

## FACTSHEET

### Staffing structure at Mkombozi

#### Senior Management Team

##### MANAGEMENT EXECUTIVE LEVEL

Director

GRADE A  
GRADE B  
GRADE C  
GRADE D  
GRADE E

##### MANAGEMENT OPERATIONS LEVEL

Coordinators

GRADE A  
GRADE B  
GRADE C  
GRADE D  
GRADE E

##### MANAGEMENT LEVEL

Human Resources

Administration & Finance

GRADE A  
GRADE B  
GRADE C  
GRADE D  
GRADE E

##### OPERATIONS LEVEL

Technical

Non-technical

GRADE A  
GRADE B  
GRADE C  
GRADE D  
GRADE E

##### SPECIAL GROUP

Night Supervisors

GRADE A  
GRADE B  
GRADE C  
GRADE D  
GRADE E

##### SUPPORT LEVEL

Technical

Non-technical

GRADE A  
GRADE B  
GRADE C  
GRADE D  
GRADE E

##### SPECIAL GROUPS

Apprentices

Trainees

At each level and sub-level of the Mkombozi employee organisation (except Trainees and Apprentices), there exists 5 salary “grades” through which an individual can progress and be promoted.

As indicated in the legend below, salaries increase from Grade E to A (i.e. lowest to highest) at all levels and correspond with the degree of skill obtained and displayed by the employee.

The actual salaries offered at each salary grade and employee group are always made available to staff upon request.

#### Mkombozi salary grading in each employee group / level:

- **GRADE A** = All (95-100%) skills required in the job specification.
- **GRADE B** = Most (80-94%) skills required in the job specification.
- **GRADE C** = Many (65-79%) skills required in the job specification.
- **GRADE D** = Some (50-64%) skills required in the job specification.
- **GRADE E** = A few (35-49%) skills required in the job specification.

