ANNEXURE B

OCCUPATION SPECIFIC DISPENSATION (OSD)

OCCUPATION SPECIFIC DISPENSATION (OSD) - SCIENTISTS AND RELATED PROFESSIONALS

Glossary of terms

Competencies	The specific, knowledge, skills judgment and personal attributes required for an employee in the social service professions and occupations to practice efficient, effective, safely and ethically in a designated job and setting. The designated ability to integrate the knowledge skills and attributes required for such performance.
Experience	Knowledge and skills gained over a period of time
Technical	The expert knowledge required to perform the prescribed functions (job/task/role) which are specific to the post.
Generic	General (transversal) competencies that apply to the majority of staff in the relevant environment
Pay progression	It is the progression from a notch (package) within a grade to the (next) higher notch (package) within the same grade.
Grade A, B, & C	The relevant grades within one particular specified post
Grade (level)	A band within a work level, which is can be reached by means of grade progression based on satisfactory performance.
Grade Progression	Progression to a higher grade within the work level, as and when the employee complies with the stipulated criteria. Grade progression is **not** dependant on a vacancy or subject to the principle of open competition.
Post (level)	A work level within a stream, with distinct duties (production, supervisory/managerial duties) which can be reached by means of appointment to the post.
Career progression	Appointment to a higher work level within a stream, as and when the employee complies with the stipulated criteria and is dependent on a vacancy or subject to the principle of open competition.
Recognition of experience	Relevant/appropriate production experience on translation to the OSD and on appointment to a production level. **Note: experience only to be recognised up to maximum notch/package of Grade C (production level).**

1. **Scope**

The Minister for the Public Service and Administration has determined, in terms of section 3(3)(c), read with section 5(4) of the Public Service Act, 1994, GPSSBC Resolutions 3 and 5 of 2009, effective from 1 July 2009. The Occupation Specific Dispensation (post and salary structures) for Scientists is applicable to employees who are appointed in terms of the Public Service Act, 1994 and the Correctional Services Act, 1998. Therefore, it includes employees in the Departments of Defence, the South African Police Service and Education who are appointed in terms of Public Service Act, 1994.

2. **Registration with various councils**

This OSD covers Scientists and related occupations as specified in the relevant Agreements, where it is an inherent job requirement that the incumbent of the job (post) must possess a prescribed qualification and/or meet statutory requirements as determined by the relevant Council. Employees covered by any this OSD would have to pay the necessary registration fees, where applicable, from their own pockets. The employer is not responsible for payment of such fees.

CHAPTER 2

SCIENTISTS AND RELATED PROFESSIONALS

This Chapter of the OSD covers the following categories of Scientists and related professionals in production posts where it is an inherent job requirement that the incumbent of the job (post) must possess a prescribed qualification as determined by the South African Council for Natural Scientific Professionals (SACNASP), meet the required statutory requirements, and be registered as a professional by the SACNASP -

Scientist; and

Scientific Technician (equivalent to Certificated Natural Scientist).

The fields of practice in science are as follows:

Agricultural Science

Forestry Science

Metallurgical Science

Animal Science

GIS Science

Microbiological Science

Biological Science

Geographical Science

Natural Science Education Science

Botanical Science

Geological Science

Physical Science

Chemical Science

Hydrological Science

Radiation Science

Earth Science

Industrial Science

Soil Science

Ecological Science

Marine Science

Water Care Science

Environmental Science*

Materials Science

Zoological Science

Food Science

Mathematical Science

Forensic Science*

Mathematics Education Science

* Additional requirements may be applicable for these categories in line with the requirements by the SACNASP.

