medical care and provides leadership to ensure an appropriately skilled medical workforce and contributes to health service planning.
Mine Communities and Stakeholder Engagement Manager	Manage the engagement between the mining industry, communities and stakeholders to accelerate sustainability and transformation between the community and mining industry
Mine Health and Safety Managers	Ensure the Health and Safety of employees in the Mines by developing strategies to reduce occupational disease and injuries in the mining sector
Mine Surveying Manager	Renders oversight on mine surveys, plans and drawings
Mineral and Petroleum Titles Registration Office Manager	Manage the registration of prospecting, mining and other rights
Mineral Regulation and Administration Manager	Regulate and promote economic growth and development through exploitation of Mineral Resources; manage the administration and evaluation of the prospecting and mining rights

OCCUPATIONS	DESCRIPTORS
Mineral Resources Manager	Plans, organises, directs, controls and coordinates complex policy and utilisation on mineral resources to establish optimal, economically viable and safe strategies and objectives to extract mineral resources from the earth, utilising appropriate engineering designs, mining and metallurgical processes, equipment and schedules that will accomplish these objectives and lead to the safe and productive recovery of mineral reserves and final product, in line with customer requirements.
Museum Manager	Manage and coordinate the preparation of specimens, such as fossils, skeletal parts, lace, and textiles, for museum collection and exhibits.
Nuclear Manager	Manage Policy related to the Nuclear Industry
Nuclear non-Proliferation and Radiation Security	Manage and implement all matters related to nuclear non-proliferation and radiation security as required by legislation and international agreements
Nuclear, Safety and Technology Manager	Manage and implement all matters related to nuclear safety and technology
Petroleum Compliance, Enforcement and Fuel Pricing Manager	Ensure technical economic and Legal Compliance Monitoring and enforcement and regulate pricing of fuel products
Petroleum Licencing and Fuel Supply Manager	Manage the petroleum Licencing Process and Ensure the security of fuel Supply in the Country
Physical Asset Manager	Manages physical assets throughout its lifecycle to ensure optimal return on investment.
Policy and Planning Manager	Plans, develops, organises, directs, controls and coordinates policy development, advice and strategic planning within organisations.
Programme or Project Manager	Plans, organises, directs, controls and coordinates special programmes or projects.
Public/ Media Relations Manager	Develops and implements policies and procedures for the relations between the media and the organisation.
Quality Manager	Applying quality expertise to direct and manage quality assurance activities
Quality Systems Manager	Plans, organises, directs, controls and coordinates the deployment of quality systems and certification processes within an organisation.
Research and Development Manager	Plans, directs and coordinates the implementation, operation and maintenance of Government infrastructure
Risk and Integrity Manager	Ensure the implementation of Risk and Integrity Management strategies and compliance with acts and policies
Social Services Manager	Plans, organises, directs, controls, leads, manages and coordinates a centre, program or project concerned with social services.
Special Care Accommodation Manager	Organises and controls the operation of accommodation establishments for people that need special care
State owned Entities Oversight Manager	Ensure compliance by the Department and its public entities with respect to Legislation as well as Finance and Administrative Requirements
Strategy Monitoring and Evaluation manager	Provides oversight for the department's planning, evaluation, knowledge management and monitoring of strategy implementation

OCCUPATIONS	DESCRIPTORS
Supply Chain Manager	Organises, manages, controls and coordinates the supply chain management function including demand, acquisition, logistics, disposal and performance.
Trade and Industry Manager	Oversees the effective implementation and enforcement of trade regulation and fair trade laws.
Training Manager	Plans, directs, organises, controls and coordinates training policy, provides advice, training and administrative support to trainers and learners.
Water Asset Manager	Plans, directs and coordinates the implementation, operation and maintenance of water and sanitation infrastructure
Water production and Supply Manager	Plans, directs and coordinates the work activities and resources of water purification, recycling and distribution.

#### 4. PROFESSIONALS

Occupations	Descriptors
Addictions Counsellor	Provides support and treatment for people with drug and alcohol dependency problems, develops strategies which assist them to set goals and affect and maintain change, and provides community education.
Adjudicator	Hears, studies and settles cases by using judicial procedures such as tribunals created in Law.
Advocate	Pleads cases before civil, criminal and industrial courts and other tribunals.
Aged Care Registered Nurse	Provides comprehensive nursing and care to patients in all healthcare settings.
Agricultural Engineer	Performs and supervises engineering work related to the use and development of agricultural land, buildings, machines and equipment.
Agricultural Scientist	Studies commercial plants, animals and cultivation techniques to enhance the productivity of farms and agricultural industries.
Air Quality Analyst	Coordinates air quality management functions and advocacy of air quality policy and regulation development in order to create a safe environment at the workplace as well as conducts and manages environmental impacts assessments to ensure monitoring and enforcement in compliance with legal frameworks.
Anaesthetist	Provides direct medical care to patients requiring general or local anaesthesia for surgical, diagnostic and other procedures such as prevention of pain and maintenance of body function.
Animal Behaviourist	Studies animal behaviour and trains or advises on the training of animals with behaviour disorders.
Anthropologist	Studies humanity at all times and dimensions, often concentrating on tribal societies.
Applications Programmer	Writes and maintains programmable code of software applications and operating systems.
Archaeologist	Collects and studies artefacts of the near and distant past to develop a picture of how people lived in earlier cultures and societies.

Occupations	Descriptors
Architect	Designs buildings and advises on the procurement of buildings, provides concepts, plans, specifications and detailed drawings, and negotiates with builders.
Archivist	Analyses and documents records, and plans and organises systems and procedures for the safekeeping of records and historically valuable documents.
Audiologist	Identifies, provides diagnostic assessment and treats hearing, balance, tinnitus, and other auditory disorders. They provide rehabilitative services and help people with these disorders better communicate and connect with the world around them.
Authorised Pharmacist Prescriber	Diagnoses illness and prescribes, prepares and dispenses pharmaceuticals, drugs and medicines in a primary health care setting.
Biochemist	Studies the biochemistry of living organisms and the molecular structure and function of related components.
Biodiversity planner	Identifies geographic area of biodiversity importance and develops strategies and tools that support management of these areas to promote persistence of biodiversity patterns and processes.
Biokineticist	Facilitates, rehabilitates, and restores the physical functional capacity and wellness of individuals.
Biologist	Studies the origin, anatomy, physiology, reproduction and behaviour of living organisms and the ways in which they interact with the environment in which they live.
Biomedical Engineer	Combines biology, engineering and medicine to help solve medical and scientific health problems.
Biotechnologist	Studies the anatomy, physiology and characteristics of living organisms and isolated biological molecules, and develops new materials for applying to a range of purposes.
Book or Script Editor	Evaluates manuscripts of books or scripts to determine suitability for publication or production, and edits and supervises material in preparation for publication or for production on film, television, radio or stage.
Botanist	Studies the anatomy, physiology, biochemistry and ecology of plants.
Business Development Officer	Supports the coordination, implementation, monitoring and reporting of local economic development initiatives in creating a conducive environment for entrepreneurs and businesses, encouraging investment, job opportunities to improve the economy and social upliftment of an area.
Cardiologist	Investigates, diagnoses and treats diseases of the human heart.
Career councillor	Provides individuals and groups with information counselling and or assessment with regards to career choices and development. Career Councillors are regulated under the Health Professions Council of South Africa.
Career Development Practitioner	Provides information, advice and guidance to individuals and groups with managing their career, making occupational and study decisions and planning career transitions. This includes the use of various career development tools including non-standardised self-directed assessments.
Cartographer	Applies scientific and mathematical principles to design, prepare and revise maps and charts.
Chaplain	Provides religious services and counselling to individuals
Chemical Engineer	Designs and prepares specifications for chemical process systems and the construction and operation of commercial-scale chemical plants, and supervises

Occupations	Descriptors
	industrial processing, fabrication and manufacturing of products undergoing physical and chemical changes and related technologies.
Chemist	Studies the chemical and physical properties of substances, and develops and monitors chemical processes and production.
Civil Engineer	Plans, designs, organises and oversees the construction and operation of civil engineering projects such as structural, transportation or hydraulic engineering systems.
Climate Change Scientist	Ensure that climate change and environment response measures are implemented within the Minerals and Energy sector
Clinical Nurse Practitioner	Provides advanced and extended nursing care to patients such as ordering diagnostic tests, undertaking diagnosis and health assessments, prescribing patient care management, medicines and therapies as authorised in relevant nursing legislation, and referring to medical specialists and other health professionals in a range of health, welfare and community settings.
Clinical Pharmacologist	Designs and evaluates clinical pharmaceutical trials, creates and implements regulation guidelines for drug use and looks at drug utilisation on local and global scales.
Clinical Psychologist	Consults with individuals and groups, assesses psychological disorders and administers programs of treatment.
Communication Coordinator	Implements and evaluates information and communication strategies which create an understanding and a favourable view of an organisation, its goods and services, and its role in the community.
Communication Strategist	Develops strategic marketing and communication strategies and advises executives on the implications of their policies, programs and practices.
Community Development Practitioner	Facilitates the identification, planning and implementation of integrated and transformative community development programmes in partnership with key stakeholders for the effective empowerment of human and social capital through a community development approach towards sustainable livelihood
Community Psychologist	Researches the quality of life of individuals, communities, and society.
Compliance Officer	Provides compliance services to assist management to discharge their responsibilities by complying with applicable regulatory requirements.
Computer Network and Systems Engineer	Plans, develops, deploys, tests and optimises network and system services taking responsibility for configuration management and overall operational readiness of network systems, especially environments with multiple operating systems and configurations, and provides troubleshooting and fault finding services for network problems.
Computers Quality Assurance Analyst	Installs software and hardware and configures operating system software in preparation for testing and conduct testing.
Conservation Scientist	Develops and implements programs and regulations for the protection of fish, wildlife and other natural resources.
Copywriter	Designs and composes written material to advertise products and services.
Counselling Psychologist	Evaluates patients or clients and uses counselling techniques to help patients cope with stress or provides career guidance.
Criminologist	Studies origin/ reasons for crime, criminal behaviour, types of crime, and social, cultural and media reactions to crime.

Occupations	Descriptors
Data Scientist	Data Scientist collects large amounts of data and transform it into a more usable format. They Solve business-related problems using data driven techniques.
Database Designer and Administrator	Designs, develops, controls, maintains and supports the optimal performance and security of databases.
Dentist	Examines, diagnoses and treats diseases, disorders and conditions of the oral cavity.
Dermatologist	Provides diagnostic, treatment and preventative medical services related to disorders of the human skin.
Developer Programmer	Interprets specifications, technical designs and flow charts, builds, maintains and modifies the code for software applications, constructs technical specifications from a business functional model, and tests and writes technical documentation.
Dietician	Applies the science of human nutrition to help people understand the relationship between food and health, and makes appropriate dietary choices to attain and maintain health and prevent and treat illness and disease, with a focus on self-development through life-learning, and who will uphold professional and ethical standards of practice.
Digital Artist	Plans, designs, develops and prepares information for publication and reproduction using text, symbols, pictures, colours and layout to achieve commercial and communicating needs with particular emphasis on tailoring the message for the intended audience.
Diplomat	Promote bilateral and multilateral relations of South Africa and performs managerial and administers functions in missions.
Earth and Soil Scientist	Analyses the composition, structure and other physical attributes of soil.
Economic Analyst	Conducts research and advice on local and international trends and /or identify and align strategic beneficiation/ production opportunities.
Economist	Performs economic research and analysis; develops and applies theories about production and distribution of goods and services, and people's spending and financial behaviour; and provides advice to governments and organisations on subjects relating to economic policies.
Editor	Plans and directs editing of a publication such as a newspaper, magazine or journal in accordance with editorial policies and guidelines and accepted rules of grammar, style and format prior to printing and distribution.
Educational Psychologist	Investigates learning and teaching, and develops psychological techniques to foster the development and skills of individuals and Categories in educational settings.
Electrical Engineer	Designs, develops and supervises the manufacture, installation, operation and maintenance of equipment, machines and systems for the generation, distribution, utilisation and control of electric power.
Electricity Infrastructure Industry Transformation (IPP) Experts	Oversees programmes and projects focused on the development/improvement/transformation of the electricity generation, transmission and distribution sector and IPP's
Electronics Engineer	Designs, develops, adapts, installs, tests and maintains electronic components, circuits and systems used for computer systems, communication systems and other industrial applications.

Occupations	Descriptors
Emergency Medicine Specialist	Emergency physician provides diagnostic medical services and manages patients with acute and urgent illness and injury.
Employee Wellness Practitioner	Assesses physical and/or mental health and well-being of employees e.g. administering various wellness programs counselling, etc.
Energy Engineer	Plans, designs, organises and oversees the construction or re-modeling of energy generation plants and designs, develops, or evaluates energy related projects to reduce energy costs or improve energy efficiency.
Energy Officer	Ensures the integrated Electrification Programmes (INEP) for the Department
Environmental Criminal Enforcement Officer	Investigate environmental crimes and initiate criminal prosecutions or administration fines.
Environmental Enforcement and Compliance Officer	Enforce Compliance with environmental and waste management legislations and conduct enforcement inspections.
Environmental Engineer	Conducts research, advice on, design and direct implementation of solutions to prevent control or remedy negative impacts of human activity on the environment and conducts environmental assessments of construction and civil engineering projects and apply engineering principles to pollution control, recycling and waste disposal.
Environmental Health Officer	Develops, enforces and evaluates environmental health policies, programs and strategies to improve health outcomes and oversees the implementation and monitoring of environmental health legislation.
Environmental Scientist	Studies and develops policies and plans for the control of factors which may produce pollution, imbalance or degradation of the environment.
Estate controller	Provides efficient, cost effective and specialised services of supervision, custodianship, arbitration and information regarding Deceased and Insolvent Estates and Trusts. Serves Estate practitioners, beneficiaries of Estates and Trusts, minors and mentally challenged persons in South Africa for the purpose of safeguarding those beneficiaries' financial and proprietary rights."
Ethics Officer	Promotes and implements code of conduct, including anti-corruption, ethics and integrity management.
Explosive Ordnance Engineer	Designs, tests, and coordinates development of explosive ordnance material.
Explosives and Dangerous Goods Inspector	Inspects and examines premises, vehicle, vessel or aircraft where suspect explosives or dangerous goods may be found.
Family Advocate	Pleads cases before civil, criminal and industrial courts and other tribunals.
Family Court Registrar	Provides high level legal and procedural advice to support the judicial functioning of the Family Court.
Financial Accountant	Contributes to the development and implementation of the organisation's accounting systems, policies and procedures.
Food Inspector	Inspects, monitors and certificates all food premises and food stuff to ensure food safety for consumers, and reacts on food safety complaints.
Forensic Accountant	Examines financial records to detect and deter fraud and white-collar crime.
Forensic Pathologist	Performs autopsies or post-mortem examination to determine the cause of death.

