



MPEC

مجلس فراہم کنندہ تناسک ماہی دان فکر جان
Manpower Planning & Employment Council

SALARY GUIDELINE

Manpower Planning and Employment Council (MPEC) Secretariat
Prime Minister's Office

2023

EDITION



Foreword

Yang Berhormat Dato Seri Setia Dr. Awang Haji Mohd Amin Liew bin Abdullah

**Minister at the Prime Minister's Office
and Minister of Finance and Economy II**



Alhamdulillah, with the publication of the Salary Guidelines, Brunei Darussalam now has a key reference on a standardized range of salary scale tied with clear career pathways that can be used by employers towards developing and offering competitive salary packages to our locals.

In line with the target of 'Full Employment and Decent Work with equal pay by 2030' under the United Nations Sustainable Development Goals, many countries have established or strengthened their employment income policies to eliminate unduly low pay and promote decent work. Therefore, it is timely for Brunei Darussalam to move forward to that direction.

As a result of multiple stakeholder engagements, the Manpower Planning and Employment Council has introduced this Salary Guideline as a significant first step towards ensuring local jobseekers and employees are paid meaningful salaries that commensurate their skills and productivity at each level of the career ladder. This initiative further supports the goals and outcomes stipulated under our Wawasan Brunei 2035, which aims to achieve a highly productive and sustainable economy through the creation of quality employment for the people.

Whilst this remains to be a living document, we hope that the guideline can continue to aid private companies and local employees in the private sector to exercise equitable human resource best practices and take decisive steps to invest in efforts that attract and retain our local employees. With competitive salary packages, it can uplift the standard of living of our people which subsequently stimulates productivity improvements, and promote economic and social progress, for a sustainable and inclusive economic recovery.

To conclude, I would like to express my appreciation and gratitude to the working group and those who have contributed in the development of this Salary Guideline. Insyā'Allah, with the full commitment and support from all stakeholders, it is hoped that through this initiative we will optimise worker productivity and build meaningful career growth, thus contributing towards economic development of the country.

Wassalam.






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Introduction

The Manpower Planning and Employment Council (MPEC), Prime Minister's Office with the support of the Department of Labour, Ministry of Home Affairs proudly publish the first series of the Salary Guideline for the Private Sector.

The Salary Guideline is a recommendation of minimum salary scales that can be used by employers to develop competitive salary packages to attract local Bruneians to work in the private sector and for local jobseekers or employees to determine their market value at the starting point of their careers.

The publication of the first series of the Salary Guideline can be a starting point for Brunei Darussalam to have a standardized range of salary scales with basic requirements of the job positions based on current market data and various surveys. Apart from that, the Salary Guideline will also complement and support the development of other key manpower policies and other potential wage standardization mechanisms.

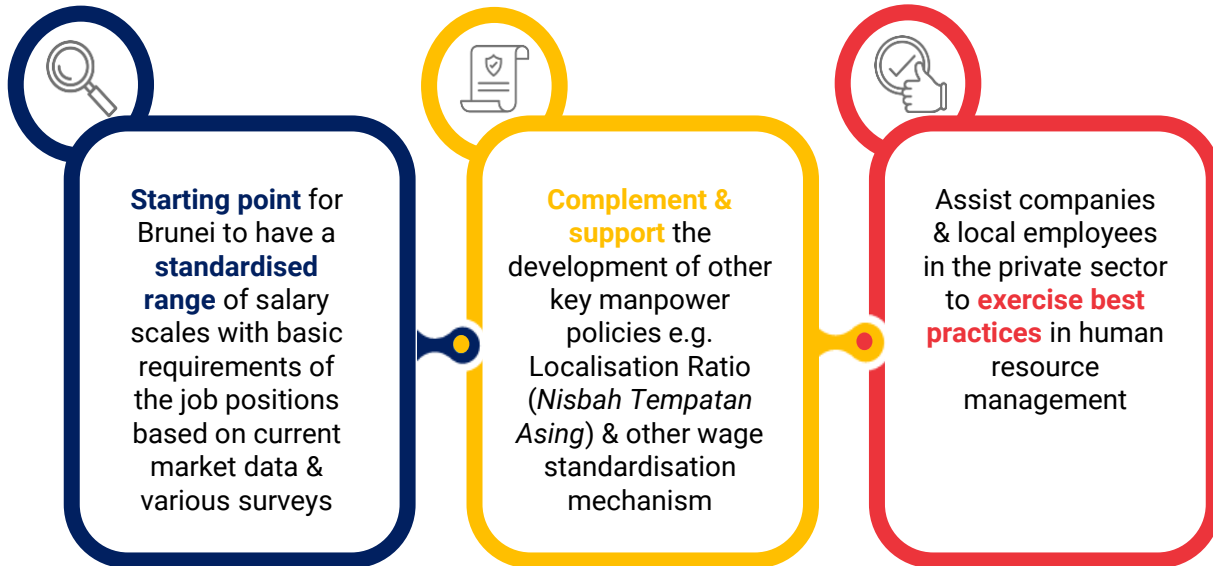
With that, we hope that the publication of the Salary Guideline will assist companies and local employees in the private sector to exercise best practices in human resource management. Additionally, we also hope to guide jobseekers and future graduates to develop their chosen career pathways.





What is the Salary Guideline?

Salary Guideline is a recommendation of **minimum salary scales** for selected job positions as per the job levels that can be used by **employers to develop competitive salary packages** and for **employees to determine their market value at the starting point of their careers**.





Methodology : Salary Analysis

The Salary Guideline was derived through extensive analysis using Business Reporting data as of September 2020 with 114,865 employees as the sample population.

	Details
Sample Used	Business Reporting Data (September 2020)
Sample Population Used	114,865 Employees (out of 183,617 Employees (63%))
Sample Criteria	<ul style="list-style-type: none"> • Employees in the private sector • Actively paid by the private sector • Full-time • Monthly-Paid employees • Citizenship confirmed • Salary above B\$ 100.00 per month • Value of salary expressed in Brunei Dollars
Sample Excludes	<ul style="list-style-type: none"> • Incomplete entries that does not satisfy the sample criteria • Part-Time and Daily Paid Employees • Salary below B\$ 100.00 per month
Caveats	<p>The mapping of qualification levels does not take into account:</p> <ul style="list-style-type: none"> • Years of working experience • Background of business owners • Other influential factors such as but not limited to businesses owned / positions earned through inheritance



Methodology : Job Description

The job descriptions within the Salary Guideline were derived from a sample of 13,371 positions compiled from the JobCentre Brunei portal as of January 2020.

	Details
Sample Used	JCB Data as of January 2020
Sample Population Used	13,371 Positions (out of 16,030 Positions (83%))
Sample Criteria	<ul style="list-style-type: none">• Positions applied for the private sector• Full-Time• Monthly-Paid employees• Salary above B\$ 100.00 per month
Sample Excludes	<ul style="list-style-type: none">• Activities of Households Industry• Part-Time and Daily Paid Employees• Salary below B\$ 100.00 per month
Caveats	<p>The mapping of qualification levels does not take into account:</p> <ul style="list-style-type: none">• Years of working experience• Background of business owners• Other influential factors such as but not limited to businesses owned / positions earned through inheritance

JOB FAMILIES

The MPEC Secretariat has developed a salary guideline for a total of 22 job families which consisted of **100 job positions that are selected based on industry's demand, high local retention & high local interest to pursue these jobs.**