LIST OF TABLES

TABLE 1: POST AND ORGANISATIONAL ESTABLISHMENT ARRANGEMENTS

	JOB TITLE	INDICATORS
SCIENTIST		
1	Candidate Scientist	• Candidate Scientist is an entry level production post additional to the establishment. • Employees are appointed on contract into these posts until such time that the Candidate complies with the registration requirements of the SACNASP. • Candidate Scientist may apply for a vacant post of Professional Scientist upon meeting the minimum appointment requirements prescribed for the higher post, including professional registration with the SACNASP. • Departments to conduct projections and estimates of turn-over rates for professionals and future needs in relation to service delivery requirements in order to recruit appropriate number of candidates.
2	Professional Scientist Grade A, B and C	• Professional Scientist is a production post and is created on departments' establishments. • The post of Professional Scientist consists of 3 grades. • Employees qualify for grade progression upon compliance with grade progression requirements. • Professional Scientist may apply for a vacant post of Scientific Manager or Specialist Scientist upon meeting the minimum appointment requirements prescribed for the higher post(s), including registration with the SACNASP.
3	Scientific Manager, Grades A and B	• Scientific Manager is an advanced production, supervisory and management post and is created on departments' establishments. • The post of Scientific Manager consists of 2 grades. • Employees qualify for grade progression upon compliance with grade progression requirements. • Scientific Manager may apply for a vacant post of Specialist Scientist upon attainment of ten years post professional registration experience. Such applicants should also be in possession of a Phd in Science.
4	Specialist Scientist	• Specialist Scientist is an advanced, high level and specialist production post and is created on departments' establishments. • The post of Specialist Scientist consists of a single grade. • Specialist Scientist may apply for a vacant post of Scientific Manager upon meeting the minimum appointment requirements.
SCIENTIFIC TECHNICIAN		

	JOB TITLE	INDICATORS
1	Candidate Scientist Technician	• Candidate Scientific Technician is an entry level post additional to the establishment. • Employees are appointed on contract into these posts until such time that the Candidate complies with the registration requirements of the SACNASP. • Candidate Scientific Technician may apply for a vacant post of Scientific Technician upon meeting the minimum appointment requirements prescribed for the higher post, including professional registration with the SACNASP. • Departments to conduct projections and estimates of turn-over rates for professionals and future needs in relation to service delivery requirements in order to recruit appropriate number of candidates.
2	Scientific Technician	• Scientific Technician is a production post and is created on departments' establishments. • The post of Scientific Technician consists of 3 grades. • Employees qualify for grade progression upon compliance with grade progression requirements. • Scientific Technician may apply for a vacant post of Control Scientific Technician upon meeting the minimum appointment requirements.
3	Control Scientific Technician	• Control Scientific Technician is an advanced, production and supervisory post and is created on departments' establishments. • The post of Control Scientific Technician consists of 2 grades. • Employees qualify for grade progression upon compliance with grade progression requirements.

TABLE 2: POST, GRADE AND SALARY STRUCTURE

	POST	GRADE	JOB PURPOSE (SHORT DESCRIPTION)	SALARY SCALE	JOB TITLE CODE	POST CLASS CODE
SCIENTIST						
1	Candidate Scientist		To assist in research, assessment, evaluation, development, innovation and protection to ensure the sustainability of resources and contribute towards a knowledge economy.	T. Sc		
2	Professional Scientist	Grade A	To conduct research, assessment, evaluation, development, innovation, ensure the protection and sustainability of resources and contribute towards a knowledge economy.	Sc A		
		Grade B	To conduct research, assessment, evaluation, development, innovation, ensure the protection and sustainability of resources and contribute towards a knowledge economy.	Sc B		
		Grade C	To conduct research, assessment, evaluation, development, innovation, ensure the protection and sustainability of resources and contribute towards a knowledge economy.	Sc C		
3	Scientific Manager	Grade A	To manage scientific components and provide strategic direction.	C. Sc A		
		Grade B	To manage scientific components and provide strategic direction.	C. Sc B		
4	Specialist Scientist		To lead, oversee, perform scientific functions and provide strategic research direction that result in knowledge accumulation, progress in scientific applications and technology.	SP. Sc		
SCIENTIFIC TECHNICIAN						
1	Candidate Scientific Technician		To assist in the provision of technical support for research, assessment, evaluation, development, innovation and protection to ensure the sustainability of resources.	T. S Tec		
2	Scientific Technician	Grade A	To provide technical support for research, assessment, evaluation, development, innovation and protection to ensure the sustainability of resources and contribute towards a knowledge	S. Tec A		

	POST	GRADE	JOB PURPOSE (SHORT DESCRIPTION)	SALARY SCALE	JOB TITLE CODE	POST CLASS CODE
			economy.			
		Grade B	To provide technical support for research, assessment, evaluation, development, innovation and protection to ensure the sustainability of resources and contribute towards a knowledge economy.	S. Tec B		
		Grade C	To provide technical support for research, assessment, evaluation, development, innovation and protection to ensure the sustainability of resources and contribute towards a knowledge economy.	S. Tec C		
3	Control Scientific Technician	Grade A	To provide technical strategic leadership and perform technical activities that result in knowledge accumulation and progress in technology and scientific applications	C. S. Tec A		
		Grade B	To provide technical strategic leadership and perform technical activities that result in knowledge accumulation and progress in technology and scientific applications	C. S. Tec B		