Occupations	Descriptors
Forest Scientist	Studies, develops and manages forest areas to increase forest productivity, maintain commercial and recreational uses, conserve flora and fauna, and protect against fire, pests and diseases.
Fraud Examiner	Prevents, Detects and deters fraud by identifying unusual trends and fraud indicators in organisation' processes and operations, determines whether organizations have adequate internal control and foster and adequate control environment to mitigate fraud risk. Conducts investigations of civil or criminal fraud, white-collar crime and identified fraud indicators.
Gallery or Museum Curator	Plans and organises a museum or gallery collection by drafting collection policies and arranging acquisitions of pieces.
Genealogist	Conducts research into genealogical background of individual or family in order to establish descent from specific ancestor or to discover and identify forebears of individual or family.
General Accountant	Plans and provides systems and services relating to the financial dealings of organisations and individuals, and advises on associated record-keeping and compliance requirements.
General Medical Practitioner	Diagnoses, treats and prevents human physical and mental disorders and injuries.
General Medicine Specialist Physician	Investigates and diagnoses internal human disorders and diseases, and administers treatment.
Geographer	Studies and analyses the relationships between human activities and the natural and built environment.
Geologist	Studies the composition, structure and other physical attributes of the earth to increase scientific knowledge and to develop practical applications in fields such as mineral exploration, civil engineering, environmental protection and rehabilitation of land after mining.
Geophysicist	Studies the composition, structure and other physical attributes of the earth, locates minerals, petroleum or ground water, and detects, monitors and forecasts seismic, magnetic, electrical, thermal and oceanographic activity.
Hearing Aid Acoustician	Selects, fits and repairs hearing aids and manufactures ear moulds.
Heritage Practitioner/ advisor	Provides guidance in the conservation, management and monitoring of heritage resources of national and other significance.
Historian	Researches the history of human activity and prepares accounts of findings.
Hospital Pharmacist	Prepares and dispenses pharmaceuticals, drugs and medicines in a hospital pharmacy.
Human Resource Practitioner	Provides staffing and personnel administration services in support of an organisation's human resources policies and programs.
Hydrologist	Research the distribution, circulation and physical properties of underground and surface waters; and the form and intensity of precipitation, its rate of infiltration into the soil, movement through the earth, and its return to the ocean and atmosphere.
ICT Security Specialist	Establishes, manages and administers an organisation's ICT security policy and procedures to ensure preventive and recovery strategies are in place, and minimise the risk of internal and external security threats.

Occupations	Descriptors
ICT Systems Analyst	Evaluates processes and methods used in existing ICT systems, proposes modifications, additional system components or new systems to meet user needs as expressed in specifications and other documentation.
Industrial/ Labour Relations Officer	Assists in resolving disputes by advising on workplace relations policies and representing employer in negotiations.
Information Services Manager	Designs, implements and administers record systems and related information services, to support efficient access, movement, updating, storage, retention and disposal of files and other organisational records.
Internal Auditor	Evaluates and improves the effectiveness of risk management, control, and governance processes within an organisation.
Interpreter	Transfers a spoken or signed language into another spoken or signed language, usually within a limited time frame in the presence of the participants requiring the translation.
Journalist	Collects and analyses facts about newsworthy events by interview, investigation and observation and writes stories for newspapers, magazines or journals.
Judge	Presides over civil and criminal proceedings in a court of law.
Labour Market Analyst	Analyses, interprets and verifies employment statistical data to produce reports related to occupational staffing, salary rates, employment and unemployment patterns and estimates.
Landscape Architect	Plans and designs land areas for projects such as open space networks, parks, schools, institutions, roads, external areas for all building types, land subdivisions, and commercial, industrial and residential sites.
Legal Administration Officer	Provide Legal opinions, draft, pursue and study contracts, memorandum of understanding (MOU's) and other agreements; provide legal advice on the organisations' legal matters; provide litigation services for the organization and draft opinions relating to contracts.
Librarian	Develops, organises and manages library services such as collections of information, recreational resources and reader information services.
Linguist	Studies the nature, structure, and variation of language, including phonetics, phonology, morphology, syntax, semantics, sociolinguistics, and pragmatics.
Livestock Inspector	Inspects livestock for disease to ensure compliance with laws and regulations to prevent the spread of exotic pests and diseases.
Magistrate	Hears criminal matters to determine whether defendants will be committed for trial and adjudicates minor criminal offences.
Maintenance Officer	Investigates individual's maintenance claims and look into their circumstances. The court will serve a summons on the respondent to appear in court on a specific date to discuss the matter.
Marine Biologist	Studies the anatomy, physiology, functions, characteristics, behaviour and environments of all forms of life living in the sea and connected water bodies.
Marine Spatial Planner	Analyses and allocates the spatial and temporal distribution of human activities in marine areas to achieve ecological, economic and social objectives that are usually specified through a political process.

Occupations	Descriptors
Master of the Court	Listens to testimonies and prepares reports which, when approved by the presiding judge, becomes the decision of the court.
Mathematician	Develops and applies mathematical principles and techniques to solve problems in all areas of the sciences, engineering, technology, social sciences, business, industry or commerce.
Mechanical Engineer	Plans, designs, organises and oversees the assembly, erection, operation and maintenance of mechanical and process plant and installations.
Medical Biological Scientist	Works to gain knowledge on the main principles of how the human body works and to find new ways to cure or treat disease by developing advanced diagnostic tools or new therapeutic strategies
Medical Geneticist	Diagnoses and treats patients with genetically influenced health issues.
Medical Scientist	Conducts medical laboratory tests to assist in the diagnosis, treatment and prevention of disease.
Metallurgical Engineer	Plans, designs, organises and oversees the quality, process capability, production and commercial application of metals in products and related technologies.
Metallurgist	Researches, develops, controls and provides advice on processes used in extracting metals from their ores, and processes used for casting, alloying, heat treating or welding refined metals, alloys and other materials to produce commercial metal products or develop new alloys and processes.
Meteorologist	Studies the physics and dynamics of the atmosphere to increase understanding of weather and climate, and to forecast changes in the weather and long-term climatic trends.
Microbiologist	Studies microscopic forms of life such as bacteria, viruses and protozoa.
Midwife	Provides care and advice to woman during pregnancy, labour and childbirth, and postnatal care for woman and babies in a range of settings such as the home, community, hospitals, clinics and health units.
Mine Communities and Stakeholder Engagement Specialist	Manage engagement between the mining industry, communities and stakeholders to accelerate sustainability and transformation between the community and mining industry
Mine Environmental Specialist	Adjudicate Mine Environmental Management and address the mine Environmental Legacy of Prospecting and Mining
Mine Equipment Inspector	Ensures that mines are complying with the requirements of the mine health and safety act and regulations pertaining mine equipment and conditions and the safety of persons at mines.
Mine Surveying Inspector	Ensures that mines and the public sector comply with the mine health and safety act through inspections, processing of surface utilization applications and the issuing of relevant permissions and exemptions.
Mineral Laws Administration Officer	Manage the registration of prospecting and mining Rights and transform the industry through allocation and regulation of Rights
Mineralogist	Studies the chemistry, crystal structure, and physical (including optical) properties of minerals.

Occupations	Descriptors
Mining Engineer	Plans and directs the engineering aspects of locating and extracting minerals (excluding Petroleum) from the earth.
Multimedia Designer	Plans, designs and develops the production of digitally delivered information, promotional content, instructional material and entertainment through online and recorded digital media using static and animated information, text, pictures, video and sound to produce information and entertainment tailored to an intended audience and purpose.
Musician (Instrumental)	Entertains by playing one or more musical instruments. This occupation requires high levels of creative talent or personal commitment and interest as well as, or in place of, formal qualifications or experience.
Network Analyst	Researches and analyses network architecture, recommends policies and strategies for designing, planning and coordinating an organisation's network such as the total system environment and architecture. May also perform operational tasks such as monitoring system performance, software and hardware upgrades, backups, support and network maintenance.
Neurologist	Diagnoses and treats patients with brain, spinal cord and nerve disorders or injuries.
Neurosurgeon	Performs surgery on the brain, spinal cord and peripheral nerves to remove tumours, relieve chronic pain and treat wounds, vascular disorders and diseases.
Nuclear Enforcement and Compliance Inspector	Ensures technical compliance with relevant legislation, specifications and standards on nuclear facilities, materials and related technologies.
Nuclear Medicine Specialist	Uses radioactive materials, called radiopharmaceuticals, to diagnose and treat disease.
Nuclear Non-Proliferation Authorisations and Obligations Officer	Manages authorisations of nuclear materials, equipment and related technologies.
Nuclear Safety, Liabilities and Emergency Officer	Administer all matters related to nuclear safety, liabilities and emergency management as required by legislation and international agreements.
Nuclear Technology Officer	Manage and implement all matters related to nuclear technology and related programmes.
Nurse Educator	Designs, plans, implements and evaluates the delivery of nursing education and staff development programs, and manages educational resources.
Nurse Manager	Manages a health service unit or sub-unit of a hospital, aged care or community health care facility, supervises nursing staff and financial resources to enable the provision of safe, cost-effective nursing care within a specified field or for a particular unit and monitors quality, clinical standards and professional development of nurses.
Nurse Researcher	Designs, conducts and evaluates nursing and interdisciplinary research projects and promotes the implementation of research findings into clinical nursing practice.
Nutritionist	Applies scientific knowledge, skills and attitudes to address population-based nutrition-related problems and its causes through appropriate programs and policies. Within the public and private sector, with a focus self-development through life-long learning, and who will uphold professional and ethical standards of practice.

Occupations	Descriptors
Obstetrician and Gynaecologist	Provides diagnostic, treatment and preventative medical and surgical services related to the care of women, fetuses and children during pregnancy and childbirth, and to disorders of the female genital, urinary, rectal and reproductive organs.
Occupational/ Job Analyst	Studies and analyses jobs performed in an establishment and writing detailed job or occupation descriptions from information obtained and/ or preparing occupational information or working on occupational classification systems.
Occupational Hygiene Inspector	Ensures that mines are complying with the requirements of the mine health and safety act and regulations pertaining to mine related occupational hygiene.
Occupational Medicine Inspector	Ensures the implementation of standards pertaining to occupational medicine as prescribed by legislation such as the mine health and safety act, 1996 (act no 29 of 1996).
Occupational therapist	Assesses functional limitations of people resulting from illnesses and disabilities, environmental deprivation and provides therapy to enable people to perform their daily activities and occupations.
Oceanographer	Studies the physical, chemical and biological properties of the ocean water masses
Oncologist	Investigates, diagnoses and treats cancers in patients
Ophthalmologist	Provides diagnostic, treatment and preventative medical services related to diseases, injuries and deficiencies of the human eye and associated structures.
Optometrist	Performs eye examinations and vision tests to determine the presence of visual, ocular and other abnormalities, ocular diseases and systemic diseases with ocular manifestations, and prescribes lenses, other optical aids, therapy and medication to correct and manage vision problems and eye diseases.
Organisational Development Practitioner	Applies Organisational Design principles to study occupational behaviour and organisational structure, and solve problems of work performance and organisational design.
Orthodontist	Addresses the diagnosis, prevention, and correction of mal-positioned teeth and jaws, and misaligned bite patterns. It may also address the modification of facial growth, known as dento-facial orthopaedics
Orthopaedic Surgeon	Diagnoses, treats and rehabilitates injuries, disorders and diseases of the body's musculoskeletal system.
Orthoptist	Diagnoses and manages eye movement disorders and associated sensory deficiencies.
Otorhinolaryngologist	Diagnoses and treats patients with diseases and disorders of the ear, nose, throat and related structure of the head and neck.
Paediatric Surgeon	Diagnoses and provides operative care to children with a variety of illness, diseases and health conditions.
Paediatrician	Investigates, diagnoses and treats diseases and disorders in children from birth up to and including adolescence.
Paediatrics Nurse	Provides nursing care to children with injuries and illness.
Paramedical practitioner	Provides limited advisory, diagnostic, curative and preventive medical services to humans and apply advanced clinical procedures for treating and preventing diseases, injuries and other physical or mental impairments common to specific communities.
Patent and Trademark Attorney	Establishes the originality of an invention, idea or design, drafting detailed technical descriptions and definitions and legal documents to secure a patent or trademark.

Occupations	Descriptors
	Protects 'intellectual property' rights through the protection of inventions, designs, ideas and related issues such as copyright.
Pathologist	Identifies the cause and processes of disease and illness by examining changes in bodily tissue and in blood and other body fluids, and conducts tests on samples of tissues, blood and body secretions.
Petroleum Engineer	Plans and directs the engineering aspects of locating and extracting petroleum or natural gas from the earth.
Physicist	Studies matter, space, time, energy, forces and fields and the interrelationship between these physical phenomena to further understanding of the laws governing the behaviour of the universe and seeks to apply these laws to solve practical problems and discover new information about the earth and the universe.
Physiotherapist	Identifies and maximises quality of life and movement potential through promotion, prevention, treatment or intervention, habitation and rehabilitation.
Plastic and Reconstructive Surgeon	Diagnoses and surgically treats patients that have abnormal structure of the body caused by congenital defects, development abnormalities, trauma, infection, tumours or disease.
Podiatrist	Assesses, diagnoses, treats and prevents foot and lower limb related pathologies.
Policy Analyst	Collects and analyses information and data to develop policies to support planning, operations in the organisation.
Potter or Ceramic Artist	Conceives and creates concrete art forms
Programmer Analyst	Designs, develops, modifies documents and tests, implements, installs and supports software applications and systems.
Prosecutor	Prosecutes cases on behalf of the State. They decide whether to prosecute individuals for crimes based on evidence provided to them by the police.
Psychiatrist	Diagnoses, assesses, treats and prevents human mental, emotional and behavioural disorders.
Psychometrist	Conducts, evaluates and interprets psychometric tests.
Psychotherapist	Provides diagnosis and treatment of mental and emotional disorders using psychotherapeutic methods such as behavioural therapy, biofeedback, relaxation therapy and other techniques.
Public Health Medicine Specialist	Monitors the health status of the community, identifies health needs, develops preventive medicine programmes to reduce risk and screen for early disease, controls communicable disease, fosters policies which promote health, plans and evaluates the provision of health care and manages and implements change.
Public Health Occupational Medicine Specialist	Determines the cause of a work-related injury and disease, prevents and treats work-related diseases and injuries and promotes productivity and social adjustment in the workplace.
Public Health Physician	Plans and administers preventative health care research programs in hospitals, clinics, or other public medical facilities.
Quantity Surveyor	Estimates and monitors construction costs from the feasibility stage, through tender preparation, to the construction period and beyond.

<b>Occupations</b>	<b>Descriptors</b>
Radiation Oncologist	Uses ionizing radiation such as megavoltage X-rays or radionuclides in the treatment of cancer.
Radiation Security	Administers all matters related to nuclear and radiation security as required by international agreements and governance of the nuclear sector in South Africa.
Radiologist	Provides diagnostic medical services, and medical care and management of patients utilising radiant energy techniques such as general radiography, angiography, fluoroscopy, mammography, ultrasound, computed tomography, magnetic resonance imaging, nuclear medicine and bone densitometry.
Recreation officer	Plans, organises and coordinates recreation facilities and programs through organisations such as local governments, schools, church bodies and youth organisations.
Registered Nurse (Community Health)	Provides nursing care, health counselling, screening and education to individuals, families and Categories in the wider community with a focus on patient independence and health promotion.
Registered Nurse (Critical Care and Emergency)	Provides nursing care to critically ill patients and patients with unstable health following injury, surgery or during the acute phase of diseases, integrating new technological equipment into care in settings such as high dependency units, intensive care units, emergency departments or retrieval services.
Registered Nurse (Developmental Disability)	Provides nursing care to people with intellectual and development disabilities in a range of health, welfare and community settings.
Registered Nurse (Disability and Rehabilitation)	Provides nursing care to patients recovering from injury and illness and assists and facilitates patients with disabilities to live more independently.
Registered Nurse (Medical Practice)	Provides clinical care to patients, undertakes clinical organisation and practice administration, and facilitates communication within a general practice environment and between the practice and outside organisations and individuals.
Registered Nurse (Medical)	Provides nursing care to patients with conditions such as infections, metabolic disorders and degenerative conditions which require medical intervention in a range of health, aged care and community settings.
Registered Nurse (Mental Health)	Provides nursing care to patients with mental health illness, disorder and dysfunction, and experiencing emotional difficulties, distress and crisis in health, welfare and aged care facilities, correctional services and the community.
Registered Nurse (Operating Theatre)	Provides nursing care to patients before, during and immediately after surgery, assesses patients' condition, plans nursing care for surgical intervention, maintains a safe and comfortable environment, assists surgeons and anaesthetists during surgery, and monitors patients' recovery from anaesthetic, prior to return to or discharge from ward.
Registered Nurse (Surgical)	Provides nursing care to patients with injuries and illness that require surgical intervention.
Registrar of the Court	The Registrar keeps the court documents for each case and hands them to the judge as each case is called. When the court makes an order, the Registrar keeps a note of the order. After the day in court, the Registrar drafts the orders that the judge has made that day and keeps a record of those orders.
Rehabilitation Counsellor	Assists physically, mentally and socially disadvantaged people to re-integrate into work and the community.