LOGISTICS		CUSTOMER CARE		ADMIN	
01	PACKER / COURIER / STORE LABOURER	01	TELEPHONE OPERATOR / RECEPTIONIST	01	OFFICE ASSISTANT / RECEPTIONIST
02	WAREHOUSE ASSISTANT	02	CUSTOMER CARE TRAINEE	02	CLERK
03	WAREHOUSE SUPERVISOR	03	CUSTOMER CARE EXECUTIVE	03	OFFICE MANAGER
04	WAREHOUSE MANAGER	04	SENIOR CUSTOMER CARE AND RETENTION EXECUTIVE	04	EXECUTIVE ASSISTANT
05	SUPPLY CHAIN MANAGER	05	CUSTOMER CARE AND RETENTION MANAGER	05	ADMINISTRATION MANAGER
INFORMATION TECHNOLOGY		CULINARY		RETAIL	
01	IT CLERK	01	KITCHEN ASSISTANT	01	SHELF FILLER
02	IT ASSISTANT	02	COMMIS CHEF (ASSISTANT CHEF)	02	SHOP ASSISTANT
03	IT SYSTEM TECHNICIAN	03	CHEF DE PARTIE (STATION CHEF)	03	CASHIER
04	IT SYSTEM EXECUTIVE	04	SOUS CHEF	04	SHOP SUPERVISOR
05	IT SYSTEM MANAGER	05	CHEF DE CUISINE (MASTER CHEF)	05	SHOP MANAGER
WELDER		MARKER FITTER		RIGGER	
01	L1 WELDER ASSISTANT (3G)	01	L1 MARKER FITTER ASSISTANT	01	RIGGER ASSISTANT
02	L2 BASIC WELDER (6GR)	02	L2 BASIC MARKER FITTER	02	RIGGER
03	L3 ADVANCED CRA WELDER	03	L3 ADVANCED MARKER FITTER	03	RIGGER LEADMAN
04	L4 ASSISTANT WELDING SUPERVISOR	04	L4 ASSISTANT CONSTRUCTION SUPERVISOR	04	RIGGER SUPV/PERSON IN CHARGE (PIC)
05	L5 WELDING SUPERVISOR	05	L5 CONSTRUCTION SUPERVISOR		
FIRE WATCHER		COATING		CIVIL WORKS	
01	FIRE WATCHER FIELD SUPPORT	01	COATING FIELD SUPPORT	01	CIVIL FIELD SUPPORT
		02	PAINTER	02	CIVIL SKILL WORKER
		03	BLASTER PAINTER	03	CIVIL CONSTRUCTION
02	FIRE WATCHER	04	COATING SUPERVISOR	04	CIVIL CONSTRUCTION INSPECTOR
		05	COATING INSPECTOR		

JOB FAMILIES

FINANCE		TOURISM		CLEANING SERVICES	
01	ACCOUNTING TRAINEE	01	JUNIOR TOUR GUIDE	01	CLEANER
02	ACCOUNTING CLERK	02	SENIOR TOUR GUIDE	02	MULTI-SKILLED CLEANER
03	ASSISTANT ACCOUNTANT	03	ASSISTANT TRAVEL CONSULTANT	03	HEAD CLEANER
04	ACCOUNTANT	04	TRAVEL CONSULTANT	04	CLEANING SUPERVISOR
05	FINANCE MANAGER	05	TRAVEL AGENCY MANAGER	05	CLEANING SERVICES MANAGER

HOSPITALITY		TEACHING		HOSPITALITY	
01	WAITER / WAITRESS	01	TEACHERS AIDE	01	BELL BOY / HOTEL PORTER
02	MAITRE D' (HOST / HOSTESS)	02	TEACHER	02	FRONT DESK CLERK
03	ASSISTANT RESTAURANT MANAGER	03	HEAD OF TEACHING DEPARTMENT	03	CONCIERGE
04	RESTAURANT MANAGER	04	DEPUTY PRINCIPAL	04	FRONT OFFICE MANAGER
		05	PRINCIPAL		

BLASTER PAINTER	
01	BLASTER PAINTER ASSISTANT
02	BASIC BLASTER PAINTER
03	BLASTER PAINTER LEADMAN
04	BLASTER PAINTER SUPERVISOR
05	BLASTER PAINTER INSPECTOR

SCAFFOLDER	
01	SCAFFOLDER ASSISTANT
02	SCAFFOLDER BASIC
03	ADVANCED SCAFFOLDER
04	SCAFFOLDER INSPECTOR

INDUSTRIAL CLEANER	
01	INDUSTRIAL CLEANER FIELD SUPPORT
02	INDUSTRIAL CLEANER
03	INDUSTRIAL CLEANER SUPERVISOR

INSULATOR	
01	INSULATOR FIELD SUPPORT
02	BASIC INSULATOR
03	INSULATOR/FABRICATOR
04	INSULATOR SUPERVISOR
05	INSULATOR INSPECTOR

ENERGY SECTOR

Why do you need the Salary Guideline?



To enable locals gain a meaningful and long-term employment within the private sector



To support the private sector in creating a competitive & attractive salary package for locals



To assist the private sector boost localisation within their organisations



To motivate local employees to progress within their profession and enhance work productivity

How to use the Salary Guideline?

Job Family

A group of job positions with the same area of expertise

Recommended basic job description. Employer may add other performance requirements (e.g. attendance & discipline). Job description may remain similar, however, responsibilities expand along the career ladder.

Name of job positions

1

\$492

2

\$xxx

3

\$xxx

4

\$xxx

5

\$xxx

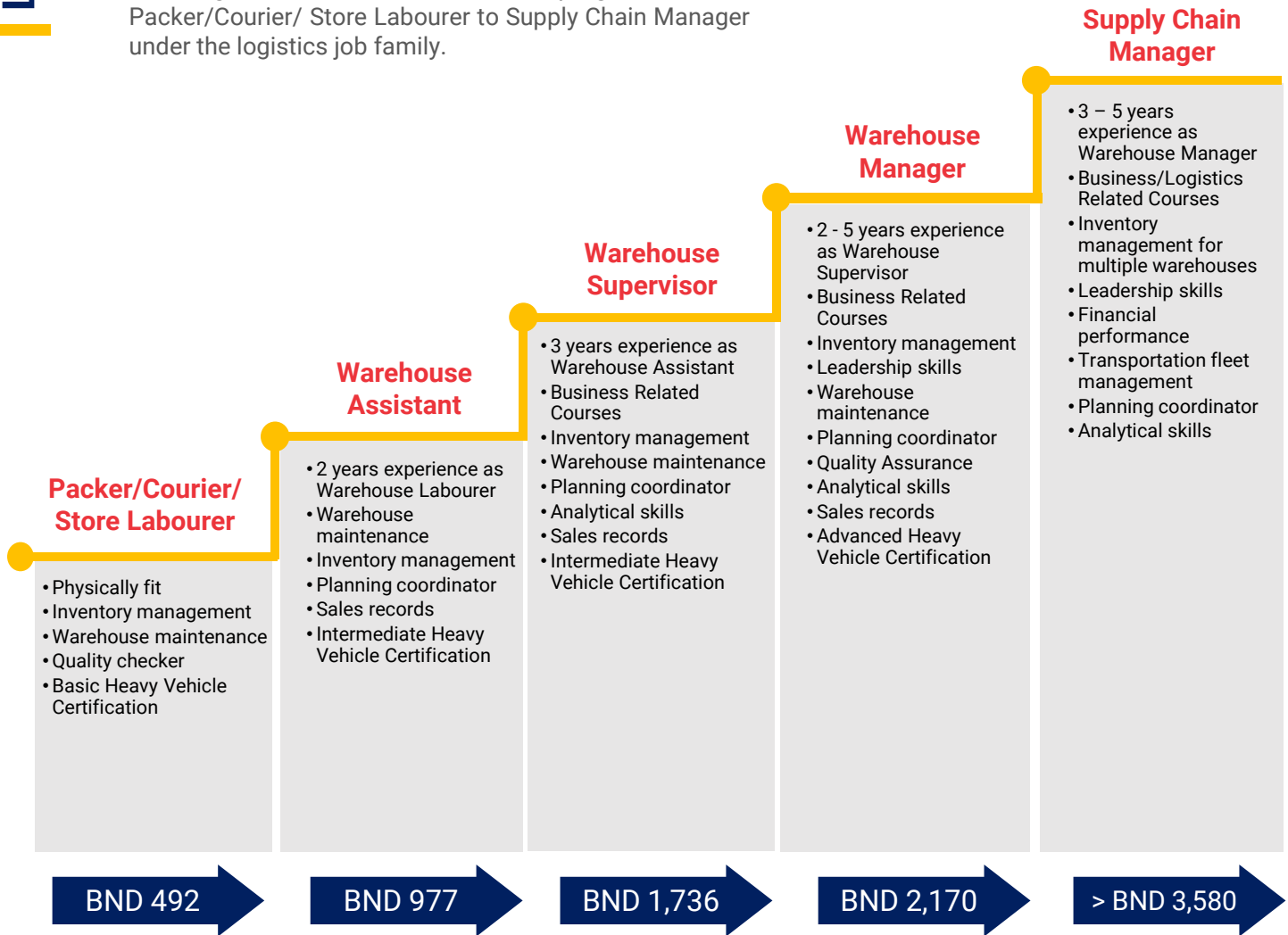
Notes:

