

**Figure 2.1 Paterson job grading structure**

<b>Decision-making band</b>	<b>Job grades</b>	<b>Sub grades</b>
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

**Michael Rajnik**



## **Job Evaluation Grading Structure In Namibia:**

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Commonwealth Secretariat,2003 Commonwealth Public Administration Reform is a comprehensive resource for all those in public and private sectors and civil society who are engaged in reforming public administration It includes in one volume the principal documents of major reform initiatives in the Commonwealth Secretariat and the Commonwealth Association for Public Administration and Management It draws on the richly diverse experience of the association s 54 member countries large and small developing and industrialised The 2004 edition brings together the knowledge and experience of leading experts from around the Commonwealth and covers Reform strategies Democracy and Security Public Private Partnerships Human Resources Management Information Systems Education and Leadership      **Who's who of Namibia** ,2008  
**Namibia** ,2010      Namibia International Monetary Fund. African Dept.,2015-10-01 This 2015 Article IV Consultation highlights that Namibia s GDP growth slightly moderated to 4.2 percent in 2014 largely owing to lower global demand for Namibia s main export commodities Inflation remained contained owing to low international commodity prices The government s large scale fiscal program contributed to job creation and unemployment declined somewhat Namibia s growth outlook is clouded with downside risks while facing significant policy challenges Its main policy challenges are therefore to strengthen its resilience to exogenous shocks and manage systemic risks in the financial sector while promoting inclusive growth and job creation      **Annual Report** Namibia. Public Service Commission,2011      **Transnational Corporations in South Africa and Namibia** ,1986      *Medium Term Expenditure Framework* Namibia,2009      **Transnational Corporations in South Africa and Namibia: Statements and submissions** ,1986      Reference Book on Major Transnational Corporations Operating in Namibia United Nations. Commissioner for Namibia,1985      **International Labour Documentation** International Labour Office. Central Library and Documentation Branch,1992      **Human Resource Management in South Africa** ,1998      Annual Report Namibia. Office of the President,2007      *The Transform Directory* Lee Edwards,1999 This comprehensive directory will provide managers with up to date information on thousands of courses in 15 countries in East and Southern Africa and gives practical advice on how to manage training and consultancy The directory is divided into country sections with a full index of course subjects at the back of the directory for ease of reference Each entry contains a list of course available course content costs who the course is designed for and full contact details of the organization Transform is a network of African Training Organizations and a UK Transform Unit The directory builds on their practical experiences over the last five years      **The Lower !Garib - Orange River** Luregn Lenggenhager,Martha Akawa,Giorgio Miescher,Romie Nghitevelekwa,Ndidzulafhi Innocent Sinthumule,2023-06-02 The Lower Garib or Orange River flows through the historical Namaqualand and since 1990 has formed the international border between Namibia and South Africa The contributors to this volume focus on this hardly discussed stretch of the Orange River

to understand the region's social history geography and economy This book brings together scholars from Namibia South Africa and overseas as well as the knowledge and analysis from people living in the region In concise chapters and short portraits they discuss the region's past and present from a variety of perspectives Report of the Commission of Enquiry Into Conditions of Service of Civil Servants Malawi. Commission of Enquiry into Conditions of Service of Civil Servants, 1995

**Health Sector Policy Options for Independent Namibia** United Nations Institute for Namibia, 1984 Commissioned by the UN Institute for Namibia this is a pioneering study on the existing state of health and health services and policy options for independent Namibia The first part concentrates on the major health problems and the historical origins of inequalities both in health status and health care documenting the production of ill health through economic exploitation occupational disease malnutrition and the policy of apartheid A large number of tables drawn mainly from official sources especially Municipality of Windhoek reports SWA Administration White Papers and Anglo American Corporation medical reports document the disease and death patterns as well as diseases and accidents in the diamond mines The author's careful analysis of the present health care infrastructure shows the extent to which the services mostly benefit a small minority are biased towards the towns and have a distinct curative orientation This system contrasts sharply with the proposals for a people's health program based on the health experience of the liberation movement the primary health approach and the experiences of other Third World countries striving for radical transformation The primary health care approach embodies three basic ideas firstly that the promotion of health depends fundamentally on improving socio economic conditions secondly that in this process the mass of people should be both activists and the main beneficiaries and thirdly that the entire health care system should be restructured to support health activities at the primary level The final chapters comprise a detailed outline of the institutional framework for the health sector health personnel development the primary health care implications for resource allocations and budgets health legislation and the need for a pharmaceutical policy The appendices contain information on existing hospitals and clinics health sector personnel requirements budget estimates for the first year of independence and an essential drugs list Eriksen Moorsom 1989 **The Namibian Labour Market**, 2004 This study was carried out in 2002 2003 with aims to examine workers experiences and views

**Handbook of International Large-Scale Assessment** Leslie Rutkowski, Matthias von Davier, David Rutkowski, 2013-11-12 Technological and statistical advances along with a strong interest in gathering more information about the state of our educational systems have made it possible to assess more students in more countries more often and in more subject domains The Handbook of International Large Scale Assessment Background Technical Issues and Methods of Data Analysis brings together recognized scholars in the field of ILSA behavioral statistics and policy to develop a detailed guide that goes beyond database user manuals After highlighting the importance of ILSA data to policy and research the book reviews methodological aspects and features of the studies based on operational considerations analytics and reporting The book then describes methods of interest to advanced

graduate students researchers and policy analysts who have a good grounding in quantitative methods but who are not necessarily quantitative methodologists In addition it provides a detailed exposition of the technical details behind these assessments including the test design the sampling framework and estimation methods with a focus on how these issues impact analysis choices      **Namibian Labour Lexicon** Johann W. F. Van Rooyen,2003

## The Enigmatic Realm of **Job Evaluation Grading Structure In Namibia**: Unleashing the Language is Inner Magic

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