Occupations	Descriptors
Research Psychologist	Conducts research into various areas of psychology.
Resident Medical Officer	Diagnoses, treats and prevents human physical and mental disorders and injuries under the supervision of specialists or senior general practitioners.
Rheumatologist	Investigates, diagnoses and treats diseases, injuries and deficiencies of human joints, muscles and soft tissue.
Risk and Integrity Specialist	Coordinate the development and monitor the implementation of the business continuity plan
Risk Officer	Advises the organisation on assessment processes to determine actual and potential risks pertaining to the organisation.
Safety, Health, Environment and Quality (SHE&Q) Practitioner	Develops, implements and evaluates risk management policies and programs, trains employees in occupational health and safety procedures, monitors and audits the workplace, and records and investigates incidents to ensure safe and healthy working conditions and compliance to health and safety legislation.
Sculptor	Conceives and creates three-dimensional forms to communicate impressions and ideas by carving or modelling materials such as wood, stone, clay and metal or assembling found and manufactured materials. This occupation requires high levels of creative talent or personal commitment and interest as well as, or in place of, formal qualifications or experience.
Skills Development Facilitator / Practitioner	Analyses the skills requirements within an organisation and coordinates the execution of the personal development plans of employees and monitors the implementation of the workplace skills plan and reports accordingly.
Social and Labour Plan Officer	Ensure Socio-economic development through Mining
Social Counselling Worker	Promotes social changes, social development, social cohesion and the empowerment of individual, families, categories and communities through engagement with people and structures to address life challenges (needs), and enhances social wellbeing, social justice and human rights.
Social Worker	Assesses the social needs of individuals, families and groups, assists and empowers people to develop and use the skills and resources needed to resolve social and other problems, and furthers human well-being and human rights, social justice and social development.
Sociologist	Researches the science of society, social institutions and social relationships, and specifically the systematic study of development, structure, interaction and collective behaviour of organised human groups.
Software Developer	Researches, analyses and evaluates requirements for existing or new software applications and designs, develops, tests and maintains software solutions.
Speech pathologist	Provides diagnostic assessment and rehabilitative services to people with communication disorders such as speech, language, voice, fluency and literacy difficulties.
Speech Therapist	Provides diagnostic assessment and rehabilitative services to people with speech defects.
Sport Psychologist	Applies psychological principles and techniques to motivate sportspersons to enhance performance.

Occupations	Descriptors
Sport Scientist	Sports scientists assist sportspeople to achieve the best possible sporting performance by applying knowledge and techniques from the areas of medicine, physiology, biomechanics (the study of human movement), nutrition, psychology and physiotherapy / massage.
State Attorney	Provides legal advice, prepares and drafts legal documents and conducts negotiations on behalf of clients on matters associated with the law.
State Law Advisor	Provides legal advice and guidance to the state on its proposals, legislation and international agreements and by ensuring that potential litigation against the state, on constitutional and other legal grounds, is considerably reduced.
Statistician	Designs and applies statistical principles and techniques for collecting, organising and interpreting quantifiable data, and uses statistical methodologies to produce statistical reports and analyses for government, commercial and other purposes.
Surgeon	Performs surgery to correct diseases and disorders covering a broad range of medical conditions.
Surveyor	Plans, directs and conducts survey work to determine, delineate, plan and precisely position tracts of land, natural and constructed features, coastlines, marine floors and underground works, and manages related information systems.
Systems Administrator	Develops, controls , maintains and supports the optimal performance and security of information technology systems.
Technical (ICT) Support Services Manager	Manages and controls systems and network engineering support service functions, including strategy, support for business development, quality of service and operations. Ensures specialist technical expertise and support in installing, testing, tuning, optimising, diagnosing problems, repairing, upgrading and maintaining both externally and internally supplied networks, hardware and systems software.
Technical Writer	Researches and writes technical information-based material and documentation for articles, manuals, text books, handbooks, or multimedia products, usually for education or corporate purposes.
Telecommunications Network Engineer	Plans, designs, and monitors complex telecommunications networks and associated broadcasting equipment.
Toxicologist	Investigates the possible harmful effects on living things of chemical agents (for example, drugs, pesticides, food additives, industrial chemicals), biological agents (for example, plant and animal toxins) and physical agents (for example, ionizing and electro-magnetic radiation).
Training and Development Professional	Researches, plans, designs, develops, implements, monitors, evaluates, verifies and manages the quality of learning and development interventions, to ensure management and staff acquire the required competencies to meet organizational strategic objectives.
Translator	Transfers a source text from one language into another, usually within an extended time frame to allow for corrections and modifications and without the presence of the participants who require the translation.
Transport Analyst	Conducts studies in the use and operation of transportation systems and develops transportation models or simulations.
Urban and Regional Planner	Develops and implements plans and policies for the controlled use of urban and rural land, and advises on economic, environmental and social needs of land areas.

Occupations	Descriptors
Urologist	Diagnoses and treats diseases of male reproductive organs, as well as the urinary tract in both males and females and performs surgical procedures.
Veterinarian	Diagnoses, treats and prevents physiological or pathological condition in an animal, performs surgical or dental operations or procedures on an animal and prescribes and administers medicine to an animal.
Veterinary Public Health Professional / Practitioner	Conducts and oversees the provision of advanced Veterinary Services in any of the following fields: diseases control, import and export policy & control, epidemiology, quarantine, veterinary public health, animal welfare, animal health, laboratory diagnostics and related remedies.
Visual Artist	Conceives and creates visual art forms such as pictures, abstract designs and similar compositions to communicate impressions and ideas. This occupation requires high levels of creative talent or personal commitment and interest as well as, or in place of, formal qualifications or experience.
Water Quality Analyst	Analyses and develops policies and plans for the control of factors which may produce water pollution.
Web Designer	Designs online forms to seamlessly integrate with workflow processes in organisations.
Web Developer	Plans, produces and maintains web sites using web programming languages, software applications, technologies and databases together with specifications of user needs, often in conjunction with other ICT professionals such as business analysts, web designers and network and usability specialists.
Zoologist	Studies the anatomy, physiology, characteristics, ecology, behaviour and environments of animals.

## 5. PLANT, MACHINE OPERATORS AND ASSEMBLERS

Occupations	Descriptors
Agricultural Mobile Plant (Equipment) Operator	Operates agricultural and horticultural equipment to clear and cultivate land, and sow and harvest crops.
Air-conditioning and Refrigeration Mechanic	Installs, maintains and repairs piping, ducting and equipment for heating, cooling and ventilation of buildings or vessels.
Automotive Motor Mechanic	Maintains, tests and repairs diesel and petrol road vehicles (less than 8 tons) and the mechanical parts thereof including transmissions, suspension, steering and brakes.
Backhoe Operator	Operates a backhoe and attachments to excavate, break, drill, level and compact earth, rock and other material.
Binder and Finisher	Use a range of specialised printing and binding machines to process sheets of printed material by assembling the sheets, trimming them to size using automated guillotines and then folding the sheets using mechanised folders
Boatswains and coxswain	Operates a boat

Occupations	Descriptors
Boiler or Engine Operator	Operates and maintains stationary engines, boilers, refrigeration and air-conditioning systems, and associated mechanical plant.
Bulk Materials Handling Plant Operator	Operates plant to load, unload, move, store and stack bulk materials.
Bulldozer Operator	Operates a bulldozer using blades and other attachments to gouge out, level and move materials in construction, forestry, mining and other projects.
Bus driver	Drives a bus to transport passengers short distances on scheduled intercity services over established routes.
Cable and Rope Splicing Machine Operator	Maintain cables, ropes and wires on construction sites, buildings or other structures.
Chemical Production Machine Operator	Monitors and operates machines to blend, mix, process and package a wide range of chemical products such as soaps, detergents, pharmaceuticals, toiletries and explosives.
Concrete Products Machine Operator	Operates machines to manufacture moulded concrete products such as cement pipes and fittings, concrete railway sleepers, concrete bricks, tiles and paving blocks, structural beams, building panels and cast products.
Crane or Hoist Operator	Operates stationary and mobile cranes, hoists, lifts and winches to lift, move and place materials, equipment and people in areas such as building sites, factories, mines, sawmills, wharves and shipyards.
Diver	Swims underwater to undertake tasks such as seafood gathering, research, salvage and construction.
Deck Hand	Performs maintenance and lookout tasks aboard a ship.
Driller	Positions, assembles and operates drilling machinery and related equipment for a variety of other purposes.
Dump Truck Operator	Operates dump trucks on surface or underground to haul ore and rock.
Earthmoving Plant Operator (General)	Operates a range of earthmoving plant to assist with the building of roads, rail, water supply, dams, treatment plants and agricultural earthworks.
Electrical and Electronic Equipment Assembler	Assembles or modifies according to strictly laid down procedures, components of electrical, electromechanical and electronic equipment.
Excavator Operator	Operates heavy excavation plant to excavate, move and load earth, rock and rubble.
Forklift Driver	Operates a forklift to move bulk materials, containers, crates, palletised goods, cartons and bales.
Grader Operator	Operates a grader to spread and level materials in construction projects.
Jetty Operator	Controls and operates mooring, pollution control and safety equipment on a jetty.
Lift Operator	Operates stationary and mobile lifts to lift and place materials, equipment and people in areas such as building sites, factories, mines, sawmills, wharves and shipyards.
Light vehicle driver	Drives a car to deliver goods
Linemarker	Operates plant to apply markings to roads and other surfaces such as car parks, airports and sports grounds.
Loader Operator	Operates a motorised loader to move and load soil, rock and other material.
Logging Plant Operator	Operates plant to fell trees and drag, transport and load logs onto trucks.

Occupations	Descriptors
Machinery Assembler	Assembles machinery and parts thereof.
Motorcycle driver	Drives a motorcycle to deliver goods
Motorised farm and forestry plant operator	Drives, tends, operates and monitor one or more types of special- purpose motorised, mobile machinery or equipment used in agricultural, horticultural and forestry operations.
Mulcher Operator	Operates mulchers to clear areas of bush and trees.
Packing Machine Operator	Operates and monitors machines which weigh and pack and wrap various products.
Remotely Operated Vehicle (ROV) Pilot	Drives a remotely operated vehicle to perform specialised functions.
Road Construction Plant Operator	Operates plant to spread and level hot bituminous paving materials and lay concrete on areas such as highways, streets and car parks.
Road Roller Operator	Operates a power-driven roller to prepare surfaces for roads, runways and car parks.
Rock Drill Operator	Drives and operates rock drilling machine or handheld rockdrill to drill explosive-charge holes through hard materials to facilitate blasting operations.
Sand Blaster	Operates sandblasting machines to clean and grind metal products and other hard surfaces.
Scraper Operator	Operates mobile scrapers to remove soil and overburden.
Small Offset Lithography Operator	Sets up, operates and maintains small offset printing presses to print specified printing jobs on a variety of substrates, such as paper, paperboard, vinyl and plastic.
Truck Driver (General)	Drives a heavy truck, requiring a specially endorsed class of licence, to transport bulky goods.
Tunnelling Machine Operator	Operates mobile equipment to produce, shape or dig tunnels.
Weighbridge Operator	Operates weighing plant and issues measurement tickets which provide readings of vehicle and livestock weight.

## 6. PROTECTIVE AND RESCUE SERVICE WORKERS; SOCIAL AND HEALTH SCIENCES SUPPLEMENTARY AND SUPPORT PERSONNEL

Occupations	Descriptors
Alarm, Security or Surveillance Monitor	Monitors security alarms and surveillance equipment, and contacts supervisors, fire brigades or police if security is breached.
Ambulance Officer	Provides basic pre-hospital and inter-hospital emergency care and transport services to medical and trauma patients.
Ancillary Health Care Worker	Liaises with patients, clients, visitors to hospitals and staff at health clinics, and works as a team member to arrange, coordinate and provide health care delivery in community health clinics.
Animal Attendant	Feeds, grooms, shears and cares for animals.

Occupations	Descriptors
Animal Trainer	Teaches animals to obey commands and undertake specific tasks.
Assistant Midwife	Provides basic health care and advice before, during and after pregnancy and childbirth. They implement care, treatment and referral plans usually established by medical, midwifery and other health professionals.
Assistant Nutritionist	Works with a nutritionist or dietitian to help patients develop health-conscious food choices. Conducts patient interviews, provide dietary guidance, and report patient progress to the dietitian in charge.
Audiometrist	Administers audiometric screening and threshold tests under supervision of audiologist or otolaryngologist and refer individual to audiologist or other health professional for test interpretation or further examination.
Auxiliary Child and Youth Care Worker	Assists young people as individuals or Categories to solve social, emotional, developmental, behavioural and financial problems in an agency framework.
Auxiliary Community Development Practitioner	Facilitates and mobilise community development initiatives and collective solutions within a community to address issues, needs and problems associated with recreational, health, housing, employment and other social services matters.
Child Care Worker	Provides care and supervision for children in programs such as long day care and occasional care in childcare centres, hospitals and educational centres.
Child or Youth Residential Care Assistant	Provides care and supervision for children in correctional services institutions.
Community Health Worker	Provide basic treatment, care and support to households and schools and health education and promotion to individual and communities.
Dental Therapist	Examines and treats diseases of the teeth in pre-school, primary and secondary school children under the general supervision of a dentist.
Disaster Management Worker	Coordinates procedural applications, interventions and provisioning activities and administrative reporting related to Disaster Management and conducts needs and risk analysis to determine vulnerability of local areas to disasters.
Electro-Cardiogram Assistant	Responsible for performing electrocardiograms (EKGs/ECGs), stress tests and Holter monitoring on patients to record the hearts' activity.
Electro-Encephalographic Assistant	Responsible for performing electroencephalograms (EEGs), on patients to record the electrical activity of the brain.
Electrotherapist	Uses electrical impulses to relieve discomfort and promote physical well-being.
Emergency Service and Rescue Worker	Attends the scene of reported emergencies to minimise risk to community and worker safety and security.
Enrolled Nurse	Provides nursing care to patients in all healthcare settings under the supervision of Registered / Professional Nurses.
Family Day Care Worker	Provides care and supervision for babies and children, usually in worker's own home, under local government or community-based schemes.
Fire Fighter	Responds to fire alarms and emergency calls, controls and extinguishes fires, and protects life and property.
First Aid Attendant	Renders immediate or temporary treatment of a victim of sudden injury/illness.

<b>Occupations</b>	<b>Descriptors</b>
Hazardous Materials Removal Workers	Identifies, removes, packs, transports, or disposes of hazardous materials.
Hospital Orderly	Assists with the provision of care to patients in hospitals by ensuring wards are neat and tidy, lifting and turning patients and transporting them in wheelchairs or on movable beds, and providing direct care and support.
Intensive Care Paramedic/ Ambulance Paramedic	Provides specialised pre-hospital health care to injured, sick, infirm and aged persons and emergency transport to medical facilities.
Medical Assistant	An allied health professional who supports the work of physicians, physician assistants and other health professionals, usually in a clinic setting.
Mother Craft Nurse	Assists in providing care to newborn infants and provides advice and training to parents of newborn infants.
Nursing Support Worker	Provides limited patient care under the direction of nursing staff.
Personal Care Assistant	Provides routine personal care services to people in a range of health care facilities or in a person's home. Birth assistants who provide emotional support and general care and advice to women and families during pregnancy and labour
Residential Care Officer	Provides care and supervision for children or disabled persons in Category housing or government institutions.
Security Officer	Patrols and guards industrial and commercial property, railway yards, stations or other facilities.
Social Auxiliary Worker	Assists the work of social workers by providing services and counselling support to individuals, families and communities.
Teachers' Aide	Assists teaching staff in the preparation of teaching materials and with general classroom tasks.
Therapy Aide	Assists therapists in providing therapy programs and in the direct care of their patients in a variety of health, welfare and community settings.
Traffic Officer	Preserves safety on the roads through the enforcement of traffic rules.
Travel Assistant	Provides services for the safety and comfort of passengers.