- Points of entry can be at any level based on their qualification levels
- Level 1 is the lowest entry point for the type of job whereas Level 5 may not be the highest end point for the type of job

Recommended salary range is **before** deduction of social security scheme under TAP (based on pre-COVID-19 data)

Logistics

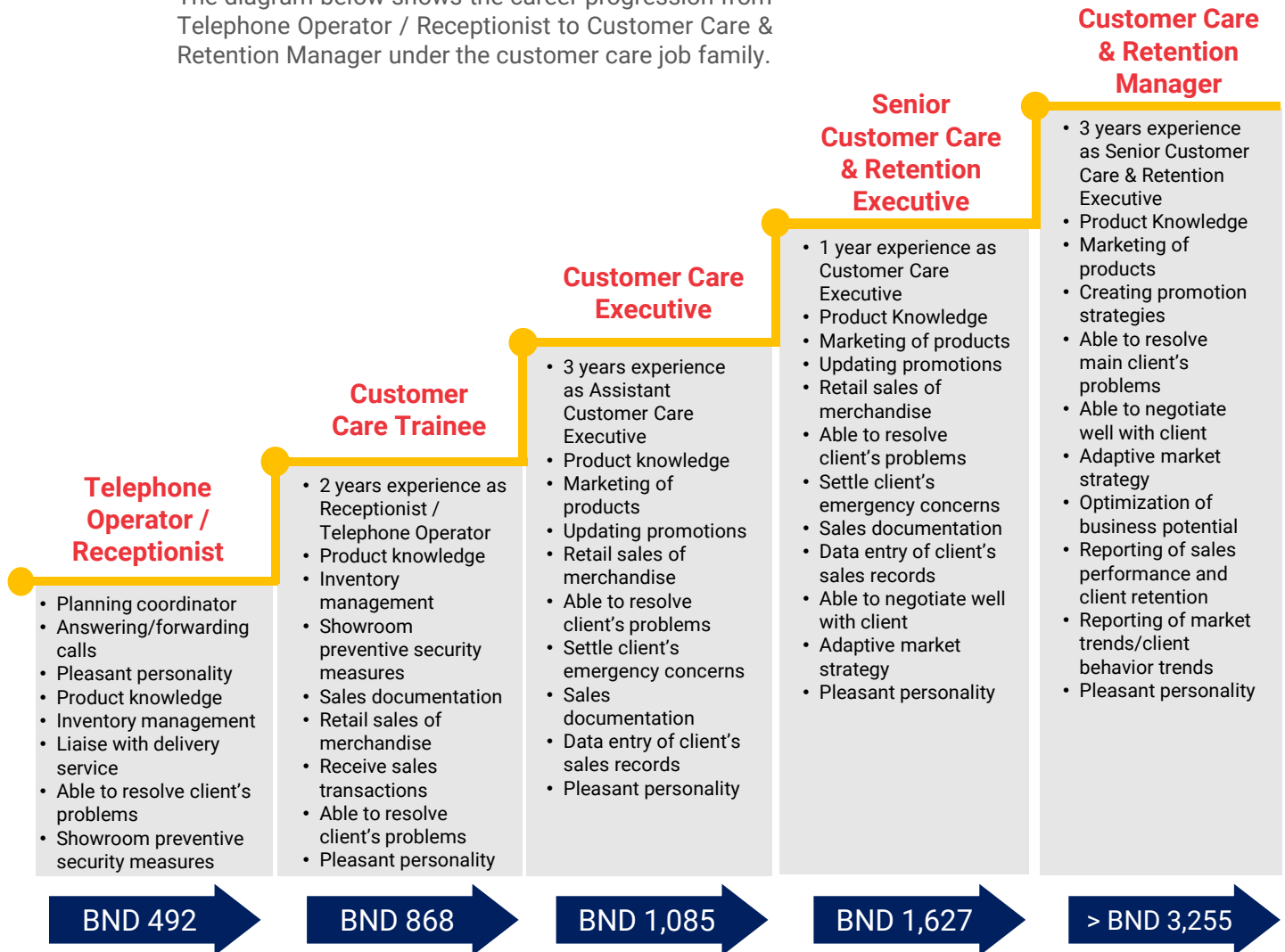
The diagram below shows the career progression from Packer/Courier/ Store Labourer to Supply Chain Manager under the logistics job family.





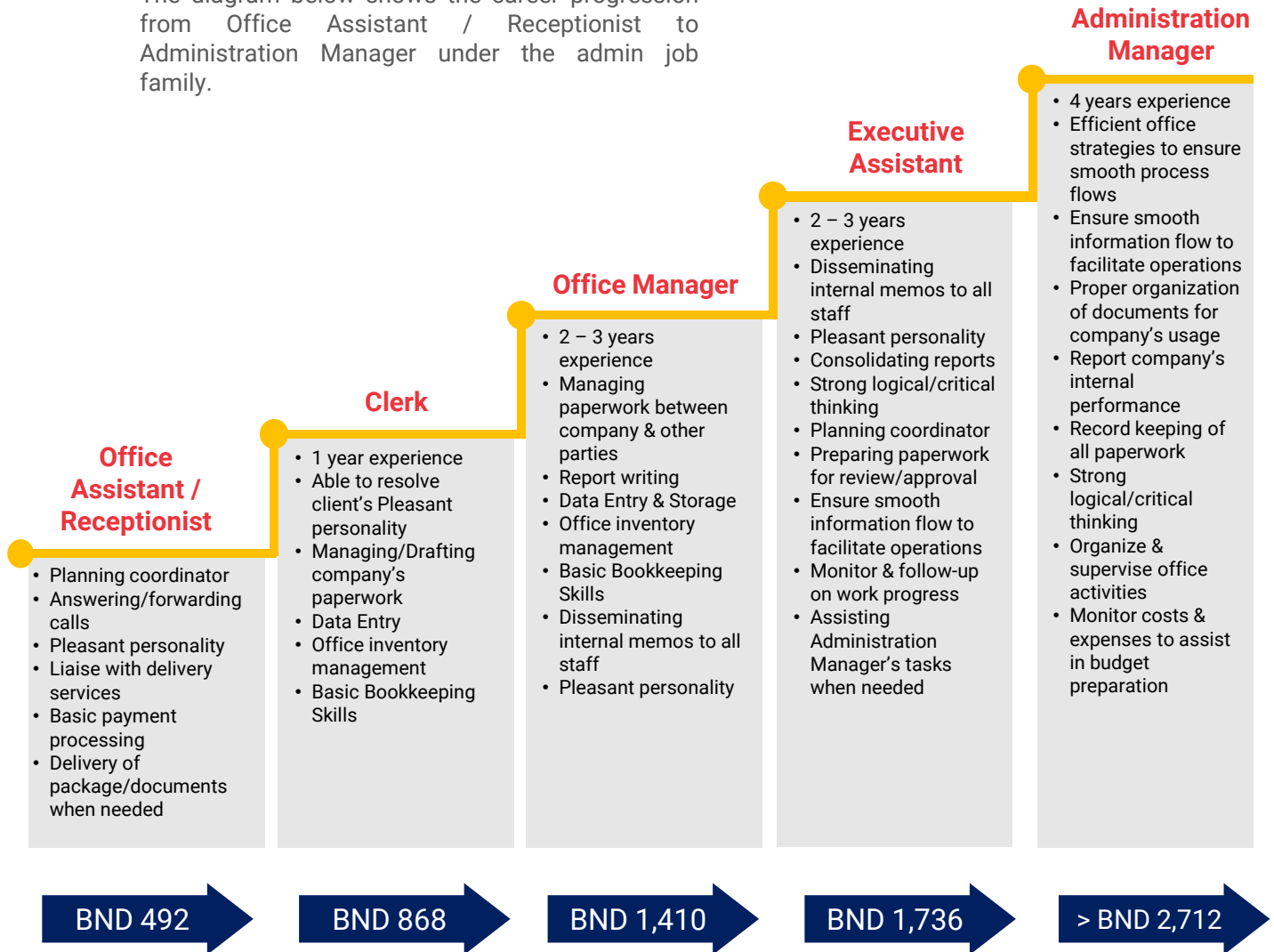
Customer Care

The diagram below shows the career progression from Telephone Operator / Receptionist to Customer Care & Retention Manager under the customer care job family.



