

Grade Overview



Paterson: B2
Peromnes: 98 to 113
Hay Level: 8
Total Hay Job Size: 43
T.A.S.K.: 14
Mercer IPE Class: 5



Job Title: Cutter CQLinen
Reference Number: CutterJD001/16032026
Level: Semi-skilled and discretionary



Grading Company: CQ Linen
Date Graded: 16 Mar 2026 04:08PM
Duration: 17min

Job Description:

Grade Category Result

**Occupational Level**

Defines the job's placement within the organizational hierarchy according to decision-making complexity and the type of skill sets required for effective performance.

**Decision Making & Accountability**

Measures the extent of Accountability/Responsibility for outcomes and the impact of decisions on the business. Freedom to Act (Presence or Absence) of personal and/or procedural control and guidance

**Level of Autonomy**

Describes the degree of independence granted in performing tasks and making decisions. Freedom from external, organizational and/or procedural control or influence

**Managerial Influence**

Assesses the scope of effect a role has on people, processes, or results within or beyond the organization. Formal or Informal requirement to act at a level of providing guidance, leadership, management and/or control over other jobs. Impact of position within the entity

**Problem Solving**

Evaluates the complexity of issues encountered and the judgment required to resolve them. (Volume and Nature of resolving problems) and the intellectually disciplined process.

**Practical & Technical Knowhow**

Reflects the knowledge, skills, and expertise necessary to perform the job effectively, characterised by variety, depth(complexity) or both. Varying combinations measured including the duration required to be competent in a position

**Job Level**

Determined by the level of qualifications, experience, and the degree to which the position comprehends, applying responsibilities within the organizational structure

**Working Conditions**

Jobs may include progressive degrees of exposure of varying intensities to unavoidable physical, emotional and/or environmental factors which increase the risk of accident, ill-health, or physical discomfort. Assessed by the intensity, duration, and frequency of environmental, mental, sensory, and physical demands placed on the role.

Grading Committee Members (1)

teresam@degasa.co.za
Teresa McNeil

Pre Grading Notes

Review Entity Portfolio, Organogram and Detailed Job Description

Post Grading Notes

Tremendis Learning Pty Ltd			
17032026	Teresa McNeill	HR Consultant	
Date	Name	Job Title	Signature
Date	Name	Job Title	Signature
Date	Name	Job Title	Signature
Date	Name	Job Title	Signature