## 7. SKILLED AGRICULTURAL, FORESTRY, FISHERY, CRAFT AND RELATED TRADES WORKERS

<b>Occupations</b>	<b>Descriptors</b>
Adhesive Binding Machine Operator	Sets up, maintains and operates an adhesive binding line to produce adhesive bound publications.
Air-conditioning and Refrigeration Mechanic	Installs, maintains and repairs piping, ducting and equipment for heating, cooling and ventilation of buildings or vessels.
Aircraft Maintenance Mechanic	Inspects, tests, repairs and installs aircraft hydro mechanical, pneumatic, flight control system components and aircraft engines, sub-assemblies and components.

<b>Occupations</b>	<b>Descriptors</b>
Automotive Motor Mechanic	Maintains, tests and repairs diesel and petrol road vehicles (less than 8 tons) and the mechanical parts thereof including transmissions, suspension, steering and brakes.
Binder and Finisher	Use a range of specialised printing and binding machines to process sheets of printed material by assembling the sheets, trimming them to size using automated guillotines and then folding the sheets using mechanised folders.
Blacksmith	Shapes bars, rods and blocks of metal by heating and hammering to produce or repair metal articles.
Boiler Maker	Makes and repairs boilers pressure vessels.
Book Sewing Machine Operator	Sets up, maintains and operates a book sewing machine to produce book blocks.
Cable Jointer	Joins insulated electric power cables installed in underground conduits and trenches and prepares cable terminations for connection to electrical equipment and overhead lines.
Carpenter	Constructs, erects, installs, renovates and repairs structures and fixtures of wood, plywood, wallboard and other materials.
Civil Engineering Constructor	Reinforces, constructs and maintains formwork for civil engineering structures installs, repairs and maintains pipe systems, fittings and fixtures for water, gas, storm water drainage and sewerage systems included in civil services and constructs and maintains earthworks roads, rail and airport pavement layers and earthworks, and surfacing and ancillary works.
Coating Machine Operator	Sets up, maintains and operates a coating machine to apply various coatings and other specialized finishes to printed products.
Computer Engineering Mechanic/ Service Worker	Supports and maintains computer systems and peripherals by installing, configuring, testing, troubleshooting, and repairing hardware.
Concreter	Pours, spreads, smoothes and finishes concrete for structures such as floors, stairs, ramps, footpaths and bridges.
Continuous Stationery Printing Machine Technician	Sets up, operates and maintains webfed lithographic offset continuous stationery printing presses to print and in-line finish specified printing jobs on paper substrates.
Craft Bookbinding Technician	Binds specialized books and finishes printed products by hand.
Data and Telecommunications Cabler	Installs internal telecommunications and data cabling, equipment and peripherals for computer networks, telephony, cable television and monitored security and fire alarms.
Diesel Mechanic	Maintains, test and repairs commercial vehicles (more than 3 tons GMV) including engines, mechanical parts, transmissions, suspension, steering and brakes.
Electrical Equipment Mechanic	Services and repairs electrical equipment and appliances.
Electrician	Installs, tests, connects, commissions, maintains and modifies electrical equipment, wiring and control systems.
Electronic Originator	Manipulates sets and composes text and graphics into a format suitable for printing and other visual media.

Occupations	Descriptors
Electronic Pre-press	Interrogates and pre-fights pre-press media, creates print layouts, impositions and prepares contract proofs and sets up, operates and maintains machinery and equipment to image and process print ready forms.
Fibrous Plasterer	Applies and fixes plasterboard partitions, suspended ceilings, fire rating systems, acoustic tiles, and composite wall linings to buildings.
Fitter and Turner	Fits, assembles, grinds and shapes metal parts and sub-assemblies to fabricate production machines and other equipment.
Fitter-welder	Fits, assembles and welds metal parts and sub-assemblies to fabricate production machines, other equipment and pipe systems.
Folding Machine Operator (Paper Products)	Sets up, maintains and operates a variety of folding machines to fold various styles and formats of paper products.
Forest and Conservation workers	Develops, maintains, or protects areas such as forests, forested areas, woodlands, wetlands, and rangelands through such activities as raising and transporting seedlings; combating insects, pests, and diseases harmful to plant life; and building structures to control water, erosion, and leaching of soil.
Forklift Mechanic	Maintains, tests and repairs forklifts.
Gas Cutter	Cuts metal parts using gas flame.
Glazier	Measures, cuts, finishes, fits and installs flat glass and mirrors.
Groundskeeper	Establishes and maintains turf, grassed areas and synthetic surfaces used for sporting events.
Guillotine Operator	Usually works with a large, electric-powered guillotines for cutting down printed documents accurately so that the final product can be made, wrapped and delivered to clients, e.g., brochures, posters, letterheads, flyers, promotional items, etc.
House Builder	Erects, maintains and repairs houses and similar small buildings using either traditional or modern techniques and materials.
Industrial Machinery Mechanic	Fits, installs, examines, services and repairs engines, agricultural and industrial machinery and mechanical equipment (except motor vehicle, aircraft, tractors and electric motors).
Instrument Mechanician	Installs, modifies, maintains and repairs electronic instruments and control systems.
Insulation Installer	Installs and applies insulating material such as foam, granules, foil, solar film, baths and blankets to walls, floors, windows and ceilings of buildings to insulate against heat, cold, air, sound and moisture.
Joiner	Cuts, shapes and fits timber parts in workshops to form structures and fittings, ready for installation.
Landscape Gardener	Implements landscape designs, construct and maintains landscapes and gardens including hard landscapes.
Lift Mechanic	Designs, installs, maintains, services and repairs electric and hydraulic passenger and freight lifts, escalators, moving walkways and other lift equipment.

Occupations	Descriptors
Livestock Product Analyst	Analyse livestock produce for quality and conformance with technical produce standards and regulatory provisions.
Mixed Crop Farm Production Manager	Oversees, coordinates and performs farming operations to grow a range of crop.
Motorcycle Mechanic	Maintains, tests and repairs the mechanical parts of motorcycles, including scooters.
Nurseryperson	Propagates and cultivates trees, shrubs, and ornamental and flowering plants in plant nurseries.
Optical Mechanic	Operates machines to grind, polish and surface optical lenses to meet prescription requirements, and fits lenses to spectacle frames.
Painter	Applies paint, varnish, wallpaper and other finishes to protect, maintain and decorate the surfaces of buildings and structures.
Panelbeater	Repairs damage to metal, fibreglass and plastic body work on vehicles and forms replacement vehicle panels.
Photographer's Assistant	Assists photographers in taking and developing photographs.
Plasterer	Applies decorative and protective coverings of plaster, cement and similar materials to the interiors and exteriors of structures.
Plumber	Installs and repairs water, drainage and sewerage pipes and systems.
Potter or Ceramic Artist	Conceives and creates functional or artistic articles by moulding clay, glass and other fusible materials using hand-building and wheel techniques. This occupation requires high levels of creative talent or personal commitment and interest as well as, or in place of, formal qualifications or experience.
Pipe Fitter	Assembles, installs, repairs and maintains pipe systems, fittings and fixtures for water, gas, drainage, sewerage systems.
Printing Machinist	Sets up and operates printing machines and presses to print artwork and text on a variety of substrates including paper, textiles, vinyl, metal, plastics and leather.
Roof Plumber	Installs, maintains and repairs flashings, metallic roof and wall claddings and rainwater products such as gutters and down pipes.
Roof Thatcher	Covers roof using natural thatch.
Roof Tiler	Cover roofs with tiles, sheets and shingles to form a waterproof surface.
Scaffolder	Erects and dismantles scaffolding to provide work platforms in building and industrial sites, and for temporary structures such as staging and seating.
Signwriter	Designs, fabricates and paints signs for displays, buildings, hoardings, boats and structures.
Small Engine Mechanic	Maintains, tests and repairs engines of chainsaws, lawn mowers, garden tractors and other equipment with small engines.
Solar Installer	Installs, tests and repairs solar water heating systems and equipment.
Steel Fixer	Positions and secures steel bars and steel mesh in concrete forms to reinforce concrete structures.

Occupations	Descriptors
Structural Steel Erector	Erects and dismantles structural steel frames of buildings and other structures.
Telecommunications Cable Joiner	Joints, terminates and repairs copper and fibre optic telecommunications cables installed in underground pipes, trenches and overhead systems.
Telecommunications Technician	Installs, maintains and repairs telecommunications equipment and appliances such as telephones, mobile telephones, switchboards and data transmission equipment, in homes, businesses, telephone exchanges and other network sites.
Textile, Leather and Related Materials Handicraft Workers	Applies traditional techniques and patterns to produce woven fabrics, knitted, embroidered, woven and other garments and articles for household use, as well as traditional footwear, handbags, belts and other accessories.
Tractor Mechanic	Maintains, tests and repairs tractors.
Transportation Electrician	Installs, maintains and repairs electrical wiring and electronic components in motorised vehicles.
Tree Feller	Fells trees in forests, and trims and saws them into logs.
Wall and Floor Tiler	Lays ceramic, clay, slate, marble and glass tiles on external and internal walls and floors to provide protective and decorative finishes.
Welder	Fabricates and repairs metal products using various welding techniques.
Wood Mechanist	Cuts, planes, turns, shapes and sands wood stock to specifications.
Wood Preparer and Treater	Operates and tends wood treatment processing equipment and machines to remove bark from logs, produce wood chips, season, preserve and treat wood.

## 8. TECHNICIANS AND ASSOCIATE TECHNICAL OCCUPATIONS

Occupations	Descriptors
Accounting Technician	Prepares budgets, financial statements, monitors the financial performance of an organisation and maintains internal financial control and accounting systems.
Administration Officer	Performs liaison, coordination and organisational tasks in support of managers and professionals.
Aeroplane Pilot	Flies aeroplanes to transport passengers, mail and freight, or provide agricultural, aviation or aerial surveillance services.
Agricultural / Horticultural Produce Inspector	Conducts inspections of agricultural commodities, processing equipment and facilities, monitors conformance to standards and protocols to ensure compliance with regulations and laws governing health, quality and safety.
Agricultural Technician	Performs tests and experiments and provides technical support to assist agricultural scientists and technologists in areas such as research, production, servicing and marketing.
Anaesthetic Technician	Prepares and maintains anaesthetic equipment for operating theatres or clinics and assists anaesthetists during anaesthetic procedure.

Occupations	Descriptors
Aquaculture Produce Analyst	Analyse aquaculture produce for quality and conformance with technical produce standards and regulatory provisions.
Audiometrist	Administers audiometric screening and threshold tests under supervision of audiologist or otolaryngologist and refer individual to audiologist or other health professional for test interpretation or further examination.
Cardiac Technician	Performs selected diagnostic, therapeutic and corrective procedures on the heart using specialised equipment and techniques.
Cardiothoracic Perfusion Clinical Technologist	Uses a heart-lung machine during cardiac surgery and other surgeries that require cardiopulmonary bypass to manage the patient's physiological status.
Chemical Engineering Technician	Tests new and existing engineering technologies related to chemical, biochemical, industrial chemistry, chemical quality control and environmental protection.
Chemistry Technician	Performs laboratory tests on organic and inorganic chemicals, analyses test data and carries out technical functions in support of chemists or chemical engineers and technologists in a wide variety of areas such as fuels, pharmaceuticals, paints, metals, plastics, textiles, detergents, paper, fertilisers and cosmetics.
Civil Engineering Technician	Conducts tests of construction materials, prepares sketches and tabulations, and assists in estimating costs in support of civil engineering professionals and engineering technologists.
Clinical Dental Technician	Designs, constructs, repairs and fits dentures and mouth guards.
Computer Network Technician	Establishes, operates and maintains network and other data communications systems.
Customs Officer	Administers and enforces customs and related legislation, and assists with customs control of overseas passengers, crew, aircraft, ships, cargo, mail and bond stores.
Dental Assistant	Prepares patients for dental examinations and assists dentists in providing care and treatment.
Dental Technician	Constructs and repairs dentures and other dental appliances.
Dental Technologist	Designs, construct and repairs dentures, crowns bridges, dental braces and other appliances that improve patient's appearance, speech and functionality to chew.
Dialysis Technician	Performs selected therapeutic and corrective procedures on the kidneys using specialised equipment and techniques.
Dental Therapist	Examines and treats diseases of the teeth in pre-school, primary and secondary school children under the general supervision of a dentist.
Dispensing Optician	Interprets optical prescriptions, and fits and services optical appliances such as spectacle frames and lenses.
Draughtsperson	Prepares technical drawings, maps and illustrations from sketches, measurements and other data, and copy final drawings and paintings onto printing plates in support of architects, engineers and engineering technologists. Note: the terms drafting technician or drafting officer can be used interchangeably.
Electrical Engineering Technician	Conducts tests of electrical systems, prepares charts and tabulations, and assists in estimating costs in support of electrical engineers and engineering technologists.

<b>Occupations</b>	<b>Descriptors</b>
Electroencephalographic Technician	Conducts tests on patients to record brainwaves, or other electrical impulses in the nervous system and spinal cord, by use of specialised equipment in support of specialists engaged in diagnosing, monitoring and treating neurological and related disorders.
Electronic Engineering Technician	Conducts tests of electronic systems, collects and analyses data, and assembles circuitry in support of electronics engineers and engineering technologists.
Energy Efficiency Technician	Evaluates electrical installations, equipment and processes and collects data and makes recommendations on energy usage and efficiency.
Environmental and Occupational Health Inspector	Investigates the implementation of rules and regulations relating to environmental factors that may affect human health, safety in the workplace, and safety of processes for the production of goods and services.
Environmental Engineering Technician	Tests and implements new and existing engineering technologies relating to pollution control, recycling and waste disposal to remedy negative impacts of human activity on the environment to recommend improvement in the efficiency of environmental assessments of construction and civil engineering projects related to pollution control, recycling and waste disposal.
Environmental Practices Inspector	Examines places of business to ensure compliance to environmental practice requirements. May issue certificates.
Environmental Science Technician	Performs tests and experiments, and provide technical support functions to assist environmental scientists and technologists in research and teaching.
Events Manager	Organises and coordinates services related to all aspects of an event from design and planning to production.
Fire Investigator	Conducts investigations to determine causes of fires and explosions.
Food and Beverage Technician	Tests new and existing engineering technologies relating to agricultural, food or beverage products, analyses test data and carries out technical functions in support of food and beverage scientists.
Food Laboratory Analyst	Performs sampling on and analyses food ingredients, various stages of products during manufacturing, equipment and packaging materials to evaluate the safety for consumption, legal and company compositional and the integrity of ingredients, products and packaging.
Forensic Technician	Provides technical support to forensic scientists by collecting and investigating evidence and preparing documents, charts, photographs, tables, and reports on findings.
Forestry Research Technician	Performs tests and experiments, and provides technical support to assist forestry scientists and technologists in areas such as research, production, servicing and marketing.
Forestry Technician	Performs tests and experiments, and provides technical support to assist forestry scientists and technologists in areas such as research, production, servicing and marketing.
Gallery or Museum Technician	Prepares artworks, specimens and artefacts artworks for collections, and arranges and constructs gallery exhibits.