TABLE 3: CAREER, GRADE AND PAY PROGRESSION OPPORTUNITIES WITHIN THE OCCUPATION: SCIENTIST

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
SCIENTIST			
CANDIDATE SCIENTIST			
1	Candidate Scientist	Professional Scientist, Grade A	**Progression opportunity** **Career** • Meeting the requirements as prescribed by the SACNASP for registration as a Professional Scientist. • Candidate Scientist may apply for a vacant post of Professional Scientist upon meeting the minimum appointment requirements prescribed for the higher post. **Grade** • Not applicable **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
PROFESSIONAL SCIENTIST			
2	Professional Scientist Grade A	Professional Scientist, Grade B	**Progression opportunity** **Career** • Meeting the requirements as prescribed by the SACNASP for registration as a Professional Scientist. • Professional Scientist may apply for a vacant post of Specialist Scientist or Scientific Manager upon meeting the minimum appointment requirements prescribed for the higher post(s). **Grade** Grade progression: comply with expectations for performance assessments or satisfactory

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	To	
			performance (minimum of 6 years in a grade); or Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
3	Professional Scientist, Grade B	Professional Scientist, Grade C	**Progression opportunity** **Career** • Meeting the requirements as prescribed by the SACNASP for registration as a Professional Scientist. • Professional Scientist may apply for a vacant post of Specialist Scientist or Scientific Manager upon meeting the minimum appointment requirements prescribed for the higher post(s). • **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	**To**	
4	Professional Scientist, Grade C	No further grade progression opportunities (this is the maximum grade applicable to the production work level)	**Progression opportunity** **Career** • Meeting the requirements as prescribed by the SACNASP for registration as a Professional Scientist. • Professional Scientist may apply for a vacant post of Specialist Scientist or Scientific Manager upon meeting the minimum appointment requirements prescribed for the higher post(s). **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
SCIENTIFIC MANAGER			
5	Scientific Manager Grade A	Scientific Manager Grade B	**Progression opportunity** **Career** • Meeting the requirements as prescribed by the SACNASP for registration as a Professional Scientist. • Scientific Manager may apply for a vacant post of Specialist Scientist upon meeting the minimum appointment requirements prescribed. • **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	To	
			10 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 5 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
6	Scientific Manager Grade B	No further grade progression opportunities (this is the maximum grade applicable to the production work level)	**Progression opportunity** **Career** • Meeting the requirements as prescribed by the SACNASP for registration as a Professional Scientist. • Scientific Manager may apply for a vacant post of Specialist Scientist upon meeting the minimum appointment requirements prescribed. **Grade** • Not applicable **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Accelerated pay progression for those performing above satisfactory (2 or 3 notches) • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
7	Specialist Scientist	No grade progression opportunities	**Progression opportunity** **Career** • Meeting the requirements as prescribed by

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	To	
			the SACNASP for registration as a Professional Scientist. • Specialist Scientist may apply for a vacant post of Scientific Manager upon meeting the minimum appointment requirements prescribed. **Grade** • Not applicable **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Accelerated pay progression for those performing above satisfactory (2 or 3 notches) • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
SCIENTIFIC TECHNICIAN (CERTIFICATED NATURAL SCIENTIST)			
CANDIDATE SCIENTIFIC TECHNICIAN			
1	Candidate Scientific Technician	Professional Scientific Technician, Grade A	**Progression opportunity** **Career** • Meeting the requirements as prescribed by the SACNASP for registration as a Professional Scientific Technician. • Candidate Scientific Technician may apply for a vacant post of Professional Scientific Technician upon meeting the minimum appointment requirements prescribed for the higher post. **Grade** • Not applicable **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year.

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	To	
			• Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
SCIENTIFIC TECHNICIAN			
2	Scientific Technician Grade A	Scientific Technician, Grade B	**Progression opportunity** **Career** • Meeting the requirements as prescribed by the SACNASP for registration as a Scientific Technician. • Scientific Technician may apply for a vacant post of Control Scientific Technician upon meeting the minimum appointment requirements prescribed. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
3	Scientific Technician, Grade B	Scientific Technician, Grade C	**Progression opportunity** **Career** • Meeting the requirements as prescribed by the SACNASP for registration as a Scientific Technician. • Scientific Technician may apply for a vacant post of Control Scientific Technician upon meeting the minimum appointment requirements prescribed.