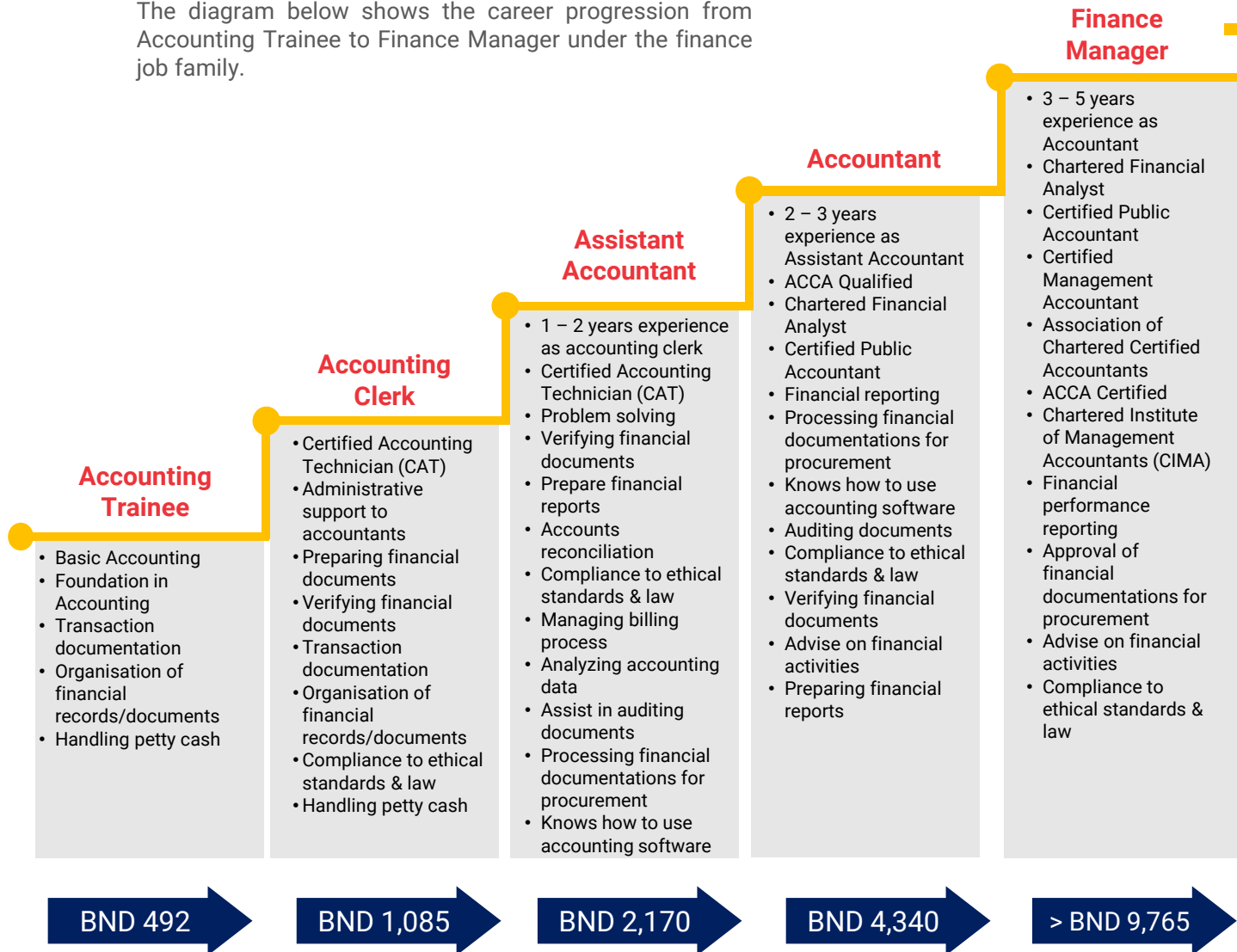
Admin

The diagram below shows the career progression from Office Assistant / Receptionist to Administration Manager under the admin job family.



Finance

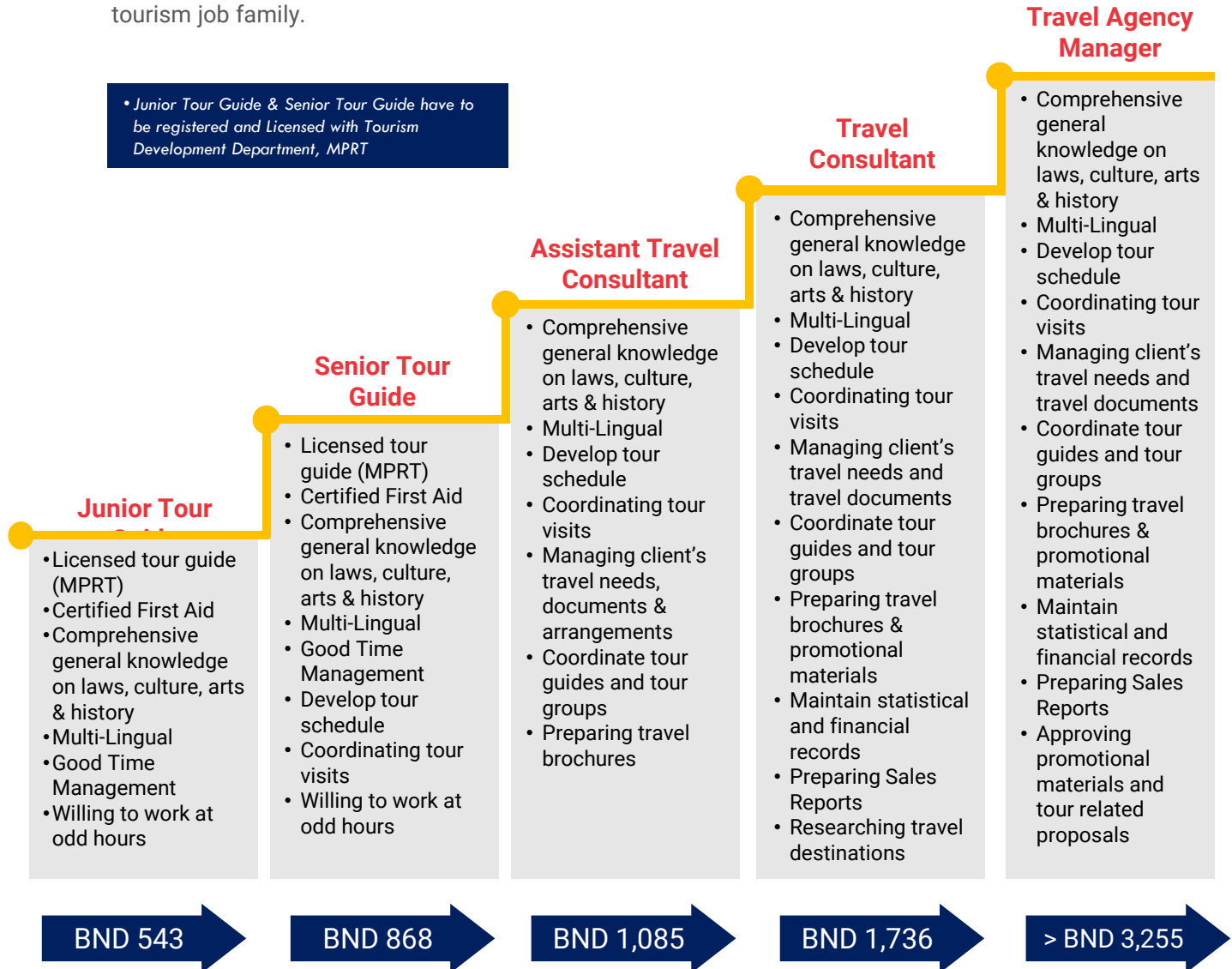
The diagram below shows the career progression from Accounting Trainee to Finance Manager under the finance job family.