<b>Occupations</b>	<b>Descriptors</b>
Geographic Information Systems Technicians	Assists scientists, technologists, or related professionals in building, maintaining, modifying, or using geographic information system (GIS) databases. May also perform some custom application development or provide user support.
Geophysical Technician	Assists scientists or engineers in the use of electronic, sonic, or nuclear measuring instruments in both laboratory and production activities to obtain data indicating potential resources such as metallic ore, minerals, gas, coal, or petroleum.
Health Information Manager	Plans, develops, implements and manages health information services such as patient information systems, and clinical and administrative data to meet the medical, legal, ethical and administrative requirements of health care delivery.
Health inspector	Health inspectors, or occupational health and safety technicians, scrutinize the work environment and labour conditions of organisations to ensure the protection of the public, employees, and the environment.
Health Promotion Practitioner	Plan, develop, implement and evaluate health promotion policies and projects using a variety of strategies, including health education, mass media, community development and community engagement processes, advocacy and lobbying strategies, social marketing, health policy and structural and environmental strategies.
Helicopter Pilot	Flies helicopters to transport passengers, mail or freight, or provide agricultural, aviation or aerial surveillance services.
Immigration Officer	Examines and assesses the entry of people from other countries, administers visas and residency applications according to immigration legislation, rules and policies, and where necessary uses legal powers to detain and remove illegal entrants.
Intensive Care Technician	Performs selected diagnostic, therapeutic and corrective procedures in the theatre using specialised equipment and techniques.
Labour Inspector	Ensure compliance to labour related legislation through law enforcement inspections, guidance and corrective actions performed on site (on site includes international, national, local).
Library Technician	Assists librarians and other information managers in organising and operating systems for handling recorded material and files.
Life Science Technician	Identifies and collects living organisms and conducts field and laboratory studies in support of life scientists and technologists.
Marine Engineer	Controls and manages the operation and maintenance of the plant and equipment of ships.
Marine GIS Technician	Assists scientists, technologists, or related professionals in building, maintaining, modifying, or using geographic information system (GIS) databases. May also perform some custom application development or provide user support.
Marine Safety Officer	Inspects all parts of a vessel for safety regulations and look for environmental hazards.
Mechanical Engineering Technician	Conducts tests of mechanical systems, collects and analyses data, and assembles and installs mechanical assemblies in support of mechanical engineers and engineering technologists.
Medical Diagnostic Radiographer	Medical imaging technologist operates x-ray and other medical imaging equipment to produce images for medical diagnostic purposes in conjunction with radiologists or other medical specialists. Radiographers specialising in areas such as diagnostic, mammography, ultrasound, radiation oncology and nuclear medicine, can be classified in this category.

<b>Occupations</b>	<b>Descriptors</b>
Medical Electronic Equipment Operator	Operates, inspects, and maintains laboratory or healthcare equipment.
Medical Radiation Therapist	Operates high energy x-ray and other radiation and electron generating and monitoring equipment to administer radiation treatment for medical purposes in conjunction with radiologists or other medical specialists.
Medical Technical Officer	Undertakes analytical molecular diagnostics investigations technical duties required to support scientific teams in the provision of an effective and high-quality molecular diagnostics service to patients.
Medical Technician	Performs routine medical laboratory tests and operates diagnostic laboratory equipment under the supervision of medical laboratory scientists and pathologists.
Medical Technologist	Performs medical laboratory tests and operates diagnostic laboratory equipment to determine normal and abnormal components of human tissue, body fluids and excretion.
Metallurgical or Materials Technician	Tests materials as part of mineral and metal processing and refining, or for research into metals, ceramics, polymers, and other materials in support of metallurgists and materials engineers.
Mine Health and Safety Inspector	Ensures that mines are complying with the requirements of the mine health and safety act and regulations pertaining mine health and safety matters.
Mineral Beneficiation Process Controller	Monitors and controls mechanical and operational efficiency of mineral beneficiation and process facilities, equipment, plant and related resources.
Neurophysiological Technician	Performs selected diagnostic, therapeutic and corrective procedures on the neurophysiological system using specialised equipment and techniques.
Nuclear Medicine Technologist	Performs or assists in performing diagnostic examinations using radio nuclides and radiopharmaceuticals and administers radio nuclides for therapeutic purposes under the direction of nuclear medicine specialists or other specialist medical practitioners.
Occupational Hygienist	Assesses health risks in the workplace, co-ordinate occupational hygiene programmes and systems that include hygiene, emergency preparedness, wellness and associate infrastructure as well as provide support in the provision of a safe and healthy working environment recommending control measures to minimise exposure in accordance with applicable legislation.
Occupational Therapy Technician	Assists therapist in providing occupational therapy to enable people to perform their daily activities and occupations.
Operating Theatre Technician	Prepares and maintains an operating theatre and its equipment, assists the surgical team during operations and provides support to patients in the recovery room.
Ophthalmology Technician	Assisting the ophthalmologist to perform certain functions, such as measuring of a patient's vision and checking pressures on the eye; he/she performs different types of eye tests which include color vision.
Oral Hygienist	Carries out preventative dental procedures under the direction of a dentist.
Orientation and Mobility Practitioner	Trains people who are visually impaired in the skills of daily living and mobility.
Orthopaedic Technician	Assists orthopaedic surgeons in the practice of medicine.
Orthotic and Prosthetic Technician	Fabricate and fit orthopaedic braces or prostheses to assist patients with disabling conditions of limbs and spine, or with partial or total absence of limb.

Occupations	Descriptors
Orthotist or Prothetist	Designs, builds, fits and repairs splints, braces, callipers, artificial limbs and related devices to restore function or compensate for muscular and skeletal disabilities.
Osteopath	Diagnoses, treats and prevents mechanical disorders which impedes normal neural, vascular and biochemical mechanisms and provides treatment and advice on preventing these disorders.
Pharmacy Technician	Fills and labels patients' prescriptions under the supervision of a pharmacist. May record details of, place orders for, take stock of, and store medications and medical supplies and deliver them to patients.
Photographer	Operates a still camera to take photographs.
Physical Science Technician	Performs tests and experiments, and provide technical support functions to assist with research, design, production and teaching in physical sciences.
Physiotherapy Technician	Assist with the provision of physical therapy treatments and procedures with indirect supervision.
Pressure Equipment Inspector	Conducts integrity assessments and tests of in-service pressure equipment and or certify new fabrication, modifications and repairs of pressure equipment in accordance with the applicable national legislation.
Pulmonology Clinical Technologist	Performs selected diagnostic and therapeutic procedures on the lungs using specialised equipment and techniques.
Radiation Control Officer	Undertakes activities involving potential radiation hazards attached to the use of the radioactive materials and equipments under his/her control, including radiation as well as radioactive sources.
Radiation Control/ Nuclear Monitoring Technician	Monitors radiation safety compliance and controls and processes radioactive materials and radiation generation equipment.
Radiation Laboratory Technician	Assists with patient diagnosis and treatment by performing a variety of standard radiological examinations on patients using stationary and portable x-ray and ancillary equipment.
Radiographic Technician	Works under the supervision of a radiologist and complete radiologic imaging tasks as assigned by the radiologist.
Refugee Status Determination Officer	Adjudicate asylum seeking applications to confer refugee status in accordance with the refugee act, 1998 (act no 130 of 1998) and its regulations of 2000.
Regulatory Inspector	Reviews operations and ensure compliance with applicable laws, rules and regulations.
Renal Technician	Prepares and maintains equipment for renal tests and treatments.
Reproductive Biology Clinical Technologist	Performs selected diagnostic, therapeutic and corrective procedures on the reproductive system using specialised equipment and techniques.
Safety Inspector	Inspects machines, equipment, working conditions and public places to ensure compliance with government and industry standards and regulations, in relation to occupational health and safety.
Ship's Master	Controls and manages the operations of a ship or boat.
Ship's Officer	Navigates and controls the safe operation of a ship and supervises and coordinates the activities of deck crew.
Ship's Surveyor	Surveys machines and hulls of ships to ensure they are constructed, equipped and maintained according to safety standards, rules and regulations laid down by marine authorities.

Occupations	Descriptors
Sonographer	Operates ultrasound equipment to acquire, interpret and selectively record anatomical images, physical data and real time physiological information for medical diagnostic purposes in conjunction with other medical practitioners.
Sports Development Officer	Promotes sports and skills development and oversees the participation of young people in sport.
Sports Official	Coordinates and directs sporting activities, and liaises with other officials to interpret and enforce sporting rules and regulations.
Statistical and Mathematical Assistant	Assists in planning the collection, processing and presentation of statistical, mathematical or actuarial data.
Supply chain practitioner	Organises, manages, controls and coordinates the supply chain management function including demand, acquisition, logistics, disposal, performance and risk management.
Surveying or Cartographic Technician	Collects, records and evaluates survey data and prepares maps, charts and plans in support of surveyors and cartographers.
Telecommunications Technical Officer or Technologist	Carries out specialised design and support functions in telecommunications engineering including optimization and performance monitoring of telecommunications networks, diagnosis and repair of faults, and the selection and installation of equipment.
Town Planning Technician	Provides technical support to town planners by preparing and maintaining plans, documents, charts, photographs, tables, reports, and exhibition material for projects, public meetings and committees related to the controlled use of urban and rural land.
Valuer	Assesses the value of land, property, commercial equipment, merchandise, personal effects, household goods and objects of art.
Veterinary Nurse	Cares for animals under treatment or in temporary residence at veterinary facilities and assists veterinarians to perform procedures and operations.
Veterinary Technician	Inspects all livestock, poultry and game, implements vaccination programmes and parasite control programmes and carries out abattoir and meat inspections.
Veterinary Technologist	Conducts laboratory tests on plants matter, feeds blood or organs of animals, conducts laboratory procedures required for specific veterinary examinations or research projects, and prepares veterinary biological products for diagnostic tests and vaccines for the prevention of diseases.
Waste Materials Plant Operator	Operates machinery which disposes of waste.
Water Control Officer	Monitor and control water abstraction in the catchment area. Undertaking inspection of dams in accordance with dam safety legislation. Assist with water registration, validation and issuing of water licenses. Take Water meter reading and monitor water use in the area.
Water Plant Operator	Operates plant to store, distribute and treat water including purifying water for human consumption and removing wastes from sewerage.
Water Process Controller	Controls the operation of the water process plant.
Web Technician	Maintains, monitors and supports the optimal functioning of internet and intranet websites and web server hardware and software.

## 9. SECURITY AND CUSTODIAL PERSONNEL

OCCUPATIONS	DESCRIPTORS
Correctional Services Manager	Manages security support services, corrections activities, finance services, corporate services and development and care services in a correctional facility.
Crime/Crash Scene Investigator	Attend major crashes/ crime scenes as identified. Analyse the crash/ crime scene to identify, determine and prove the elements of the crime/ crash.
Custodial Personnel	Renders a rehabilitation and guarding service in relation to convicted criminals and prisoners
Defence Force Senior Officer	Plans, organises, directs, controls and reviews the day-to-day operations and major functions of organisational units of the South African National Defence Force.
Detective	Investigates serious crimes such as terrorism, homicide, armed robbery, etc and arson, and gathers evidence to arrest and prosecute criminals.
Intelligence Operator	Collects information for the purpose of contributing to the intelligence process in the SAPS.
Police Official	Maintains public order, and enforces laws by investigating crimes, patrolling public areas and arresting offenders.
Senior Police Officer	Plans, organises, directs, controls and reviews the day-to-day operations and major functions of organisational units of the South African police.

## ANNEXURE B: OCCUPATIONAL CATEGORIES AND CODES

### A. ELEMENTARY OCCUPATIONS

Sub-Major Category	Code	Minor Category	Code	Unit Category	Code	Occupations	Code		
Cleaners and related occupations	AA000000	Domestic, Office Cleaners and Helpers	AA010000	Cleaners and Helpers in Offices, workshops, hospitals and Other Establishments	AA010100	Healthcare Cleaner	AA010101		
						Caretaker/ cleaner	AA010102		
						Workshop cleaner	AA010103		
						Office cleaner	AA010104		
		Vehicle, Window, Laundry and Other Hand Cleaning Workers	AA020000			Hand Launderers and Pressers	AA020100	Laundry Worker (General)	AA020101
								Ironer or Presser	AA020102
								Vehicle Cleaners	AA020200
								Window Cleaners	AA020300
				Other Cleaning Workers	AA020400	Washroom Attendant	AA020401		
Agricultural, conservation, forestry and fisheries labourers	AB000000	Agricultural, conservation, forestry and fisheries labourers	AB010000	Garden and Horticultural Labourers	AB010100	Garden Worker	AB010101		
						Sterilization Attendant	AB010102		
						Ornamental Horticultural or Nursery Assistant	AB010103		
						Scout	AB010104		
						Irrigationist	AB010105		
				Forestry Labourers	AB010200	Forestry Worker	AB010201		
				Fishery and Aquaculture Labourers	AB010300	Aquaculture Farm Worker / Assistant	AB010301		
				Conservation Labourers	AB010400	Conservation Labourer	AB010401		
				Farm Aids	AB010500	Farm Aid	AB010501		
Labourers in construction	AC000000	Construction Labourers	AC010000	Civil Engineering Labourers	AC010100	Drainage, Sewerage and Storm Water Worker	AC010101		
						Earthmoving Worker	AC010102		

Sub-Major Category	Code	Minor Category	Code	Unit Category	Code	Occupations	Code
						Plumber's Assistant	AC010103
						Paving and Surfacing Worker	AC010104
						Surveyor's Assistant	AC010105
				Building construction Labourers	AC010200	Builder's Worker	AC010201
						Water process worker	AC010202
Food preparation and serving assistants	AD000000	Food Preparation and Serving Assistants	AD010000	Food Preparers and Servers	AD010100	Food Trade Assistant	AD010101
				Kitchen Helpers	AD010200	Kitchen hand	AD010201
General elementary occupations	AE000000	Refuse Workers	AE010000	Refuse Sorters	AE010100	Waste and Refuse material sorter and classifier	AE010101
				Sweepers and Related Labourers	AE010200	Crane Chaser	AE010201
		Other Elementary Workers	AE020000	Messengers and Package Deliverers	AE020100	Messenger	AE020101
				Other Elementary Workers	AE020200	Driller's Assistant	AE020201
						Handyperson	AE020202
						Electrical or Telecommunications Trades Assistant	AE020203
						Mechanic Trade Assistant	AE020204
						Electronics and Telecommunications Trades Assistant	AE020205
						Mineral Beneficiation Plant Worker	AE020206
Elementary Workers not Elsewhere classified	AF000000	Elementary Workers not	AF010000	Elementary Workers not Elsewhere classified	AF010100	Elementary Workers not Elsewhere classified	AF010101

Sub-Major Category	Code	Minor Category	Code	Unit Category	Code	Occupations	Code
		Elsewhere classified					

## B. CLERICAL SUPPORT WORKERS

Sub Major Group	Code	Minor Group	Code	Unit Group	Code	Occupations	Code
General and keyboard clerks	BA000000	General Office Clerks	BA010000	General Office Clerks	BA010100	Administration Clerk	BA010101
						Personal assistant	BA010102
		Secretaries (General)	BA020000	Secretaries	BA020100	Secretary (General)	BA020101
						Medical secretary	BA020102
		Keyboard Operators	BA030000	Typists and Word Processing Operators	BA030100	Word processing operator	BA030101
						Data Entry Clerks	BA030200
				Machine shorthand reporter	BA030202		
Customer Services Clerks	BB000000	Client Information Workers	BB010000	Contact Centre Information Clerks	BB010100	Call or contact centre clerk	BB010101
				Telephone Switchboard Operators	BB010200	Switchboard operator	BB010201
				Enquiry Clerks	BB010300	Enquiry clerk	BB010301
						Admission clerk	BB010302
				Receptionists	BB010400	Receptionist (General)	BB010401
		Survey and Market Research Interviewers	BB010500	Survey interviewer	BB010501		
		Cashiers, Tellers and related workers	BB020000	Cashiers and Tellers	BB020100	Checkout Operator	BB020101
						Cashier	BB020102
Numerical and Material Recording Clerks	BC000000	Numerical Clerks	BC010000	Statistical and Finance Clerks	BC010100	Finance clerk	BC010101
				Payroll Clerks	BC010200	Payroll Clerk	BC010201
			BC020000	Stock Clerks	BC020100	Supply chain clerk	BC020101
				Production Clerks	BC020200	Dispatching and receiving clerk	BC020201