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	To	
			Grade • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 6 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 3 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
4	Scientific Technician, Grade C	No further grade progression opportunities (this is the maximum grade applicable to the production work level)	**Progression opportunity** **Career** • Meeting the requirements as prescribed by the SACNASP for registration as a Scientific Technician. • Scientific Technician may apply for a vacant post of Control Scientific Technician upon meeting the minimum appointment requirements prescribed. **Grade** • Not applicable **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
C0NTROL SCIENTIFIC TECHNICIAN			
5	Control Scientific	Control Scientific	**Progression opportunity**

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	To	
	Technician Grade A	Technician Grade B	**Career** • Subject to meeting additional minimum appointment requirements prescribed, including, registration with the SACNASP, appropriate qualification and experience, etc., employees may apply for a vacant post of Professional Scientist. **Grade** • Grade progression: comply with expectations for performance assessments or satisfactory performance (minimum of 10 years in a grade); or • Accelerated grade progression: consistent above average or outstanding performance or exceed expectations for performance assessments on a specific grade (minimum of 5 years in a grade). **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.
6	Control Scientific Technician Grade B	No further grade progression opportunities (Maximum of the grades applicable to production level)	**Progression opportunity** **Career** • Subject to meeting additional minimum appointment requirements prescribed, including, registration with the SACNASP, appropriate qualification and experience, etc., employees may apply for a vacant post of Professional Scientist. **Grade** • Not applicable **Pay** • Employees qualify for pay progression based on completion of a continuous period of 12 months satisfactory performance on his/her relevant notch on 31st March of each year. • Accelerated pay progression for those performing above satisfactory (2 or 3

	JOB LEVEL		CAREER, GRADE AND PAY PROGRESSION OPPPORTUNITIES
	From	To	
			notches) • Therefore, pay progression – based on annual performance assessment • Departments to comply with the maximum expenditure allowed.

TABLE 4: APPOINTMENT REQUIREMENTS

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
SCIENTIST				
1	Candidate Scientist	• Scientific methodologies • Research and development • Computer-aided scientific applications • Knowledge of legal compliance • Technical report writing • Professional judgment	• Analytical skills • Creativity • Self-management • Customer focus and responsiveness • Communication • Networking • Computer literacy • Planning and organising • Conflict management • Problem solving and analysis	• Science degree (Bsc)/Btech or relevant qualification • Registration with SACNASP as a candidate Natural Scientist is compulsory upon appointment. • No previous experience required
2	Professional Scientist Grades A, B, and C	• Programme and project management • Scientific methodologies and models • Research and development • Computer-aided scientific applications • Knowledge of legal compliance • Technical report writing • Creating high performance culture • Professional judgment • Data analysis • Policy development and	• Decision making • Team leadership • Analytical skills • Creativity • Financial management • Customer focus and responsiveness • Communication • Networking • Computer literacy • People management • Planning and organising • Conflict management • Change management • Problem solving and analysis	• Science degree (Bsc) (Hon) or relevant qualification • Compulsory registration with the SACNASP as a professional Natural Scientist • 3 years post-qualification natural scientific experience.

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
		• analysis • Presentation skills • Mentoring	• Innovation	
3	Scientific Manager Grades A and B	• Programme and project management • Scientific methodologies and models • Research and development • Computer-aided scientific applications • Knowledge of legal compliance • Technical report writing • Creating high performance culture • Professional judgment • Data analysis • Policy development and analysis • Scientific presentation • Mentoring	• Strategic capability and leadership • Decision making • Team leadership • Creativity • Financial management • Customer focus and responsiveness • Communication • Computer literacy • Networking • Planning, organising and execution • Conflict management • People management • Change management • Problem solving and analysis	• MSc degree or relevant qualification • 6 years post qualification natural scientific experience • Compulsory registration with SACNASP as a professional Natural Scientist.
4	Specialist Scientist	• Programme and project management • Scientific methodologies and models • Research and development • Computer-aided scientific	• Strategic capability and leadership • Decision making • Team leadership • Analytical skills • Creativity • Financial management • Customer focus and	• PhD in Science or relevant qualification • 10 years relevant scientific experience after BSc qualification • Compulsory registration with SACNASP as a professional.