Tourism

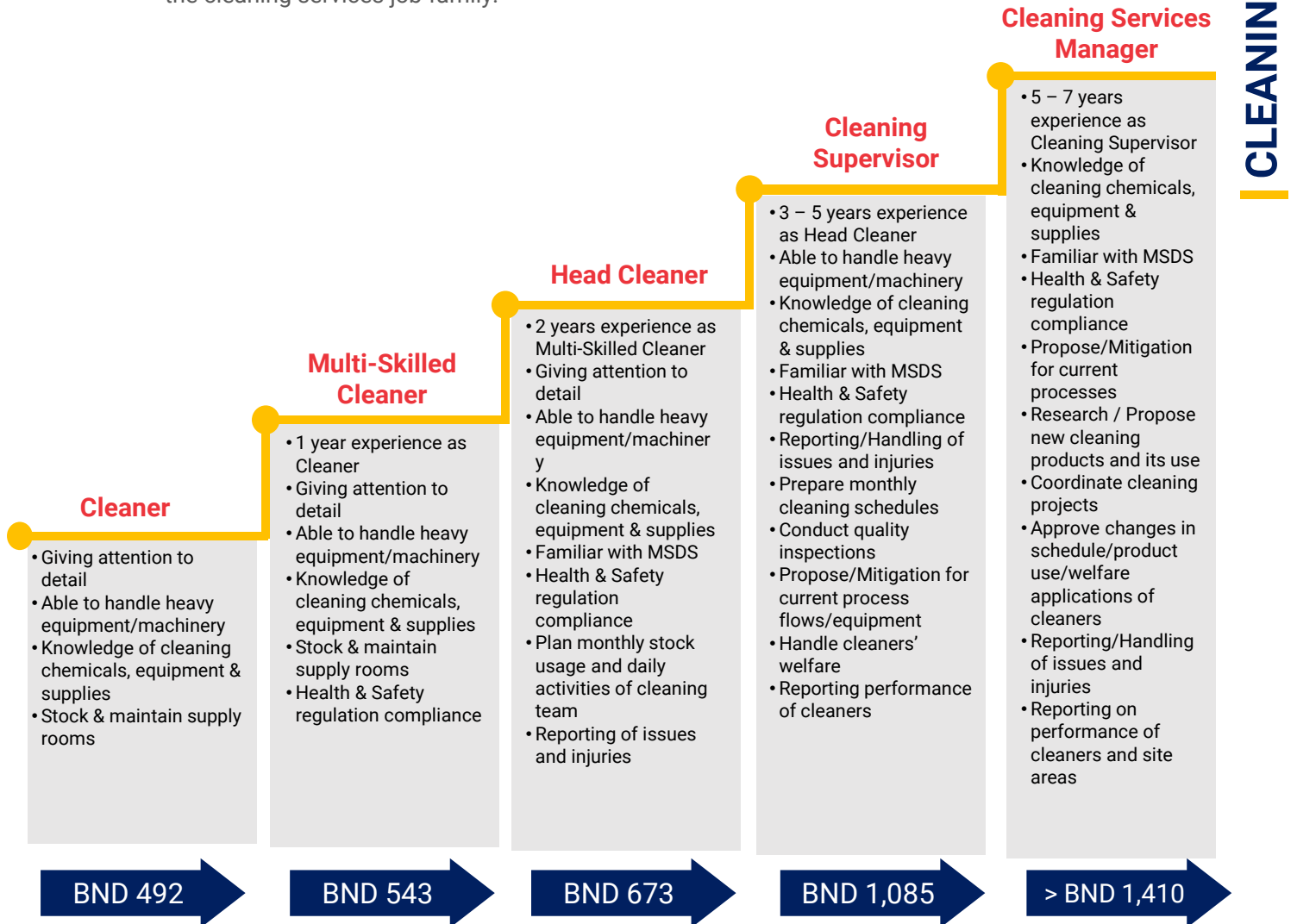
The diagram below shows the career progression from Junior Tour Guide to Travel Agency Manager under the tourism job family.

• Junior Tour Guide & Senior Tour Guide have to be registered and Licensed with Tourism Development Department, MPRT



Cleaning Services

The diagram below shows the career progression from Cleaner to Cleaning Services Manager under the cleaning services job family.



Information Technology

The diagram below shows the career progression from IT Clerk to IT System Manager under the information technology job family.

IT System Manager

IT System Executive

IT System Technician

IT Assistant

IT Clerk

- Basic knowledge on common IT related issues/errors
- Manage IT inventory
- Setting up workstations with IT materials
- Ensure safety usage of IT materials

- Basic knowledge on common IT related issues/errors
- Manage IT inventory
- Setting up workstations with IT materials
- Provide user guidance on using IT materials
- Conduct authorized software upgrades/updates
- Ensure safety usage of IT materials
- Performing back-ups
- Diagnose & resolve basic IT related issues

- 1-2 years experience
- Diploma in IT/Computer Studies
- Linux+ or Cisco Certified Network Associate Accreditation
- Diagnose & resolve IT related issues
- Installing & configuring hardware/software components
- Provide user guidance on using IT materials
- Designing, installing well-functioning computer network, connections & cabling
- Ensure safety usage of IT materials
- Performing back-ups/data recovery
- Participate in Disaster Recovery Exercise

- 3 – 5 years experience
- HND in IT/Computer Studies/Graphic Design/Electronic Security/Computer Science
- Linux+ or Cisco Certified Network Associate
- Procure IT related hardware & software
- Prepare and conduct orientation & user guidance on using IT materials
- Keep history of IT related issues & solutions
- Research on software upgrades
- Conduct Disaster Recovery Exercise
- Monitor system/network performance
- Administering websites, managing content & maintaining web design
- Knowledge & understanding of User Business System (UBS Inventory & Billing, UBS Accounting & UBS POS

- 2 – 5 years experience
- Bachelor's Degree in IT/Computer Studies/Electronic Security/Graphic Design/Computer Science
- Linux+ or Cisco Certified Network Associate
- Propose & prepare Disaster Recovery Exercise
- Administration/ Management/Procurement CCTV/RFID Access/Alarm/Networking installing/Testing/ Programming security systems approval
- Administering company websites, managing content & maintaining web design
- Knowledge & understanding of User Business System (UBS Inventory & Billing, UBS Accounting & UBS POS
- VBA Programming Language
- Monitor system & network performance
- Prepare IT related budget & expenses

BND 492

BND 868

BND 977

BND 1,628

> BND 2,170

Culinary

The diagram below shows the career progression from Kitchen Assistant to Chef De Cuisine (Master Chef) under the culinary job family.