Sub Major Group	Code	Minor Group	Code	Unit Group	Code	Occupations	Code
		Material-recording and Transport Clerks				Warehouse clerk	BC020201
				Transport Clerks	BC020300	Transport clerk	BC020301
Other Clerical Support Workers	BD000000	Other Clerical Support Workers	BD010000	Library Clerks	BD010100	Library assistant	BD010101
				Mail Carriers and Sorting Clerks	BD010200	Registry and mailing clerk	BD010201
				Coding, Proof-reading and Related Clerks	BD010300	Proof reader	BD010301
				Scribes and Related Workers	BD010400	Scribe	BD010401
				Filing and Copying Clerks	BD010500	Filing or Registry Clerk	BD010501
						Office machine operator	BD010502
				Human Resource Clerks	BD010600	Human Resources clerk	BD010601
				Other Clerical Support Workers	BD010700	Legal clerk	BD010701
						Court stenographer or court reporter	BD010702
						Court Orderly/ Court Registry Officer	BD010703
Account clerk (Public relations/ communication)	BD010704						
		Other Clerical Support Worker	BD010705				
Clerical Support Workers not Elsewhere Classified	BE000000	Clerical Support Workers not Elsewhere Classified	BE010000	Clerical Support Workers not Elsewhere Classified	BE010100	Clerical Support Workers not Elsewhere Classified	BE010101

## C. MANAGERS

Sub-Major Group	Code	Minor Group	Code	Unit Group	Code	Occupations	Code
Head of Departments / Directors-General/ Chief Executive Officers	CA000000	Head of Departments /Chief Executive Officers	CA010000	Heads of National Departments	CA010100	Head of National Department	CA010101
				Heads of Offices of Premier	CA010200	Head of Office of Premier	CA010201
				Heads of Provincial Departments	CA010300	Head of Provincial Department	CA010301
				Heads of National Government Components	CA010400	Head of National Government Component	CA010401
				Heads of Provincial Government Components	CA010500	Head of Provincial Government Component	CA010501
Senior Managers	CB000000	Corporate Services and Administration Managers	CB010000	Finance Managers	CB010100	Finance Manager	CB010101
				Chief Financial Officers	CB010200	Chief Financial Officer	CB010201
				Human Resource Managers	CB010300	Human Resource Manager	CB010301
				Policy and Planning Managers	CB010400	Policy and Planning Manager	CB010401
						Strategy, Monitoring and Evaluation Manager	CB010402
						Contract Manager	CB010403
						Programme or Project Manager	CB010404
				Audit and Risk Managers	CB010500	Internal Audit Manager	CB010501
		Risk and Integrity Manager	CB010502				
		Supply Chain Managers	CB010600	Supply Chain Manager	CB010601		
		Marketing and Development Managers	CB020000	Marketing Managers	CB020100	Communication and Marketing Manager	CB020101
				Public/Media Relations Managers	CB020200	Public/ Media Relations Manager	CB020201
				Research and Development Managers	CB020300	Research and Development Manager	CB020301
		Economics and Related Professional Managers	CB030000	Economics Managers	CB030100	Economic Growth, Promotion and Global Relations Manager	CB030101
				Trade and Industry Managers	CB030200	Trade and Industry Manager	CB030201
		Managers in Agriculture,	CB040000	Agricultural and Forestry Managers	CB040100	Agricultural and Forestry Manager	CB040101

Sub-Major Group	Code	Minor Group	Code	Unit Group	Code	Occupations	Code
		Forestry and Fisheries		Aquaculture and Fisheries Managers	CB040200	Aquaculture and Fisheries Manager	CB040201
		Information and Communications Technology Service Managers	CB050000	Information and Communications Technology Service Managers	CB050100	Application Development Manager	CB050101
						Chief Information Officer	CB050102
						ICT Project Manager	CB050103
						Information Technology and Systems Manager	CB050104
		Professional Services Managers	CB060000	Administrative and Governance Policy Managers	CB060100	Administrative and Governance Policy Manager	CB060101
				Aged Care Service Managers	CB060200	Aged Care Service Manager	CB060201
				Child and Youth Care Service Managers	CB060300	Child and Youth Care Service Manager	CB060301
				Education Managers	CB060400	Education Subject (Department) Head	CB060401
						Educational Registrar	CB060402
				Engineering and Construction Services related Managers	CB060500	Construction Project Manager	CB060501
						Engineering Manager	CB060502
				Health Service Managers	CB060600	Community Health Manager	CB060601
						Health and Safety Manager	CB060602
						Health Care Manager	CB060603
						Medical Superintendent	CB060604
				Legal related Managers	CB060700	Legal Services Manager	CB060701
						Court Manager	CB060702
		Life Sciences and Related Managers	CB060800	Laboratory Manager	CB060801		
		Mining, Energy and Nuclear related Managers	CB060900	Mine Communities and Stakeholder Engagement Manager	CB060901		

Sub-Major Group	Code	Minor Group	Code	Unit Group	Code	Occupations	Code
						Mine Health and Safety Manager	CB060902
						Mine Surveying Manager	CB060903
						Mineral and Petroleum Titles Registration Office Manager	CB060904
						Mineral Regulation and Administration Manager	CB060905
						Mineral Resources Manager	CB060906
						Nuclear Manager	CB060907
						Nuclear non-Proliferation and Radiation Security Manager	CB060908
						Nuclear Safety and Technology Manager	CB060909
						Petroleum Licensing and Fuel Supply Manager	CB060910
				Natural Sciences related Managers	CB061000	Criminal Enforcement Manager (Environment)	CB061001
						Environmental Manager	CB061002
						Water Asset Manager	CB061003
						Water Production and Supply Manager	CB061004
				Regulatory, Compliance and Enforcement Managers	CB061100	Regulatory, Compliance and Enforcement Manager	CB061101
				Social Service Managers	CB061200	Social Service Manager	CB061201
				Special Care Accommodation Managers	CB061300	Special Care Accommodation Manager	CB061301
				Sports, Recreation and Cultural Centre Managers	CB061400	Archives Manager	CB061401
						Arts/ Culture Manager	CB061402
						Library Manager	CB061403
						Museum Manager	CB061404
		Other Senior Managers	CB070000	Other Senior Managers	CB070100	Community Development Manager	CB070101

Sub-Major Group	Code	Minor Group	Code	Unit Group	Code	Occupations	Code
						Customer Service Manager	CB070102
						Disaster Management Manager	CB070103
						Enforcement and Compliance Manager	CB070104
						Facilities Manager	CB070105
						Physical Asset Manager	CB070106
						Quality Manager	CB070107
						Quality Systems Manager	CB070108
						Research and Development Manager	CB070109
						State Owned entities and Oversight Manager	CB070110
						Training Manager	CB070111
Middle Managers	CC000000	Middle Managers	CC010000	Administrative related	CC010100	Middle Manager: Administrative related	CC010101
				Agriculture and Forestry related	CC010200	Middle Manager: Agriculture and Forestry related	CC010201
				Aviation related	CC010300	Middle Manager: Aviation related	CC010301
				Communication and Information related	CC010400	Middle Manager: Communication and Information related	CC010401
				Emergency services related	CC010500	Middle Manager: Emergency services related	CC010501
				Engineering Sciences related	CC010600	Middle Manager: Engineering Sciences related	CC010601
				Finance and Economics related	CC010700	Middle Manager: Finance and Economics related	CC010701
				Health Sciences related	CC010800	Middle Manager: Health Sciences related	CC010801
				Household, food and laundry services related	CC010900	Middle Manager: Household, food and laundry services related	CC010901

Sub-Major Group	Code	Minor Group	Code	Unit Group	Code	Occupations	Code
				Human Resource and Organisational development related	CC011000	Middle Manager: Human Resource and Organisational development related	CC011001
				Information Technology related	CC011100	Middle Manager: Information Technology related	CC011101
				Internal Audit related	CC011200	Middle Manager: Internal Audit related	CC011201
				Legal related	CC011300	Middle Manager: Legal related	CC011301
				Life Sciences related	CC011400	Middle Manager: Life Sciences related	CC011401
				Natural Sciences related	CC011500	Middle Manager: Natural Sciences related	CC011501
				Ship's related	CC011600	Middle Manager: Ship's related	CC011601
				Social Sciences related	CC011700	Middle Manager: Social Sciences related	CC011701
				Trade and Industry related	CC011800	Middle Manager: Trade and Industry related	CC011801
		Other Middle Managers	CC020000	Other Middle Managers	CC020100	Other middle manager	CC020101
Managers not Elsewhere Classified	CD000000	Managers not Elsewhere Classified	CD010000	Managers not Elsewhere Classified	CD010100	Managers not Elsewhere Classified	CD010101

## D. PROFESSIONALS

Sub Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
Physical, Mathematical and Engineering Science Professionals	DA000000	Physical and Earth Science Professionals	DA010000	Physicists and Related Professionals	DA010100	Physicist	DA010101
				Meteorologists	DA010200	Climate Change Scientist	DA010201
						Meteorologist	DA010202
				Chemists	DA010300	Chemist	DA010301
				Geologists and Geophysicists	DA010400	Hydrologist	DA010401
						Geologist	DA010402
						Geophysicist	DA010403
		Oceanographer	DA010404				
		Mathematicians, and Statisticians	DA020000	Mathematicians and Statisticians	DA020100	Mathematician	DA020101
						Statistician	DA020102
		Life Science Professionals	DA030000	Biologists, Botanists, Zoologists and Related Professionals	DA030100	Animal Behaviourist	DA030101
						Biologist	DA030102
						Biochemist	DA030103
						Biotechnologist	DA030104
						Botanist	DA030105
						Marine Biologist	DA030106
						Medical Biological Scientist	DA030107
						Medical Scientist	DA030108
Microbiologist	DA030109						
Zoologist	DA030110						
Farming, Forestry and Fisheries Professionals	DA030200					Farming, Forestry and Fisheries Professionals	DA030200
		Agricultural Scientist	DA030202				

Sub Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
				Environmental Protection Professionals	DA030300	Air Quality Analyst	DA030301
						Biodiversity Planner	DA030302
						Conservation Scientist	DA303303
						Earth and Soil Scientist	DA030304
						Environmental Criminal Enforcement Officer	DA030305
						Environmental Enforcement and Compliance Officer	DA030306
						Environmental Scientist	DA030307
						Toxicologist	DA030308
						Water Quality Analyst	DA030309
		Engineering Professionals (Excluding Electrotechnology)	DA040000	Biomedical Engineers	DA040100	Biomedical Engineer	DA040101
				Civil Engineers	DA040200	Civil Engineer	DA040201
				Environmental Engineers	DA040300	Environmental Engineer	DA040301
				Mechanical Engineers	DA040400	Mechanical Engineer	DA040401
				Chemical Engineers	DA040500	Chemical Engineer	DA040501
						Explosives and Dangerous Goods Inspector	DA040502
				Mining, Metallurgy, Energy, Nuclear and Related Professionals	DA040600	Electricity Infrastructure Industry Transformation (IPP) Expert	DA040601
						Energy Officer	DA040602

Sub Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
						Metallurgist	DA040603
						Metallurgical Engineer	DA040604
						Mine Communities and Stakeholder Engagement Specialist	DA040605
						Mine Environmental Specialist	DA040606
						Mine Equipment Inspector	DA040607
						Mine Surveying Inspector	DA040608
						Mineral Laws Administration Officer	DA040609
						Mineralogist	DA040610
						Mining Engineer	DA040611
						Nuclear Enforcement and Compliance Inspector	DA040612
						Nuclear Non-Proliferation Authorisations and Obligations Officer	DA040613
						Nuclear Safety, Liabilities and Emergency Officer	DA040614
						Nuclear Technology Officer	DA040615
						Occupational Hygiene Inspector	DA040616
						Occupational Medicine Inspector	DA040617
						Petroleum Engineer	DA040618
						Social and Labour Plan Officer	DA040619

Sub Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes		
						Radiation Security	DA040620		
				Other Engineering Professionals	DA040700	Agricultural Engineer	DA040701		
						Explosive Ordnance Engineer	DA040702		
		Electrotechnology Engineers	DA050000			Electrical Engineers	DA050100	Electrical Engineer	DA050101
								Energy Engineer	DA050102
						Electronics Engineers	DA050200	Electronics Engineer	DA050201
						Telecommunications Engineers	DA050300	Telecommunications Network Engineer	DA050301
		Architects, Planners, Surveyors and Designers	DA060000			Building Architects	DA060100	Architect	DA060101
						Landscape Architects	DA060200	Landscape Architect	DA060201
						Town and Traffic Planners	DA060300	Urban and Regional Planner	DA060301
								Transport Analyst	DA060302
								Marine Spatial Planner	DA060303
						Cartographers and Surveyors	DA060400	Cartographer	DA060401
								Surveyor	DA060402
								Quantity Surveyor	DA060403
						Graphic and Multimedia Designers	DA060500	Digital Artist	DA060501
		Multimedia Designer	DA060502						
Web Designer	DA060503								
Health Professional	DB000000	Medical Doctors and Dentists	DB010000	Dentists	DB010100	Dentist	DB010101		
				Dental Specialists	DB010200	Orthodontist	DB010201		
				Generalist Medical Practitioners	DB010300	General Medical Practitioner	DB010301		
						Resident Medical Officer	DB010302		
						Public Health Physician	DB010303		

Sub Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
				Specialist Medical Practitioners	DB010400	Anaesthetist	DB010401
						Cardiologist	DB010402
						Clinical Pharmacologist	DB010403
						Dermatologist	DB010404
						Emergency Medicine Specialist	DB010405
						Forensic Pathologist	DB010406
						General Medicine Specialist Physician	DB010407
						Medical Geneticist	DB010408
						Neurologist	DB010409
						Neurosurgeon	DB010410
						Nuclear Medicine Specialist	DB010411
						Obstetrician and Gynaecologist	DB010412
						Oncologist	DB010413
						Ophthalmologist	DB010414
						Orthopaedic Surgeon	DB010415
						Otorhinolaryngologist	DB010416
						Paediatric Surgeon	DB010417
						Paediatrician	DB010418
						Pathologist	DB010419
						Plastic and Reconstructive Surgeon	DB010420
						Psychiatrist	DB010421
						Public Health Medicine Specialist	DB010422
						Public Health Occupational Medicine Specialist	DB010423
						Radiation Oncologist	DB010424

Sub Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
						Radiologist	DB010425
						Surgeon	DB010426
						Urologist	DB010427
		Nursing and Midwifery Professionals	DB020000	Nursing Professionals	DB020100	Clinical Nurse Practitioner	DB020101
						Aged Care Registered Nurse	DB020102
						Registered Nurse (Community Health)	DB020103
						Registered Nurse (Critical Care and Emergency)	DB020104
						Registered Nurse (Developmental Disability)	DB020105
						Registered Nurse (Disability and Rehabilitation)	DB020106
						Registered Nurse (Medical Practice)	DB020107
						Registered Nurse (Medical)	DB020108
						Registered Nurse (Mental Health)	DB020109
						Registered Nurse (Operating Theatre)	DB020110
						Registered Nurse (Surgical)	DB020111
						Paediatrics Nurse	DB020112
						Nurse Educator	DB020113
						Nurse Manager	DB020114
		Nurse Researcher	DB020115				
				Midwifery Professionals	DB020200	Midwife	DB020201

Sub Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
		Paramedical Practitioners	DB030000	Paramedical Practitioners	DB030100	Paramedical Practitioner	DB030101
						Sport Scientist	DB030102
		Veterinarians	DB040000	Veterinarians	DB040100	Veterinarian	DB040101
						Veterinary Public Health Professional/ Practitioner	DB040102
						Livestock Inspector	DB040103
		Other Health Professionals	DB050000	Pharmacists	DB050100	Hospital Pharmacist	DB050101
						Authorised Pharmacist Prescriber	DB050102
				Environmental and Occupational Health and Hygiene Professionals	DB050200	Environmental Health Officer	DB050201
						Safety, Health, Environment and Quality (SHE&Q) Practitioner	DB050202
						Food Inspector	DB050203
				Physiotherapists	DB050300	Physiotherapist	DB050301
				Dieticians and Nutritionists	DB050400	Dietician	DB050401
						Nutritionist	DB050402
				Audiologists and Speech Therapists	DB050500	Audiologist	DB050501
						Speech Pathologist	DB050502
						Speech Therapist	DB050503
						Hearing Aid Acoustician	DB050504
				Optometrists and Ophthalmic Opticians	DB050600	Optometrist	DB050601
		Orthoptist	DB050601				
		Occupational Therapists	DB050700	Occupational Therapist	DB050701		
		Other Health Professionals	DB050800	Podiatrist	DB050801		
Biokineticist	DB050802						
Rheumatologist	DB050803						

