

Paterson vs Hay — Framework Decision Card

Divine ICTP · Johannesburg · Free Field kit · Updated Sep 2026

South Africa has **no single mandated corporate job-evaluation system**. Choose the framework that fits estate history, RemCo literacy, survey linkage, and procurement reality — then document it. Divine ICTP leads with **Paterson** and board-ready packs. We do **not** deliver Hay Guide Chart–Profile training content or factor tables, and we do **not** licence Peromnes® / T.A.S.K.®.

Side-by-side (process level only)

Question	Paterson (typical SA private / SOE / SETA use)	Hay / Korn Ferry Guide Chart–Profile (typical)
Core idea	Decision-band method; jobs ranked by decision complexity (bands A–F, then sub-grades as applied)	Global factor / guide-chart method used where Hay points and KF survey alignment matter
Common buyers	SA-centric mid-market to corporate; many SOEs, municipalities, SETAs; union-familiar language	Multinationals, large listed, entities needing cross-border levelling
RemCo literacy	Often already understood in SA packs and EE occupational mapping conversations	Strong where board already reports in Hay / KF vocabulary
Survey link	Separate step — name the survey house and peer set	Often paired with KF / global survey ecosystems the client already buys
What Divine offers	Human-led Paterson evaluation + board-ready packs	Process / governance support only if scoped; no Hay factor how-tos or unlicensed evaluation
What Divine does not claim	National Paterson salary tables	That Divine is a Hay / KF JE trainer or Guide Chart provider

Decision prompts for procurement / EXCO

- Do we already have an approved framework and trained committee language?
- Must grades talk to a **global** survey or mobility architecture?
- Is the RFP explicit (Paterson / Hay / other)?
- Can we produce an audit trail RemCo will recognise within our calendar?
- Are Public Service departments in scope? If yes → **DPSA Compensate–Evaluate**, not Paterson and not “Hay by default.”
- Is the estate labelled Peromnes® / T.A.S.K.®? → Those systems are proprietary to their owner; Divine does not licence or deliver them. Limit third parties to documentation / governance on **client-supplied** licensed outcomes, with commercial caution.

Correlation / conversion tables

Client-supplied only. Do not publish or rely on informal internet conversion grids. If a correlation table is required for RemCo, obtain it from the licensed methodology owner or a competent adviser under licence — and record source, date, and limits.

RemCo needs regardless of brand

1. Methodology note (what was evaluated; what was excluded)
2. Current job profiles
3. Grade outcomes with rationales and comparators
4. Band policy linked to **named, dated** market sources
5. Committee minutes / validation trail
6. Clear statement: **grades = job worth; JE ≠ performance appraisal; JE ≠ salary alone**

Discuss framework fit and board-ready packs: jurgen@divineict.co.za · 082 900 2742 · www.divineict.co.za
Enquire: <https://www.divineict.co.za/index.html?engagementType=job-grading#contact> Related guides:
</guides/paterson-job-grading-south-africa.html> · </guides/divine-ictp-vs-korn-ferry.html> ·
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