- All are required to comply to the Brunei Public Health (Food) Act 2012
- All chefs are highly encouraged to have Hazard Analysis Critical Control Points (HACCP) Training & certificates & First Aid Training

Kitchen Assistant

- Compliance with Brunei Halal regulations & use of approved products
- Cleaning, drying & organizing kitchen area
- Arrange equipment & ingredient deliveries
- Assisting with routine & food prep tasks
- Preparing ingredients – chopping, peeling, cutting & cleaning
- Checking quality of ingredients
- Monitor stock & place orders for ingredients

Commis Chef (Assistant Chef)

- 1 year working experience as kitchen assistant
- Ensuring safe & sanitary food handling according to the standards
- Compliance with Brunei Halal regulations & use of approved products
- Identify ingredient shortages
- Inspection of food & serving areas
- Setting up workstations with all needed ingredients & cooking equipment
- Preparing ingredients – chopping, peeling, cutting & cleaning
- Checking quality of prepared food

Chef De Partie (Station Chef)

- 1 year working experience as Commis Chef
- Compliance with Brunei Halal regulations & use of approved products
- Preparing dishes requested by Chef De Cuisine
- Ensuring safe & sanitary food handling according to the standards
- Ensuring all cooking utensils are usable & sanitary
- Preparing presentation of food
- Setting up workstations with all needed ingredients & cooking equipment
- Checking quality of prepared food
- Manage & train kitchen staff
- Reporting issues related with kitchen

Sous Chef

- Cook & supervise preparation of foods
- Ensuring safe & sanitary food handling & food handling area according to the standards
- Assisting Chef De Cuisine in commanding kitchen
- Supporting the development of new menus and improvements periodically
- Compliance with Brunei Halal regulations & use of approved products
- Oversee effective cost food cost management to exceed & maximize the departmental profit & reduce wastage
- Liaising with food suppliers to ensure all purchased food are delivered on time
- Ensuring all cooking utensils are usable & sanitary
- Manage & train kitchen staff
- Reporting issues related with kitchen & kitchen staff well-being

Chef De Cuisine (Master Chef)

- Ensuring safe & sanitary food handling & food handling area according to the standards
- Cook & supervise preparation of foods
- Checking quality & presentation of prepared food
- Setting up recipes, cookery methods, production systems & implement consistent standards
- Compliance with Brunei Halal regulations & use of approved products
- Sourcing food ingredients from authorized & approved suppliers
- Oversee effective cost food cost management to exceed and maximize the departmental profit & reduce wastage
- Delegating tasks efficiently according to the responsibilities of each chef
- Supporting the development of new menus and improvements periodically
- Manage schedules & trainings for kitchen staff
- Resolving issues related with kitchen & kitchen staff well-being