Sub Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes				
Organisational and Administration Professionals	DC000000	Finance and Economics Professionals	DC010000	Accountants	DC010100	General Accountant	DC010101				
						Financial Accountant	DC010102				
						Forensic Accountant	DC010103				
				Economists	DC010200	Economist	DC010201				
								Economic Analyst	DC010202		
		Administration Professionals	DC020000	Management and Organization Analysts	DC020100			Business Development Officer	DC020101		
								Organisational Development Practitioner	DC020102		
				Policy Administration Professionals	DC020200					Policy Analyst	DC020201
										Compliance Officer	DC020202
										Ethics Officer	DC020203
										Fraud Examiner	DC020204
										Internal Auditor	DC020205
										Risk and Integrity Specialist	DC020206
										Risk Officer	DC020207
										Diplomat	DC020208
				Personnel and Careers Professionals	DC020300					Career Development Practitioner	DC020301
Labour Market Analyst	DC020302										
Human Resource Practitioner	DC020303										
Industrial/ Labour Relations Officer	DC020304										
Occupational/ Job Analyst	DC020305										
Recreation Officer	DC020306										
Training and Development Professionals	DC020400	Training and Development Professional	DC020401								

Sub Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
						Skills Development Facilitator/ Practitioner	DC020402
Information and Communications Technology Professionals	DD000000	Systems, Software and Applications Developers and Analysts	DD010000	Application and Systems Analysts	DD010100	Data Scientist	DD010101
						ICT Systems Analyst	DD010102
				Data Analysts	DD010200	Database Designer and Administrator	DD010201
				Business Analysts	DD010300	Computers Quality Assurance Analyst	DD010301
				Software Developers	DD010400	Developer Programmer	DD010401
						Software Developer	DD010402
						Programmer Analyst	DD010403
				Systems Developers and Testers	DD010500	Systems Developer	DD010501
				Web and Multimedia Developers	DD010600	Web Developer	DD010601
				Applications Programmers	DD010700	Applications Programmer	DD010701
		Applications Developers	DD010800	Applications Developer	DD010801		
		Network and Database Professionals	DD020000	Network and database Professionals	DD020100	Computer Network and Systems Engineer	DD020101
						ICT Security Specialist	DD020102
						Network Analyst	DD020103
				Infrastructure Coordinators	DD020200	Infrastructure Coordinator	DD020201
				Graphic Designers	DD020300	Graphic Designer	DD020301
				IT Architects and Engineers	DD020400	IT Architect	DD020401
		IT Engineer	DD020402				
			DD030000	Web and database Administrators	DD030100	Web Administrator	DD030101

Sub Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
		IT Administration and Reporting		Systems, Applications Administrators and Support	DD030200	Systems Administrator	DD030201
						Technical (ICT) Support Services Manager	DD030202
				IT Audits and Security Personnel	DD030300	IT Security Officer	DD030301
		Communications Professionals	DD040000	Communications and Related Professionals	DD040100	Communication Coordinator	DD040101
						Communication Strategist	DD040102
Legal, Social and Cultural Professionals	DE000000	Legal Professionals	DE010000	Attorneys	DE010100	Patent and Trademark Attorney	DE010101
						State Attorney	DE010102
				Advocates	DE010200	Advocate	DE010201
						Family Advocate	DE010202
				Judges, Magistrates and Prosecutors	DE010300	Judge	DE010301
						Magistrate	DE010302
						Prosecutor	DE010303
				Court and Other Judicial Personnel	DE010400	Adjudicator	DE010401
						Estate Controller	DE010402
						Family Court Registrar	DE010403
						Legal Administration Officer	DE010404
						Maintenance Officer	DE010405
						Master of the Court	DE010406
State Law Advisor	DE010407						
Registrar of the Court	DE010408						
		Librarians, Archivists,	DE020000	Archivists, Heraldists and Curators	DE020100	Archivist	DE020101
						Gallery or Museum Curator	DE020102

Sub Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
		Heraldists and Curators		Librarians and Related Information Professionals	DE020200	Information Services Manager	DE020201
						Librarian	DE020202
		Social and Religious Professionals	DE030000	Sociologists, Anthropologists and Related Professionals	DE030100	Anthropologist	DE030101
						Archaeologist	DE030102
						Criminologist	DE030103
						Geographer	DE030104
						Heritage Practitioner/ Advisor	DE030105
						Sociologist	DE030106
				Philosophers and Historians	DE030200	Genealogist	DE030201
						Historian	DE030202
				Psychologists	DE030300	Clinical Psychologist	DE030301
						Community Psychologist	DE030302
						Counselling Psychologist	DE030303
						Educational Psychologist	DE030304
						Psychiatrist	DE030305
						Psychotherapist	DE030306
						Psychometrist	DE030307
						Rehabilitation Counsellor	DE030308
						Research Psychologist	DE030309
						Sport Psychologist	DE030310
Social Work and Counselling Professionals	DE030400	Addictions Counsellor	DE030401				
		Career Counsellor	DE030402				
		Community Development Practitioner	DE030403				
		Employee Wellness Practitioner	DE030404				
		Social Counselling Worker	DE030405				

Sub Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes			
						Social Worker	DE030406			
				Religious Professionals	DE030500	Chaplain	DE030501			
			Authors, Journalists and Linguists	DE040000	Authors and Related Writers	DE040100	Book or Script Editor	DE040101		
							Technical Writer	DE040102		
					Journalists	DE040200	Copywriter	DE040201		
							Editor	DE040202		
							Journalist	DE040203		
					Translators, Interpreters and Other Linguists	DE040300	Interpreter	DE040301		
							Linguist	DE040302		
							Translator	DE040303		
					Creative artists	DE050000	Visual artists	DE050100	Potter or Ceramic Artist	DE050101
									Sculptor	DE050102
	Visual Artist	DE050103								
			Musicians, composers and artists	DE050200	Musician (Instrumental)	DE050201				
Professionals not Elsewhere Classified	DF000000	Professionals not Elsewhere Classified	DF010000	Professionals not Elsewhere Classified	DF010100	Professionals not Elsewhere Classified	DF010101			

**E. PLANT, MACHINE OPERATORS AND ASSEMBLERS**

Sub-Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes				
Stationary Plant, Machine Operators and general maintenance	EA000000	Plant, machine Operators and general maintenance	EA010000	Well Drillers and Borers and Related General maintenance workers	EA010100	Concrete Products Machine Operator	EA010101				
						Driller	EA010102				
						Rock Drill Operator	EA010103				
				Chemical and other Products, Plant and Machine Operators	EA010200	Chemical Production Machine Operator	EA010201				
						Stationary plant and machine operators not elsewhere classified	EA010300	Bulk Materials Handling Plant Operator	EA010301		
								Sand Blaster	EA010302		
				Weighbridge Operator	EA010303						
				Assemblers	EB000000	Assemblers	EB010000	Mechanical Machinery Assemblers	EB010100	Air-conditioning and Refrigeration Mechanic	EB010101
										Automotive Motor Mechanic	EB010102
Binder and Finisher	EB010103										
Machinery Assembler	EB010104										
Electrical and Electronic Equipment Assemblers	EB010200	Electrical and Electronic Equipment Assembler	EB010201								
		Heat Pump Installer	EB010202								
Drivers and Mobile Plant Operators	EC000000	Car and light delivery vehicle Drivers	EC010000	Light vehicle drivers carrying passengers	EC010100	Light Vehicle Driver	EC010101				

Sub-Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
				Motor cycle drivers	EC010200	Motor Cycle Driver	EC010201
		Heavy Truck and Bus Drivers	EC020000	Bus Drivers	EC020100	Bus Driver	EC020201
				Truck Drivers	EC020200	Tanker Driver	EC020201
						Truck Driver (General)	EC020202
						Remotely Operated Vehicle Pilot	EC020203
		Mobile Plant and other related Operators	EC030000	Mobile Farm and Forestry Plant and other related Operators	EC030100	Agricultural Mobile Plant (Equipment) Operator	EC030101
						Boiler or Engine Operator	EC030102
						Logging Plant Operator	EC030103
						Motorised Farm and Forestry Plant Operator	EC030104
				Earthmoving and Related Plant Operators	EC030200	Backhoe Operator	EC030201
						Bulldozer Operator	EC030202
						Dump Truck Operator	EC030203
						Earthmoving Plant Operator (General)	EC030204
						Excavator Operator	EC030205
						Grader Operator	EC030206
						Loader Operator	EC030207

Sub-Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes			
						Mulcher Operator	EC030208			
						Packing Machine Operator	EC030209			
						Road Construction Plant Operator	EC030210			
						Small Offset Lithography Operator	EC030211			
						Tunnelling Machine Operator	EC030212			
						Scraper Operator	EC030213			
						Road Roller Operator	EC030214			
				Crane, Hoist and Related Plant Operators	EC030300	Crane or Hoist Operator	EC030301			
				Lifting Truck Operators	EC030400	Forklift Driver	EC030401			
						Lift Operator	EC030402			
				Ships' Deck Crews and Related Workers	EC040000	Ships' Deck Crews and other related general maintenance workers	EC040100	Deck Hand	EC040101	
								Jetty Operator	EC040102	
							Boatswains and Coxswains	EC040200	Boatswain and Coxswain	EC040201
							Underwater Divers	EC040300	Diver	EC040301
Plant, machine operators and assemblers not elsewhere classified	ED000000	Plant, machine operators and assemblers not elsewhere classified	ED010000	Plant, machine operators and assemblers not elsewhere classified	ED010100	Plant, machine operators and assemblers not elsewhere classified	ED101101			

**F. PROTECTIVE AND RESCUE SERVICE WORKERS, SOCIAL AND HEALTH SCIENCES SUPPLEMENTARY AND SUPPORT PERSONNEL**

Sub-Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes			
Personal Care Workers	FA000000	Social Care Workers and Teachers' Aides	FA010000	Child and Youth Care Workers	FA010100	Child Care Worker	FA010101			
						Auxillary Child and Youth Care Worker	FA010102			
						Child or Youth Residential Care Assistant	FA010103			
				Social and Community Development Workers	FA010200	Auxiliary Community Development Practitioner	FA010201			
						Social Auxiliary Worker	FA010202			
						Teachers' Aides	FA010300			
		Personal Care Workers in Health Services	FA020000		Health Care Assistants	FA020100	Ancillary Health Care Worker	FA020101		
							Community Health Worker	FA020102		
							Medical Assistant	FA020103		
					Home-Based Personal Care Workers	FA020200	Family Day Care Worker	FA020201		
							Personal Care Assistant	FA020202		
					Institution Based Personal Care Workers	FA020300	Hospital Orderly	FA020301		
							Residential Care Officer	FA020302		
					Travel Support Personnel	FA030000	Travel Assistants	FA030100	Travel Assistant	FA030101
					Other Personal Care Workers	FA040000		Animal Attendants and Care Workers	FA040100	Animal Attendant
Animal Trainer	FA040102									

Sub-Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
Protective Services Workers (Excluding the SAPS)	FB000000	Protective Services Workers	FB010000	Security Officers	FB010100	Security Officer	FB010101
						Alarm, Security or Surveillance Monitor	FB010102
		Traffic and Transport Related Workers	FB020000	Traffic Officers	FB020100	Traffic Officer	FB020101
Rescue Services	FC000000	Firefighting and related workers	FC010000	Fire Fighters	FC010100	Fire Fighter	FC010101
						Hazardous Materials Removal Worker	FC010102
		Ambulance and emergency care workers	FC020000	Ambulance Workers	FC020100	Ambulance Officer	FC020101
						Intensive Care Ambulance Paramedic/ Ambulance Paramedic	FC020102
				Emergency Care Workers	FC020200	Emergency Service and Rescue Worker	FC020201
						First Aid Attendant	FC020202
Health sciences supplementary and support personnel	FD000000	Health sciences supplementary and support personnel	FD010000	Nursing and Midwife Assistants	FD010100	Assistant Midwife	FD010101
						Enrolled Nurse	FD010102
						Mother Craft Care	FD010103
						Nursing Support Worker	FD010104
				Staff Nurses	FD010200	Staff Nurse	FD010201
				Students Nurses	FD010300	Student Nurse	FD010301
					FD010400	Electro-Cardiogram Assistant	FD010401

Sub-Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
				Supplementary Diagnostic Radiographers		Electro-Encephalographic Assistant	FD010402
						Electrotherapist	FD010403
Other Supplementary and Support Personnel	FE000000	Other Supplementary Support Personnel	FE010000	Other Supplementary and Support Personnel	FE010100	Assistant Nutritionist	FE010101
						Audiometrist	FE010102
						Dental Therapist	FE010103
						Disaster Management Worker	FE010104
Protective and Rescue Service workers, Social and Health Sciences Supplementary and support personnel not elsewhere classified	FF000000	Protective and Rescue Service workers, Social and Health Sciences Supplementary and support personnel not elsewhere classified	FF010000	Protective and Rescue Service workers, Social and Health Sciences Supplementary and support personnel not elsewhere classified	FF010100	Protective and Rescue Service workers, Social and Health Sciences Supplementary and support personnel not elsewhere classified	FF010101

**G. SKILLED AGRICULTURAL, FORESTRY AND FISHERIES, CRAFT AND RELATED TRADES WORKERS**

Sub-Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
Skilled Agricultural Workers	GA000000	Gardeners and Crop Growers	GA010000	Gardeners, Ornamental Horticultural and Nursery Growers	GA010100	Groundskeeper	GA010101
						Landscape Gardener	GA010102
						Nurseryperson	GA010103
				Tree, Shrub and Crop Growers	GA010200	Mixed Crop Farm Production Manager	GA010201
Skilled Forestry and Fishery Workers	GB000000	Forestry and Related Workers	GB010000	Forestry and Related Workers	GB010100	Forest and Conservation Worker	GB010101
						Tree Feller	GB010102
Building and Related Trades Workers	GC000000	Building Finishers and Related Trades Workers	GC010000	Builders and Related Workers	GC010100	Air Conditioning and Refrigeration Mechanic	GC010101
						Builder	GC010102
						Civil Engineering Constructor	GC010103
						Concreter	GC010104
						Fibrous Plasterer	GC010105
						Glazier	GC010106
						Heat Pump Installer	GC010107
						Insulation Installer	GC010108
						Pipe Fitter	GC010109
Plasterer	GC010110						

Sub-Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
						Plumber	GC010111
						Roof Plumber	GC010112
						Roof Thatcher	GC010113
						Roof Tiler	GC010114
						Steel Fixer	GC010115
						Scaffolder	GC010116
						Solar Installer	GC010117
						Structural Steel Erector	GC010118
						Wall and Floor Tiler	GC010119
				Carpenters and Joiners	GC01200	Carpenter	GC010201
						Joiner	GC010202
		Painters and Related Trades Workers	GC020000	Painters and Related Workers	GC020100	Painter	GC020101
Metal, Machinery and Related Trades Workers	GD000000	Metal Workers and Welders	GD010000	Welders and Flame Cutters	GD010100	Welder	GD010101
						Fitter Welder	GD010102
				Sheet and Related Metal Workers	GD010200	Gas Cutter	GD010201
						Boiler Maker	GD010202

