

	Competency levels				
	0	1	2	3	4
<b>Competent</b> (No supervision required)	N/A	Category 1.1	Category 2.1	Category 3.1	N/A
			Category 2.2	Category 3.2	
		Category 1.2	Category 2.3	Category 3.3	
				Category 3.4	
<b>Not yet or partially competent</b> (Supervision <u>is</u> required)	Category 1.1-1.2	Alternative Solutions Category 1.1-1.2	Alternative Solutions Category 2.1-2.3	Alternative Solutions Category 3.1-3.4	N/A
		Category 2.1-2.3	Category 3.1-3.4		
<b>Training others</b>	N/A	N/A	Category 1.1-1.2	Category 1.1-2.3	All
<b>Close or direct supervision</b> <ul style="list-style-type: none"> <li>• Work is assigned according to specific procedures and checked</li> <li>• Formal training and/or coaching is provided</li> <li>• Tasks are covered by standard procedures</li> <li>• Work is signed off by others on conclusion of task</li> </ul>			<b>General or indirect supervision</b> <ul style="list-style-type: none"> <li>• Guidelines and instructions are provided but employee exercises some discretion in completing task</li> <li>• Deviation from procedures or unfamiliar situations are referred to higher levels</li> <li>• Work is typically reviewed at the conclusion of task</li> </ul>		