BND 521

BND 706

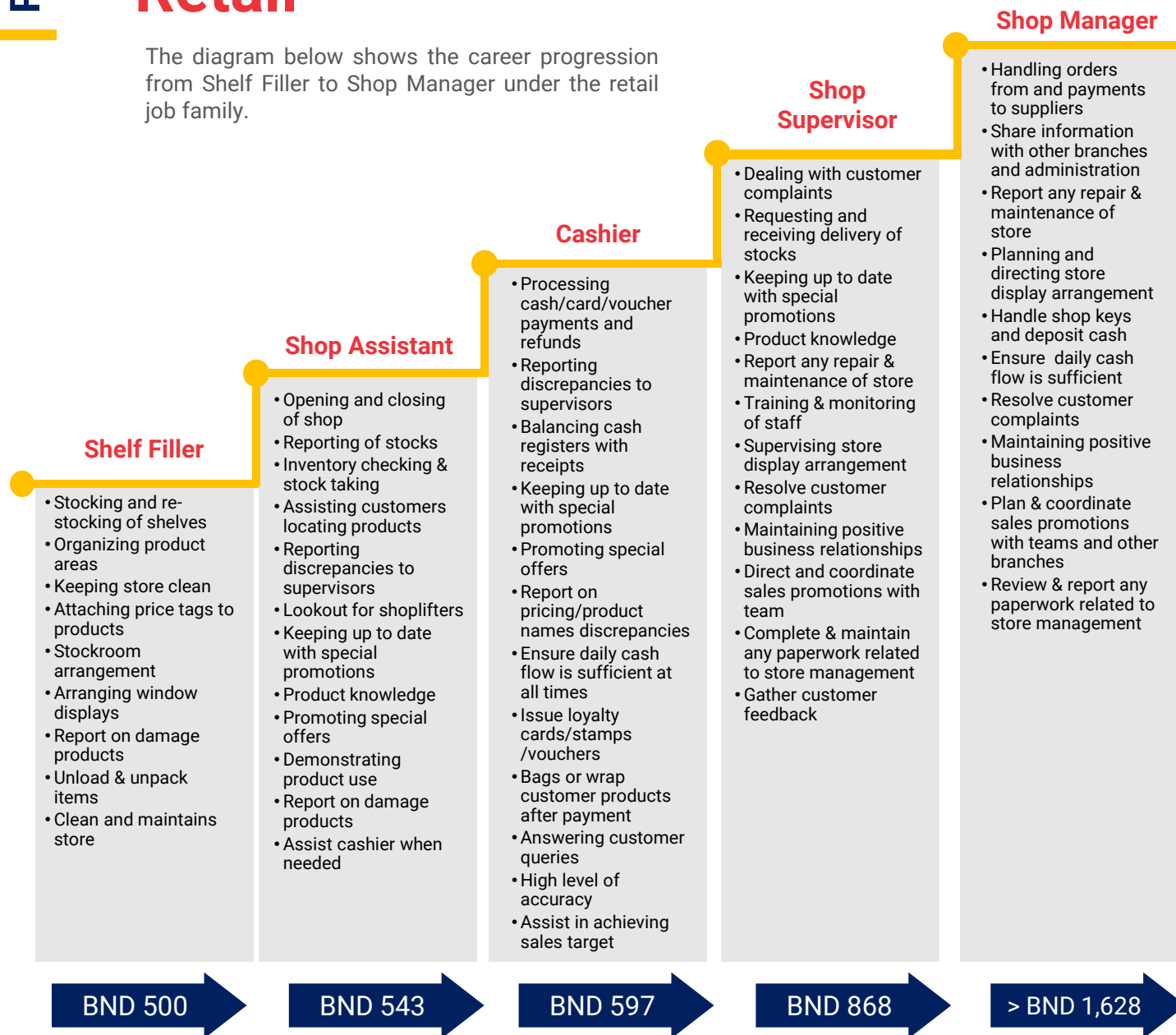
BND 1,085

BND 1,628

> BND 3,038

Retail

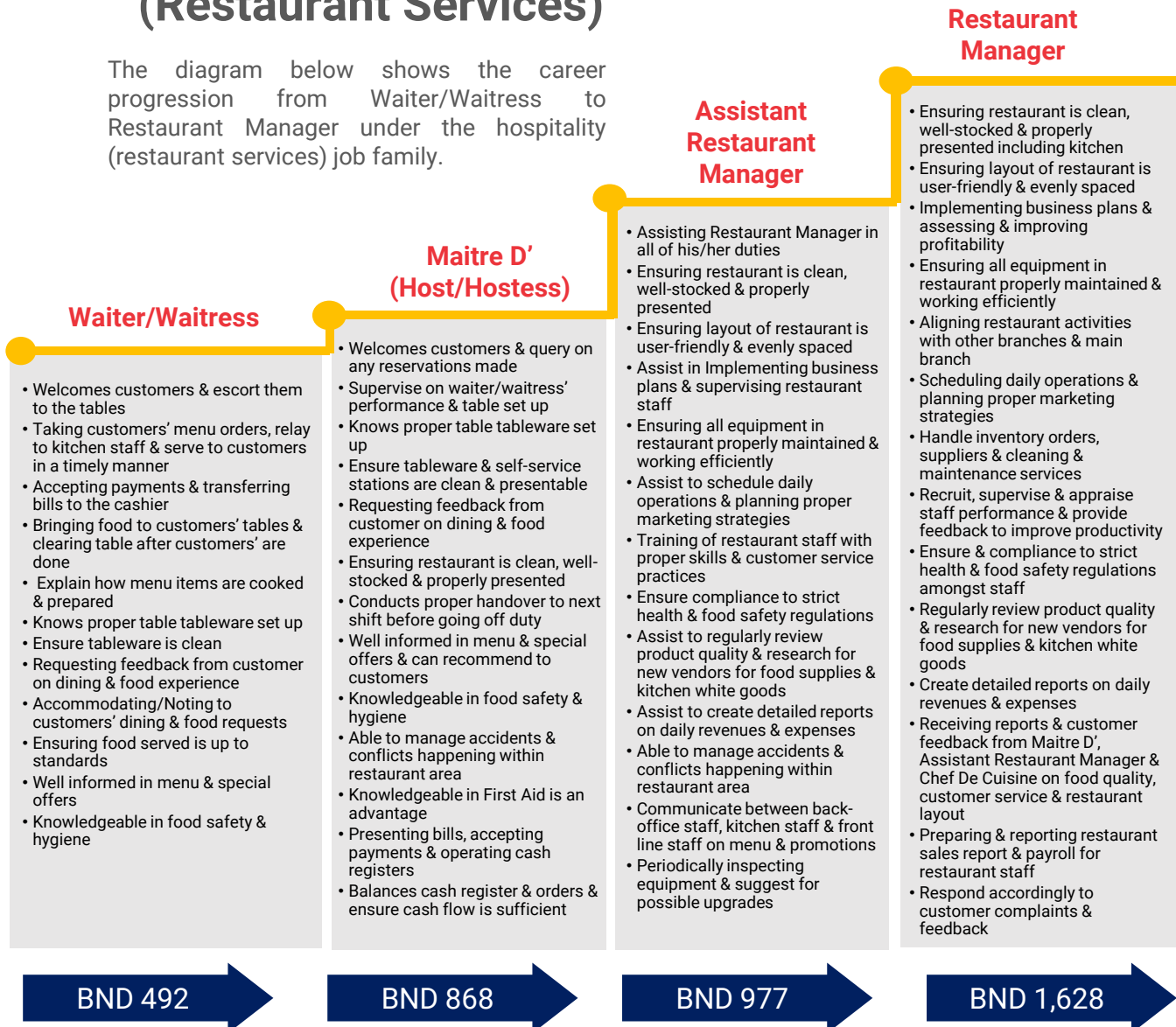
The diagram below shows the career progression from Shelf Filler to Shop Manager under the retail job family.



Hospitality

(Restaurant Services)

The diagram below shows the career progression from Waiter/Waitress to Restaurant Manager under the hospitality (restaurant services) job family.



Teaching

The diagram below shows the career progression from Teaching Aide to Principal under the teaching job family.

Pre-requisites for Teachers & Above:

- Compliance to Brunei Teachers' Standards
- All teachers must be registered with Private Education Section. For **non-local teachers**, registration is to be done **annually**
- Other certifications may be needed for teachers teaching specific subjects. E.g. MUIB Certification for Arabic Language

Teaching Aide

- Assisting the teacher in daily lessons and activity engagements
- Promoting early education & literacy
- Guiding students in learning and daily school activities
- Encourage students to interact with each other
- Reports progress of students to teacher
- Encourage students to improve competencies and self-esteem
- Maintaining a healthy & conducive learning environment
- Labelling & organizing learning materials
- Carrying out non-academic duties when needed

Teacher

- Preparing lesson plans & engagement activities for the students
- Assigning home works & grading the students on their work accordingly
- Encourage students to interact with each other
- Encourage students to improve competencies & self-esteem
- Communicate with parents regularly on the students' development
- Creating a healthy & conducive learning environment
- Monitoring students progress
- Participate in best teaching practices workshop & willing to adopt new teaching strategies
- Labelling & organizing learning materials
- Carrying out non-academic duties

Head of Teaching Department

- Updating & reviewing lesson plans & students engagement activities
- Assigning home works & grading the students on their work accordingly
- Observing & reviewing Teachers' teaching capacity
- Resolving issues that are related with teaching
- Conduct & facilitate workshops to share & nurture best teaching practices & strategies amongst teachers
- Creating a healthy & conducive learning environment
- Providing guidance to teachers & students
- Oversee the progress of the department as a whole
- Report issues & progress to higher management
- Assigning non-academic related duties to teachers

Deputy Principal

- Assisting Principal to lead the school and achieve national aspirations
- Observing & reviewing Teachers' teaching capacity & admin staff
- Receiving and cascading steers from Ministry of Education Brunei to school
- Report issues & progress to higher management
- Resolving issues that are related with teaching & admin staff
- Creating a healthy & conducive learning environment
- Assigning non-academic related duties to teachers
- Providing guidance to teachers & students

Principal

- Leading the school to achieve national aspirations
- Receiving and cascading steers from Ministry of Education Brunei to school
- Observing & reviewing Teachers' teaching capacity & admin staff
- Report issues & progress to higher management
- Resolving issues that are related with teaching & admin staff
- Creating a healthy & conducive learning environment
- Assigning non-academic related duties to teachers
- Providing guidance to teachers & students

BND 492

BND 868

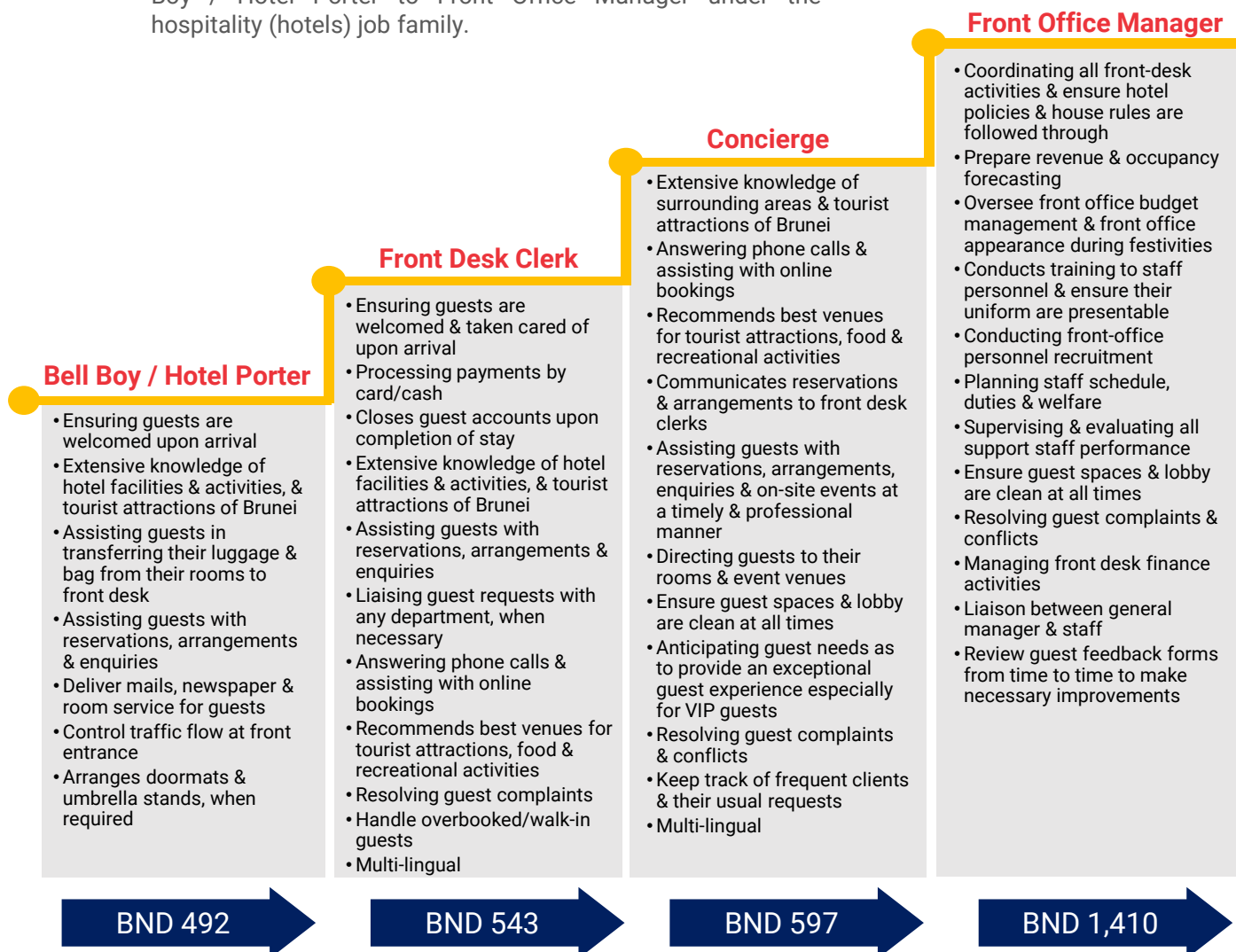
BND 1,844

BND 2,604

> BND 3,146

Hospitality (Hotels)

The diagram below shows the career progression from Bell Boy / Hotel Porter to Front Office Manager under the hospitality (hotels) job family.