Sub-Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
		Blacksmiths, Toolmakers and Related Trades Workers	GD020000	Blacksmiths and Related Workers	GD020100	Blacksmith	GD020101
				Metal Working and Machine Related Workers	GD020200	Fitter and Turner	GD020201
		Machinery Mechanics and Repairers	GD030000	Motor Vehicle Mechanics and Repairers	GD030100	Automotive Motor Mechanic	GD030101
						Motorcycle Mechanic	GD030102
						Panel Beater	GD030103
						Transportation Electrician	GD030104
				Aircraft Engine Mechanics and Repairers	GD030200	Aircraft Maintenance Mechanic	GD030201
				Agricultural and Industrial Machinery Mechanics and Repairers	GD030300	Diesel Mechanic	GD030301
						Forklift Mechanic	GD030302
						Industrial Machinery Mechanic	GD030303
						Small Engine Mechanic	GD030304
						Tractor Mechanic	GD030305
Handicraft and Printing Workers	GE000000	Handicraft Workers	GE010000	Sign Writers, Decorative Painters, Engravers and Etchers	GE010100	Sign Writer	GE010101
						Handicraft Workers in Pottery, Glass, Wood, Basketry and other Related Materials	GE010200
				Potter or Ceramic Artist	GE010202		

Sub-Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
						Textile, Leather and Related Materials Handicraft Worker	GE010203
		Printing trades Workers	GE020000	Pre-press Technicians	GE020100	Electronic Pre-press	GE020101
						Electronic Originator	GE020102
				Printers	GE020200	Continuous Stationery Printing	GE020201
						Guillotine Operator	GE020202
						Printing Machinist	GE020203
				Print Finishing and Binding Workers	GE020300	Adhesive Binding Machine Operator	GE020301
						Binder and Finisher	GE020302
						Coating Machine Operator	GE020303
						Craft Bookbinding Technician	GE020304
						Folding Machine Operator (Paper Products)	GE020305
Electrical and Electronics Trades Workers	GF000000	Electrical Equipment Installers and Repairers	GF010000	Building and Related Electricians	GF010100	Electrician	GF010101
				Electrical Mechanics and Fitters	GF010200	Cable Joiner	GF010201
						Electrical Equipment Mechanic	GF010202
						Lift mechanic	GF010203
		Electronics and Telecommunications	GF020000	Electronics Mechanics and Servicers	GF020100	Instrument Mechanician	GF020101

Sub-Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
		Installers and Repairers		Information and Communications Technology Installers and Servicers and Related Occupations	GF020200	Computer Engineering Mechanic/ Service Worker	GF020201
						Data and Telecommunications Cabler	GF020202
						Photographer's Assistant	GF020203
						Telecommunications Cable Joiner	GF020204
						Telecommunications Technician	GF020205
Food Processing, Wood Working, Garment and Other Craft and Related Trades Workers	GG000000	Food Processing and Related Trades Workers	GG010000	Food and Beverage Tasters and Graders	GG010100	Livestock Product Analyst	GG010101
		Wood Treaters and Related Trades Workers	GG020000	Wood Treaters	GG020100	Wood Preparer and Treater	GG020101
				Woodworking Machine Tool Setters and Operators	GG020200	Wood Machinist	GG020201
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers not elsewhere classified	GH000000	Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers not elsewhere classified	GH010000	Skilled Agricultural, Forestry, Fishery and Related Workers not Elsewhere Classified	GH010100	Skilled Agricultural, Forestry, Fishery and Related Workers not Elsewhere Classified	GH010101
				Craft and Related Workers not Elsewhere Classified	GH010200	Craft and Related Workers not Elsewhere Classified	GH010201

## H. TECHNICIANS AND ASSOCIATE TECHNICAL OCCUPATIONS

Sub-Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
Science and engineering technicians	HA000000	Physical and Engineering Science Technicians	HA010000	Chemical and Physical Science Technicians	HA010100	Chemistry Technician	HA010101
						Physical Science Technician	HA010102
						Radiation Control/ Nuclear Monitoring Technician	HA010103
				Civil Engineering Technicians	HA010200	Civil Engineering Technician	HA010201
						Surveying or Cartographic Technician	HA010202
						Town Planning Technician	HA010203
						Water Control Officer	HA010204
				Electrical and Electronics Engineering Technicians	HA010300	Electrical Engineering Technician	HA010301
						Energy Efficiency Technician	HA010302
						Electronic Engineering Technician	HA010303
				Mechanical Engineering Technicians	HA010400	Mechanical Engineering Technician	HA010401
						Pressure Equipment Inspector	HA010402
				Chemical Engineering Technicians	HA010500	Chemical Engineering Technician	HA010501
				Mining and Metallurgical Technicians	HA010600	Geophysical Technician	HA010601
Metallurgical or Materials Technician	HA010602						
Geology and Geophysical Technicians	HA010700	Geophysical Technician	HA010701				

Sub-Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes		
				Draughtspersons	HA010800	Draughtsperson	HA010801		
				Physical and Engineering Science Technicians not Elsewhere Classified	HA010900	Environmental Engineering Technician	HA010901		
						Fire Investigator	HA010902		
						Food Laboratory Analyst	HA010903		
						Food and Beverage Technician	HA010904		
						Forensic Technician	HA010905		
		Process Control Technicians	HA020000	Incinerator and Water Treatment Plant Operators	HA020100	Water Plant Operator	HA020101		
								Waste Materials Plant Operator	HA020102
								Water Process Controller	HA020103

Sub-Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes		
		Life Science Technicians and Related Associate Professionals	HA030000	Life Science Technicians (Excluding Medical)	HA030100	Life Science Technician	HA030101		
								Environmental Science Technician	HA030102
						Agricultural and Forestry Technicians	HA030200	Agricultural Technician	HA030201
								Forestry Technician	HA030202
			HA040000	Ships' Engineers	HA040100	Marine Engineer	HA040101		

Sub-Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
		Ship and Aircraft Controllers and Technicians		Ships' Deck Officers and Pilots	HA040200	Ship's Master	HA040201
						Ship's Officer	HA040202
						Ship's Surveyor	HA040203
				Aircraft Pilots and Related Associate Professionals	HA040300	Aeroplane Pilot	HA040301
						Helicopter Pilot	HA040302
Health associate technical occupations	HB000000	Medical and Pharmaceutical Technicians	HB010000	Medical Imaging and Therapeutic Equipment Technicians	HB010100	Medical Diagnostic Radiographer	HB010101
						Orthotist or Prosthetist	HB010102
						Medical Radiation Therapist	HB010103
						Nuclear Medicine Technologist	HB010104
						Sonographer	HB010105
						Anaesthetic Technician	HB010106
						Audiometrist	HB010107
						Cardiothoracic Perfusion Clinical Technologist	HB010108
						Occupational Therapy Technician	HB010109
						Orientation and Mobility Practitioner	HB010110
Cardiac Technician	HB010111						

Sub-Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
						Dialysis Technician	HB010112
						Reproductive Biology Clinical Technologist	HB010113
						Neurophysiological Technician	HB010114
						Operating Theatre Technician	HB010115
						Ophthalmology Technician	HB010116
						Renal Technician	HB010117
						Intensive Care Technician	HB010118
						Pulmonology Clinical Technologist	HB010119
						Radiation Control Officer	HB010120
						Radiation Laboratory Technician	HB010121
						Radiographic Technician	HB010122
						Orthopaedic Technician	HB010123
						Medical Electronic Equipment Operator	HB010124
						Medical Technical Officer	HB010125
						Electroencephalographic Technician	HB010126
					HB010200	Medical Technician	HB010201

Sub-Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes		
				Medical and Pathology Laboratory Technicians		Medical Technologist	HB010202		
				Pharmaceutical Technicians and Assistants	HB010300	Pharmacy Technician	HB010301		
				Medical and Dental Prosthetic Technicians	HB010400	Clinical Dental Technician	HB010401		
						Dental Technician	HB010402		
						Dental Therapist	HB010403		
						Dental Technologist	HB010404		
						Orthotic and Prosthetic Technician	HB010405		
		Veterinary Technicians and Assistants	HB020000	Veterinary Technicians and Assistants	HB020100	Veterinary Nurse	HB020101		
								Veterinary Technician	HB020102
								Veterinary Technologist	HB020103
		Other Health Associate Professionals	HB03000	Dental Assistants and Therapists	HB030100	Dental Assistant	HB030101		
								Oral Hygienist	HB030102
						Medical Records and Health Information Technicians	HB030200	Health Information Manager	HB030201
						Community Health Workers	HB030300	Health Promotion Practitioner	HB030301
						Dispensing Opticians	HB030400	Dispensing Optician	HB030401

Sub-Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
				Physiotherapy Technicians and Assistants	HB030500	Physiotherapy Technician	HB030501
				Environmental and Occupational Health Inspectors and Associates	HB030600	Agricultural / Horticultural Produce Inspector	HB030601
						Aquaculture Produce Analyst	HB030602
						Environmental and Occupational Health Inspector	HB030603
						Environmental Practices Inspector	HB030604
						Health Inspector	HB030605
						Marine Safety Officer	HB030606
						Mine Health and Safety Inspector	HB030607
						Mineral Beneficiation Process Controller	HB030608
						Occupational Hygienist	HB030609
						Osteopath	HB030610
						Safety Inspector	HB030611
Administration associate technical occupations	HC000000	Financial and Mathematical Associate Professionals	HC010000	Accounting Associate Professionals	HC010100	Accounting Technician	HC010101
				Statistical, Mathematical and Related Associate Professionals	HC010200	Statistical and Mathematical Assistant	HC010201
				Valuers	HC010300	Valuer	HC010301

Sub-Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes			
		Regulatory Associate Professionals	HC020000	Customs and Border Inspectors	HC020100	Customs Officer	HC020101			
						Immigration Officer	HC020102			
						Refugee Status Determination Officer	HC020103			
				Labour Inspectors	HC020200	Labour Inspector	HC020201			
				Regulatory Inspectors	HC020300	Regulatory Inspector	HC020301			
		Administrative and Specialised secretaries	HC030000	Administration Officers	HC030100	Administration Officer	HC030101			
		Supply Chain Associate Professionals	HC040000	Supply Chain Practitioners	HC040100	Supply Chain Practitioner	HC040101			
		Conference and Event Planners	HC050000	Conference and Event Planners	HC050100	Events Manager	HC050101			
Sports, cultural and related occupations	HD000000	Sports Administration Workers	HD010000	Sports administrators	HD010100	Sports Development Officer	HD010101			
						Sports Official	HD010102			
		Artistic and Cultural Associate Professionals		HD020000	Photographers	HD020100	Photographer	HD020101		
							Gallery, Museum and Library Technicians	HD020200	Gallery or Museum Technician	HD020201
									Library Technician	HD020202
Information and communications associate technical occupations	HE000000	Information and Communications Technology	HE010000	Information and Communications Technology Operations and Support Technicians	HE010100	Computer Network Technician	HE010101			
						Geographic Information Systems Technician	HE010102			
						Marine GIS Technician	HE010103			

Sub-Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
		Operations and User Support Technicians				Web Technician	HE010104
		Telecommunications Technicians	HE020000	Telecommunications Engineering Technicians	HE020100	Telecommunications Technical Officer or Technologist	HE020101
Technicians and associate technical occupations not elsewhere classified	HF000000	Technicians and associate technical occupations not elsewhere classified	HF010000	Technicians and associate technical occupations not elsewhere classified	HF010100	Technicians and associate technical occupations not elsewhere classified	HF010101

I. SECURITY AND CUSTODIAL PERSONNEL

Sub Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
Heads of Departments/ Director-General/Chief Executive Officers ( <b>SA Police Services</b> )	IA000000	Senior Police Officials	IA010000	Senior Government Officials	IA010100	Senior Police Officer	IA010101
Production and Specialised Services Managers ( <b>SA Police Service</b> )	IB000000	Professional Services Workers	IB010000	Professional Services Managers	IB010100	Commander	IB010101
Protective Services Workers ( <b>SA Police Service</b> )	IC000000	Protective Services Workers	IC010000	Police Officers	IC010100	Police Official	IC010101
				Security Guards	IC010200	Protection/Security Official	IC010201
				Intelligence Operators	IC010300	Intelligence Operator	IC010301
Organisational and Administration Associate Professionals ( <b>SA Police Service</b> )	ID000000	Regulatory Government Associate Professionals	ID010000	Police Inspectors and Detectives	ID010100	Detective	ID010101
						Crime/ Crash Scene Investigator	ID010102
Defence	IE000000	Senior Defence Officials	IE010000	Senior Defence Officials	IE010100	Senior Defence Official	IE010101
		Middle Management Defence Officials	IE020000	Middle Management Defence Officials	IE020100	Middle Management Defence Official	IE020101
		Defence Officials	IE030000	Defence Officials	IE030100	Defence Official	IE030101

Sub Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
Correctional Services	IF000000	Senior Correctional Services Officials	IF010000	Senior Correctional Services Managers	IF010100	Head of Centre/ Community Corrections	IF010101
						Manager: Education and Training	IF010102
						Security/Reintegration Manager	IF010103
						Unit Manager	IF010104
						Head of Remand detention facility/centre	IF010105
	Middle Management Correctional Officials	IF020000	Middle Management Correctional Officials	IF020100	Middle Management Correctional Official	IF020101	
					Remand detention coordinator	IF020102	
	Custodial and Support (Centre Based/ Community Corrections)	IF030000	Custodial and Support Officials	IF030100	Auxiliary Support Officer (Custodial)	IF030101	
					Case Management Officer	IF030102	
					Centre Coordinator: Security/Corrections/Operational Support	IF030103	
					Reintegration Officer	IF030104	
					Remand detention officer	IF030105	
					Corrections Security Officer	IF030106	
Parole Security officer					IF030107		
Corrections patrol officer	IF030108						

Sub Major Category	Codes	Minor Category	Codes	Unit Category	Codes	Occupations	Codes
						Corrections tracing officer	IF030109
		Non-Centre Based Officials	IF040000	Non-Centre Based Officials	IF040100	Auxiliary Support Officer non centre based	IF040101
						Correctional Administration Officer	IF040102
						Parole Board Official	IF040103
						Policy Administrator	IF040104
		DCS Educators/Educationists	IF050000	DCS Educators/Educationists	IF050100	Regional coordinator: Education and Training	IF050101
						Policy developer: Formal Education and Training	IF050102

## RESOURCE LIST

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3. Organising Framework for Occupations, version 2019 (OFO-19), Department of Higher Education and Training (DHET), [www.dhet.gov.za](http://www.dhet.gov.za)
4. The Code of Remuneration (CORE) and the Occupational Classification System (OCS), 1999, Department of Public Service and Administration (DPSA), <http://www.dpsa.gov.za/dpsa2g/core.asp> <http://www.dpsa.gov.za/dpsa2g/documents/core/annexb.pdf>
5. Middle Management Competency Framework (MMCF), 2006, Department of Public Service and Administration (DPSA), <http://www.dpsa.gov.za/dpsa2g/documents/ep/2006/MMCF.pdf>
6. Senior Management Competency Framework (SMSCF), updated in 2011, Department of Public Service and Administration (DPSA), [http://www.dpsa.gov.za/dpsa2g/documents/sms/publications/CH5\\_SMS\\_2003.pdf](http://www.dpsa.gov.za/dpsa2g/documents/sms/publications/CH5_SMS_2003.pdf)
7. Directive on compulsory capacity development, mandatory training days and minimum entry requirements for members of the Senior Management Service (SMS), updated in 2017, Department of Public Service and Administration [http://www.dpsa.gov.za/dpsa2g/documents/sms/2017/sms\\_06\\_03\\_2017.pdf](http://www.dpsa.gov.za/dpsa2g/documents/sms/2017/sms_06_03_2017.pdf)

8. Directive on the application of minimum requirements for the appointment into entry level posts in the Public Service, 2019, Department of Public Service and Administration, [http://www.dpsa.gov.za/dpsa2g/documents/hrd/2019/hrd\\_3\\_2018\\_07\\_02\\_2019\\_Directive.pdf](http://www.dpsa.gov.za/dpsa2g/documents/hrd/2019/hrd_3_2018_07_02_2019_Directive.pdf)
9. Occupational Specific Dispensation, 2007, Department of Public Service and Administration (DPSA), [http://www.dpsa.gov.za/dpsa2g/r\\_documents.asp#osd](http://www.dpsa.gov.za/dpsa2g/r_documents.asp#osd)

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