

Patterson Band Quick Guide

| Band | Type of Work | Examples |
|------|-----------------------------------|------------------------------|
| A | Basic tasks, routine work | Cleaner, General Assistant |
| B | Repetitive but semi-skilled tasks | Clerk, Cashier |
| C | Independent, support-level work | Admin Officer, Technician |
| D | Supervisory or specialist | Team Leader, Accountant |
| E | Managerial or strategic thinking | Department Head, Ops Manager |
| F | Executive leadership | Director, COO |

Use this as a starting point to assess whether roles are banded fairly and to guide salary alignment.