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
		applications • Knowledge of legal compliance • Technical report writing • Creating high performance culture • Professional judgment • Data analysis • Policy development and analysis • Scientific presentation • Recognized level of expertise • Mentoring	responsiveness • Communication • Computer literacy • Networking • Planning and organising • Conflict management • People management • Change management • Problem solving and analysis	
SCIENTIFIC TECHNICIAN				
1	Candidate Scientific Technician	• Scientific methodologies • Research and development • Computer-aided scientific applications • Knowledge of legal compliance • Technical report writing	• Decision making • Analytical skills • Creativity • Self-management • Customer focus and responsiveness • Communication • Computer literacy • Planning and organising • Conflict management • Problem solving and analysis	• National Diploma in Science or relevant qualification • Registration with SACNASP as a Certificated Natural Scientist in training is compulsory upon appointment. • No previous experience required
2	Scientific Technician Grades A, B and C	• Programme and project management • Scientific methodologies	• Decision making • Team leadership • Analytical skills	• National Diploma in Science or relevant qualification • Compulsory registration with the

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
		• Research and development • Computer-aided scientific applications • Knowledge of legal compliance • Technical report writing • Creating high performance culture • Professional judgment • Data analysis • Mentoring	• Creativity • Self-management • Financial management • Customer focus and responsiveness • Communication • Computer literacy • Networking • People management • Planning and organising • Conflict management • Change management • Problem solving and analysis	SACNASP as a Certificated Natural Scientist • 3 years post-qualification technical (scientific) experience.
3	Control Scientific Technician Grades A and B	• Programme and project management • Scientific methodologies and models • Research and development • Computer-aided scientific applications • Knowledge of legal compliance • Technical report writing • Creating high performance culture • Professional judgment • Data analysis • Policy development and	• Strategic capability and leadership • Decision making • Team leadership • Analytical skills • Creativity • Financial management • Customer focus and responsiveness • Communication • Computer literacy • Planning and organising • Networking • Conflict management • People management • Change management • Problem solving and	• Diploma in Science or relevant qualification • 6 years post qualification technical (scientific) experience • Compulsory registration with SACNASP as a Certificated Natural Scientist.

No	JOB TITLE SCALE	COMPETENCIES		EXPERIENTIAL COMPETENCY/ QUALIFICATION AND STATUTORY REGISTRATION REQUIREMENTS
		TECHNICAL	GENERIC	
		analysis • Scientific presentation • Recognized level of expertise	analysis	

Note:

Notwithstanding what has been provided, qualifications should be determined in line with the SACNASP, therefore if an employee is registered, it implies that the (prospective) employee meets the requirements both in terms of qualification and experience required.

TABLE 5: KEY PERFORMANCE AREAS

1. SCIENTIST

CANDIDATE SCIENTIST

(a) Assist in the implementation of methodologies, policies, systems and procedures:-

(i) application of methodologies, policies, systems and procedures;

(ii) monitor programme performance; and

(iii) perform scientific functions with basic tasks that require some interpretation in the presence of an established framework;

(b) Provide scientific support:-

(i) Develop working relations with client base under supervision;

(ii) Create basic public awareness of the science system; and

(iii) Provide accurate data and information as requested.

(c) To assist in assessments and regulation:-

(i) conduct basic analysis of scientific data;

(ii) capturing and evaluation of data;

(iii) apply appropriate scientific techniques and procedures; and

(iv) compile reports.

(d) Research and development:-

(i) familiarisation with existing technologies and procedures;

(ii) conduct basic and applied research;

(iii) research/literature studies on science to improve expertise; and

(iv) participate in the prescribed mentoring programme of the department.

PROFESSIONAL SCIENTIST

(a) Develop and implement methodologies, policies, systems and procedures:-

(i) identify and consolidate needs for methodologies, policies, systems and procedures;

(ii) identify gaps and develop appropriate interventions;

(iii) monitor and evaluate programme performance; and

(iv) perform scientific functions that require interpretation in the absence of an established framework.

(v) Provide scientific support and advice:-

(vi) Develop working relations with client base;

(vii) Create public awareness of the science system;

(viii) Provide scientific data, information and advice as requested; and

(ix) Review scientific publications.

