

Paterson employee job grading structure

This table presents the Paterson job evaluation system: what jobs are placed into a band followed by sub-grading. Some of the features of structure include band, kind of decision, level in organization, grade, and function.

Band	Kind of decision	Level	Grade	Function
F	Policy making Make policy decisions in important areas of business activity	Top management	2	Administrative
			1	General
E	Programming Plan policy implementation in key areas of business	Senior management	2	Administrative
			1	General
D	Interpretive Interpret overall business plans and strategies within limits of discretion; carry plan	Middle management	5	Administrative
			4	
			3	General
			2	
			1	
C	Routine Determine process required to carry out decisions made	Skilled	5	Administrative
			4	General
			3	
			2	
B	Automatic Determine the work cycle within the process	Semi-skilled	5	Add text here
			4	Add text here
			3	
			2	
A	Defined Determine elements of operations	Unskilled	5	Add text here
			4	
			3	
			2	
			1	

Job Evaluation Grading Structure In Namibia

AW Rasmussen



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