

JOB INFORMATION

1. INTERVIEW AND JOB DETAILS

1.1. Interview details

Input Date	20-Aug-2017
Method of Info Collection	JE Co-ordination - Benchmark JD

1.2. Job details

Identifier	ID 14862
Job Title	Household Aid /Worker- Benchmark JD
Department/Provincial Administration/Other Org.	Department of Public Service and Administration

1.3. Job evaluation summary

Benchmark Type: National

Public Service Benchmark

Archive Job No

Lock Job No

Last Modified Date 28-Aug-2017

Modified By Robert

1.4. Other

Score 138,32

Grade 2

Job Owner Assistant System Administrator Role

JOB PROFILE SUMMARY

- 2. Responsibility** **1**
- 3. Thinking Demands** **3**
- 4. Knowledge** **1**
- 5. Communication** **1**
- 6. Environment** **2**

28

2. RESPONSIBILITY

HUMAN RESOURCES

The postholder is not required to manage staff.

FINANCIAL RESOURCES

EXPENDITURE

The postholder has no responsibility for expenditure.

INCOME

The postholder has no responsibility for income.

EQUIPMENT

The postholder is responsible for the following equipment:

- Ancillary (cleaning equipment, hand tools, catering equipment etc)

The nature of the involvement is:

- Use or shared use
- Repair & maintenance

The value of the equipment described above is:

R Thousands

STORES & LIVESTOCK

The postholder is responsible for the following stores/livestock:

- Catering Supplies

The value of stores/livestock is:

R thousands

The postholder's responsibility covers:

- Safekeeping and utilization of stores

LAND & BUILDINGS

The postholder does not have any responsibility for premises.

AUTONOMY

Core responsibilities of the job from List 1 are:

- Basic manual

The structure of the job is best described as:

Few well defined tasks

ADVISORY RESPONSIBILITY

The postholder is required to provide the following advice:

- Procedural advice Basic
- Technical/functional/operational advice Basic

IMPACT

The postholder's work directly influences:

- Immediate working environment (e.g. own section) Extensive
- Wider work environment (bigger than immediate but smaller than own directorate - e.g. own division) Limited
- Own directorate/chief directorate/branch Limited
- Own department Limited

The postholder does not have an impact in any of the areas given.

RISK OF ERRORS

Significant risk of error in the post is due to:

- Tight deadlines
- High work volumes

The majority of errors would be detected:

Immediate working environment (e.g. section)

The consequence of error is:

Minimal impact, could cause delay

Errors are detected:

Immediately

3. THINKING DEMANDS

UNDERSTANDING JOB INFO

The job information received/issues considered usually concern:

A single activity area

The postholder must regularly absorb and understand the following information/issues:

- Work instructions/guidance Routine
- Procedural Routine
- Functional/operational/technical/professional Routine

The information available to the postholder is:

Complete

The postholder is not required to carry out an analysis on information.

PROBLEM SOLVING

Assistance or advice available to the postholder includes:

- Referral to a more senior or experienced employee (does not refer to direct supervisor/manager only) Almost Always
- Standing instructions or procedures Almost Always

The following best describes the majority of conclusions made by the postholder:

Standard

Problem solving that is subject to deadlines are:

- Immediate Frequent
- Within the day Frequent
- Within the week Infrequent
- Within a month or longer Infrequent

PLANNING

Planning is guided by the following existing plans/precedents:

- Work processes
- Application/implementation of policy or procedures

Household Aid /Worker- Benchmark JD

Evaluate 2. Job Report

The postholder's planning impacts the following areas:

- The jobholder's own work
- Immediate working environment (e.g. own section)

AUTHORITY

The level of decision making required by the job is:

Defined decisions

The postholder is expected to take decisions or make recommendations in the following areas:

- Adjust issued work sequences

CREATIVITY

The level of innovation/creativity required is:

Limited

4. KNOWLEDGE

BREADTH OF KNOWLEDGE

The range and depth of knowledge required is best described as:

Knowledge of a few repetitive tasks

PRIOR EXPERIENCE

QUALIFICATIONS

The following minimum qualification is required for the post:

NQF levels 1 and 2 (General Certificate /Elementary Certificate)

SKILLS

The following specific skills are required for the job:

- | | |
|-----------------------|-------|
| • Numeracy | Basic |
| • Literacy | Basic |
| • Operating equipment | Basic |
| • Language skills | Basic |

No specific skills are required for the job from List 2.

5. COMMUNICATION

RANGE OF CONTACTS

The postholder's main contacts, as a requirement of their job, are:

- Co-workers Daily
- Supervisors Daily
- Management Monthly
- Senior Management Occasionally

The postholder has no contact with any additional groups as a requirement of their job.

CONTENT OF COMMUNICATION

The postholder regularly has to communicate the following types of information:

- General Information Routine
- Procedural information Routine
- Functional/operational/technical/professional Routine

VERBAL COMMUNICATION

The postholder requires the following communication skills:

- Routine exchange of information requiring helpfulness and politeness Daily
- Providing or obtaining information requiring simple explanation Daily

WRITTEN COMMUNICATIONS

The postholder is required to produce the following written communications:

- Routine notes/memos/letters Monthly

6. ENVIRONMENT

PHYSICAL ENVIRONMENT

The postholder is not subject to any hostile or violent situations.

The postholder is not subject to any traumatic situations.

PHYSICAL DEMANDS

The following physical demands are made on the postholder:

- Standing Daily
- Walking Daily

The postholder is subject to the following unsociable conditions or hours:

- Additional hours Monthly
- Weekend/shift working Monthly

HAZARDOUS CONDITIONS

The postholder is not exposed to any hazardous conditions.