(b) To perform scientific analysis and regulatory functions:-

(i) Conduct analysis of scientific data;

(ii) Gather and interpret data, evaluate results and disseminate information;

(iii) Apply appropriate scientific models to generate information and knowledge;

(iv) Formulate proposals and compile reports; and

(v) Develop and customize scientific models and techniques.

(c) Research and development:-

(i) Continuous professional development to keep up with new technologies and procedures;

(ii) Conduct basic and applied research;

(iii) Research/literature studies to improve expertise;

(iv) Publish and present research findings ; and

(v) Liaise with relevant bodies/councils on science-related matters.

(d) Human capital development:-

(i) Mentor, train and develop candidate scientists and others to promote skills/knowledge transfer and adherence to sound scientific principles and code of practice;

(ii) Supervise scientific work and processes; and

(iii) Manage the performance and development of staff.

SCIENTIFIC MANAGER

(a) Ensure the development and implementation of policies, systems and procedures:-

(i) Review and recommend/approve scientific projects;

(ii) Facilitate the setting of scientific standards, specifications and service levels according to organizational objectives to ensure optimum operational availability;

(iii) Monitor scientific efficiencies according to organizational goals; and

(iv) Facilitate the compilation of innovation proposals to ensure validity and adherence to organizational principles.

(b) Provide strategic leadership and direction:-

(i) Align project to organizational strategies;

(ii) Provide support and advice to the industry and stakeholders;

(iii) Develop and maintain relationships/ collaborations; and

(iv) Review scientific documents.

(c) Lead, coordinate, and develop scientific models and regulatory frameworks:-

(i) Design scientific methodology for the analysis of scientific data;

(ii) Ratify the evaluation, monitoring and dissemination of data;

(iii) Design and develop appropriate scientific models to generate information and knowledge;

(iv) Formulate and evaluate proposals and compile reports; and

(v) Develop and customize scientific models.

(d) Research and development:-

(i) Manage scientific research to improve expertise;

(ii) Publish and present research findings (results); and

(iii) Lead, co-ordinate and conduct basic and applied research or knowledge application.

(e) Financial Management

(i) Allocate, monitor, control expenditure according to budget to ensure efficient cash flow management;

(ii) Manage the commercial value add of the discipline-related programmes and projects; and

(iii) Asset management.

(f) People management

(i) Manage the development, motivation and utilization of human resources for the discipline to ensure competent knowledge base for the continued success of scientific services according to organizational needs and requirements; and

(ii) Manage staff key performance areas by setting and monitoring performance standards and taking actions to correct deviations to achieve departmental objectives.

(g) Governance

(i) Allocate, control, monitor and report on all resources;

(ii) Compile risk logs and manages significant risk according to sound risk management practice and organizational requirements;

(iii) Manage and implement knowledge sharing initiatives e.g. short-term assignments and secondments within and across operations, in support of individual development plans, operational requirements and return on investment;

(iv) Continuously monitor the exchange and protection of information between operations and individuals to ensure effective knowledge management according to departmental objectives; and

(v) Facilitate and liaise with structures/stakeholders on scientific matters.

SPECIALIST SCIENTIST

Oversee, develop and implement methodologies, policies, systems and procedures:-

(a) Perform final review and approvals or audits on scientific projects;

  (i) Perform scientific functions and establish research and regulatory frameworks;

  (ii) Guide the setting of scientific standards, specifications and service levels according to organizational objectives; and

  (iii) Monitor and evaluate scientific efficiency.

(b) Provide strategic research direction on scientific matters:-

  (i) Provide expert support and advice to stakeholders;

  (ii) Develop relationships and collaborations at national, regional and international levels;

  (iii) Participate actively at national, regional and international fora;

  (iv) Play a lead role in the presentation and exchange of scientific knowledge and information; and

  (v) Review scientific publications.

(c) Lead, coordinate, and develop scientific models and regulatory frameworks:-

  (i) Design scientific methodology for the analysis of scientific data;

  (ii) Evaluate, monitor and disseminate information;

  (iii) Design and develop appropriate scientific models to generate information and knowledge; and

  (iv) Formulate and evaluate proposals and compile reports.

(d) Research and development:-

  (i) Continuous professional development to keep up with new technologies and procedures;

  (ii) Lead, co-ordinate and conduct basic (fundamental) and applied research;

  (iii) Ensure knowledge generation and dissemination;

  (iv) Review scientific publications;

  (v) Publish and present research findings;

  (vi) Liaise with relevant bodies/councils on science-related matters; and

  (vii) Source funding for research projects.

