

Figure 2.1 Paterson job grading structure

Decision-making band	Job grades	Sub grades
F Policy formulating (Top management)	Higher F – Coordinating - 11	F5
	Lower F - Policy formulating - 10	F4
E Programming (Senior management)	Higher E - Coordinating - 9	E5
		E4
	Lower E – Programming - 8	E3 E2 E1
D Interpreting (Middle management)	Higher D - Coordinating - 7	D5 D4
	Lower D – Interpreting - 6	D3 D2 D1
C Routine (Skilled workers and supervisory management)	Higher C – Coordinating - 5	C5 C4
	Lower C – Routine - 4	C3 C2 C1
B Automatic (Semi-skilled workers)	Higher B – Coordinating - 3	B5 B4
	Lower B – Automatic - 2	B3 B2 B1
		A3

Job Evaluation Grading Structure In Namibia

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