(e) Human capital development:-

  (i) Mentor, train and develop scientists and others to promote skills/knowledge transfer and adherence to sound scientific principles and code of practice;

  (ii) Supervise scientific work and processes; and

  (iii) Manage the performance and development of staff.

2. SCIENTIFIC TECHNICIAN

CANDIDATE SCIENTIFIC TECHNICIAN

(a) Assist in the implementation of methodologies, policies, systems and procedures:-

(i) perform under supervision technical scientific functions and tasks that require basic interpretation in the presence of an established framework

(ii) preparation for and participation in research activities

(iii) data collection through field surveys;

(iv) operation of scientific equipment; and

(v) application of sampling techniques;

(b) Provide technical support and recommendations/advice:-

(i) develop working relations with client base under supervision; and

(ii) promote public awareness of scientific activities.

(c) Assist in development of databases, data management and subsequent analysis:-

(i) accurate raw data capturing and interpretation;

(ii) participate in data processing and validate into databases; and

(iii) dissemination of data on request in summarised form.

(d) Research and development:-

(i) continuous professional development to keep up with new technologies and procedures;

(ii) research/literature studies on scientific equipment to improve expertise;

(iii) participate in the prescribed mentoring programme of the department.

(iv) sample analysis

(e) Assist with administrative and related functions:-

(i) Basic equipment maintenance; and

(ii) Compile and submit reports as required;

SCIENTIFIC TECHNICIAN

(a) Develop and implement methodologies, policies, systems and procedures:-

(i) perform technical scientific functions and tasks that require interpretation in the presence of an established framework

(ii) apply operational standards and consolidate methodologies, policies, systems and procedures;

(iii) identify gaps and develop appropriate interventions;

(iv) preparation for and participation in research activities

(v) data collection through field surveys; and

(vi) maintenance, calibration and operation of scientific equipment.

(b) Provide technical support and advice:-

(i) develop working relations with client base;

(ii) promote public awareness of scientific activities; and

(iii) provide technical/scientific data, information and advice.

(c) To perform technical scientific analysis and regulatory functions:-

(i) preparation of data and routine interpretation;

(ii) database and data management;

(iii) analysis of technical scientific data;

(iv) dissemination of information;

(v) apply the appropriate scientific and technical procedures/skills to generate information and knowledge;

(vi) formulate proposals and compile reports; and

(vii) develop and customize operational procedures.

(d) Research and development:-

(i) Continuous professional development to keep up with new technologies and procedures;

(ii) Conceptualise and development of scientific equipment;

(iii) Equipment review;

(iv) Research/literature studies to improve expertise;

(v) Publish and present technical reports and research findings; and

(vi) Liaise with relevant bodies/councils on technology-related matters.

(e) Human capital development:-

(i) Mentor, train and develop candidate research technicians and others to promote skills/knowledge transfer and adherence to sound scientific principles and code of practice;

(ii) Supervise technical support and processes; and

(iii) Manage the performance management and development of staff.

CONTROL SCIENTIFIC TECHNICIAN

(a) Oversee, develop and implement methodologies, policies, systems and procedures:-

(i) Perform final review and approvals or audits on technical scientific projects;

(ii) Perform technical scientific functions and establish procedural and regulatory frameworks;

(iii) Set technical standards, specifications and service levels according to organizational objectives;

(iv) Develop and maintain health and safety standards; and

(v) Monitor and evaluate technical efficiencies.

(b) Provide strategic leadership on technical scientific matters:-

(i) Provide expert support and advice to stakeholders;

(ii) Manage technical facilities/ units;

(iii) Develop relationships and collaborations at national, regional and international levels;

(iv) participate at national, regional and international fora; and

(v) Play a lead role in the presentation and exchange of technical knowledge and information.

(c) Lead the coordination and development of databases, procedures and regulatory frameworks:-

(i) Design technical methodology for the acquisition and processing of data;

(ii) Manage the evaluation, monitoring and dissemination of data;

(iii) Design, develop and customize appropriate technical procedures to generate information and knowledge; and

(iv) Formulate and evaluate proposals and compile reports.

(d) Research and development:-

(i) Continuous professional development to keep up with new technologies and procedures;

(ii) Initiate, lead, co-ordinate and conduct basic and applied research;

(iii) Ensure knowledge generation and dissemination;

(iv) Review technical publications;

(v) manage technical support for scientific research;

(vi) Publish and present research findings (results); and

(vii) Liaise with relevant bodies/councils on technical/science-related matters.

(e) Human capital development:-

(i) Mentor, train and develop technicians and others to promote skills/knowledge transfer and adherence to sound scientific principles and code of practice;

(ii) Supervise technical work and processes; and

(f) Manage the performance and development of staff;

TABLE 6: RECOGNITION BASIS FOR EXPERIENCE IN PRODUCTION POSTS (does not apply to supervisory/management/advanced production and/or Specialist posts)

(Apply both for existing employees and new appointments)

	JOB LEVEL	SCALE	RECOGNITION BASIS Experience profile	Notch/ Package on scale
Scientist			Translation to the commencing notch/package of the applicable work level is the minimum translation applicable for all employees in terms of Phase 1 translation table	
1	Scientist Grade A	Sc A	At least 0 - 2 years' appropriate/recognisable experience in an area after registration with SACNASP as a Scientist	Minimum/ 1st notch/ package
2			At least 4 years' appropriate/recognisable experience in an area after registration with SACNASP as a Scientist	2nd
3			At least 6 years' appropriate/recognisable experience in an area after registration with SACNASP as a Scientist	3rd
4			At least 8 years' appropriate/recognisable experience in an area after registration with SACNASP as a Scientist	4th
5			At least 10 years' appropriate/recognisable experience in an area after registration with SACNASP as a Scientist	5th
6			At least 12 years' appropriate/recognisable experience in an area after registration with SACNASP as a Scientist	6th
7	Scientist Grade B	Sc B	At least 14 years' appropriate/recognisable experience in an area after registration with SACNASP as a Scientist	7th
8			At least 16 years' appropriate/recognisable experience in an area after registration with SACNASP as a Scientist	8th
9			At least 18 years' appropriate/recognisable experience in an area after registration with SACNASP as a Scientist	9th
10			At least 20 years' appropriate/recognisable experience in an area after registration with SACNASP as a Scientist	10th
11			At least 22 years' appropriate/recognisable experience in an area after registration with SACNASP as a Scientist	11th
12			At least 24 years' appropriate/recognisable experience in an area after registration with SACNASP as a Scientist	12th
Scientific Technician			Translation to the commencing notch/package of the applicable work level is the minimum translation applicable for all employees in terms of Phase 1 translation table	

	JOB LEVEL	SCALE	RECOGNITION BASIS	Notch/ Package on scale
			Experience profile	
1	Scientific Technician Grade A	S. Tec A	At least 0 - 2 years' appropriate/recognisable experience in an area after registration with SACNASP as a Certificated Natural Scientist	Minimum/ 1st notch/ package
2			At least 4 years' appropriate/recognisable experience in an area after registration with SACNASP as a Certificated Natural Scientist	2nd
3			At least 6 years' appropriate/recognisable experience in an area after registration with SACNASP as a Certificated Natural Scientist	3rd
4			At least 8 years' appropriate/recognisable experience in an area after registration with SACNASP as a Certificated Natural Scientist	4th
5			At least 10 years' appropriate/recognisable experience in an area after registration with SACNASP as a Certificated Natural Scientist	5th
6			At least 12 years' appropriate/recognisable experience in an area after registration with SACNASP as a Certificated Natural Scientist	6th
7	Scientific Technician Grade B	S. Tec B	At least 14 years' appropriate/recognisable experience in an area after registration with SACNASP as a Certificated Natural Scientist	7th
8			At least 16 years' appropriate/recognisable experience in an area after registration with SACNASP as a Certificated Natural Scientist	8th
9			At least 18 years' appropriate/recognisable experience in an area after registration with SACNASP as a Certificated Natural Scientist	9th
10			At least 20 years' appropriate/recognisable experience in an area after registration with SACNASP as a Certificated Natural Scientist	10th
11			At least 22 years' appropriate/recognisable experience in an area after registration with SACNASP as a Certificated Natural Scientist	11th
12			At least 24 years' appropriate/recognisable experience in an area after registration with SACNASP as a Certificated Natural Scientist	12th

Note:

Experience only to be recognised up to maximum notch/package of Grade C (production level).