SALARY GUIDELINE : ENERGY SECTOR



Welder

The diagram below shows the career progression from L1 Welder Assistant (3G) to L5 Welding Supervisor under the welder job family.

L1 Welder Assistant (3G)

Purpose: gaining of welding foundation + final Qualification as per AWS D1.1 or EEMUA 158 qualification

Production welding on minor structural joints

- Tacking and fillet welds etc
- Practice on piping welding

L2 Basic Welder (6GR)

Purpose: gaining of welding foundation + final Qualification as per AWS D1.1 or EEMUA 158 qualification + ASME IX + API 1104 or DNV OS F101

- Production welding on piping/pipeline/structural assemblies – carbon steel
- Welding in both SMAW and GTAW and combinations
- Mentoring techniques
- To be qualified in 6G & 6GR welding of carbon steel

L3 Advanced CRA Welder

Purpose: gaining of welding foundation + final Qualification as per AWS D1.1 or EEMUA 158 qualification + ASME IX + API 1104 or DNV OS F101

- Production welding on piping/pipeline/structural assemblies – carbon steel (CRA – SS, DSS, SDSS)
- To be qualified in 6GR welding of carbon steel and 6G welding of stainless steel additional to Basic
- Able to read and layout parts to complex prints and plan details of working procedure.
- Able to perform complex welds, such as welds for pressure piping, pressure vessels & Tanks, structural TKY connections, etc.

L4 Assistant Welding Supervisor

Purpose: gaining of welding foundation + final Qualification as per AWS D1.1 or EEMUA 158 qualification + ASME IX + API 1104 or DNV OS F101

- Production welding on piping/pipeline/structural assemblies – carbon steel (CRA – SS, DSS, SDSS)
- Ability to give clear instruction visual, verbal and in writing
- Ability to demonstrate the proper use of common welding and cutting processes
- Knowledge of welding economics
- Knowledge of welder and welding safety standards
- Knowledge of welding inspection
- Strong analytical thinking and problem solving skills

L5 Welding Supervisor

Production welding in all positions and materials Supporting welders in day to day work

Qualified to train and inspect

Mentoring on techniques

- Dynamic leader, motivated and able to motivate others, with good communication and interpersonal skills.
- A creative thinker and excellent organizer.
- Ability to optimize welding productivity and performance
- Knowledge of project management methodology

Entry Qualification
Experience (competence)
Years (est.)
Base Salary Range

iSkill ISQ Welding L2

0 to 2

BND 700

BNOSS L3
iSkill NTech
Welding L3

2 to 4

BND 1,200

BNOSS L4
iSkill HNTech
Welding L4

3 to 5

BND 1,800

In Role Professional Development

4 to 7

BND 2,500

> 7

BND 3,500

Marker Fitter

L1 Marker Fitter Assistant

- Able to read and interpret structural and piping isometric drawings and material take-off
- Basic measurements and marking using M/F tools, e.g. measuring tools, under M/F guidance.
 - Grinding involving bevelling of the edges of structural material using portable grinder.
 - Able to identify root opening, fit-up tolerances and offset as specified in the welding joints design.
 - Able to perform all functions of basic fit-up (pipe to pipe, pipe to elbow, pipe to flanges and tees), identify root opening, fit-up tolerances and piping offset configurations as specified in the welding joints design.
 - Able to compute simple maths for joining pipes and fittings, take off for both horizontal and vertical pipes.
 - Flame cutting and grinding of various size carbon steel pipes at various position using oxy-acetylene/propane and bevelling machine.

L2 Basic Marker Fitter

- Able to perform all functions of basic fit-up classifications.
- Able to identify various piping components (e.g. elbows, reducers, tees etc.) and various piping materials and types (e.g. carbon steel, SS, DSS, SDSS); materials specs (ASTM and API) and various pipeline materials (risers, 5D bend, launchers, pig receivers etc.)
 - Able to compute simple Maths for joining pipes and fittings, take off for both horizontal and vertical pipes.
 - Marking and fit-up of structural joints including branch tubulars.
 - Marking and fit-up of piping spools including A316 SS materials.
 - Able to identify and fit-up various piping fittings and connections.
 - Able to fit-up small bore and large bore carbon steel piping.
 - Able to do basic levelling using spirit level and other tools.
 - Proficient in flame cutting and grinding of carbon steel plates, tubulars and piping.

L3 Advanced Marker Fitter

- Able to compute simple Maths for joining pipes and fittings, take off for both horizontal and vertical pipes.
- Practice on complex structural configurations e.g. TKY connections, by assisting and with close monitoring by M/F.
- Proficient in flame cutting and grinding of carbon steel plates, tubulars and piping.

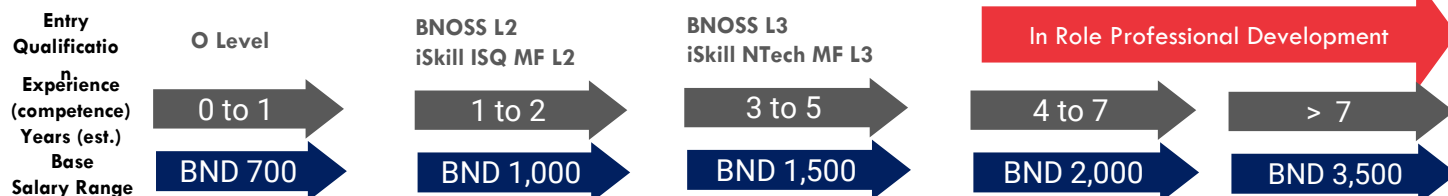
L4 Assistant Construction Supervisor

- Directly reports to the CSV
- Responsible for supervision of offshore construction works executed by contractors to ensure that the works are completed in accordance with the approved Scope of Work, engineering design, safety, environment standards, specifications and company values
- Has advanced knowledge of the 5 key Elements to secure quality direct interface with experts/specialists.
- Possess developed leadership skills

L5 Construction Supervisor

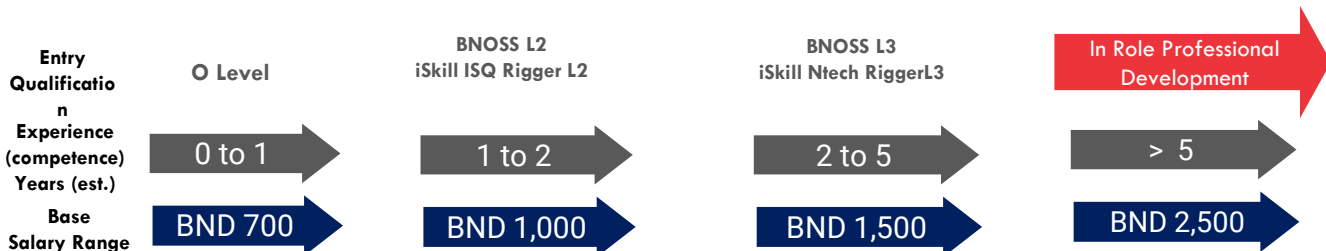
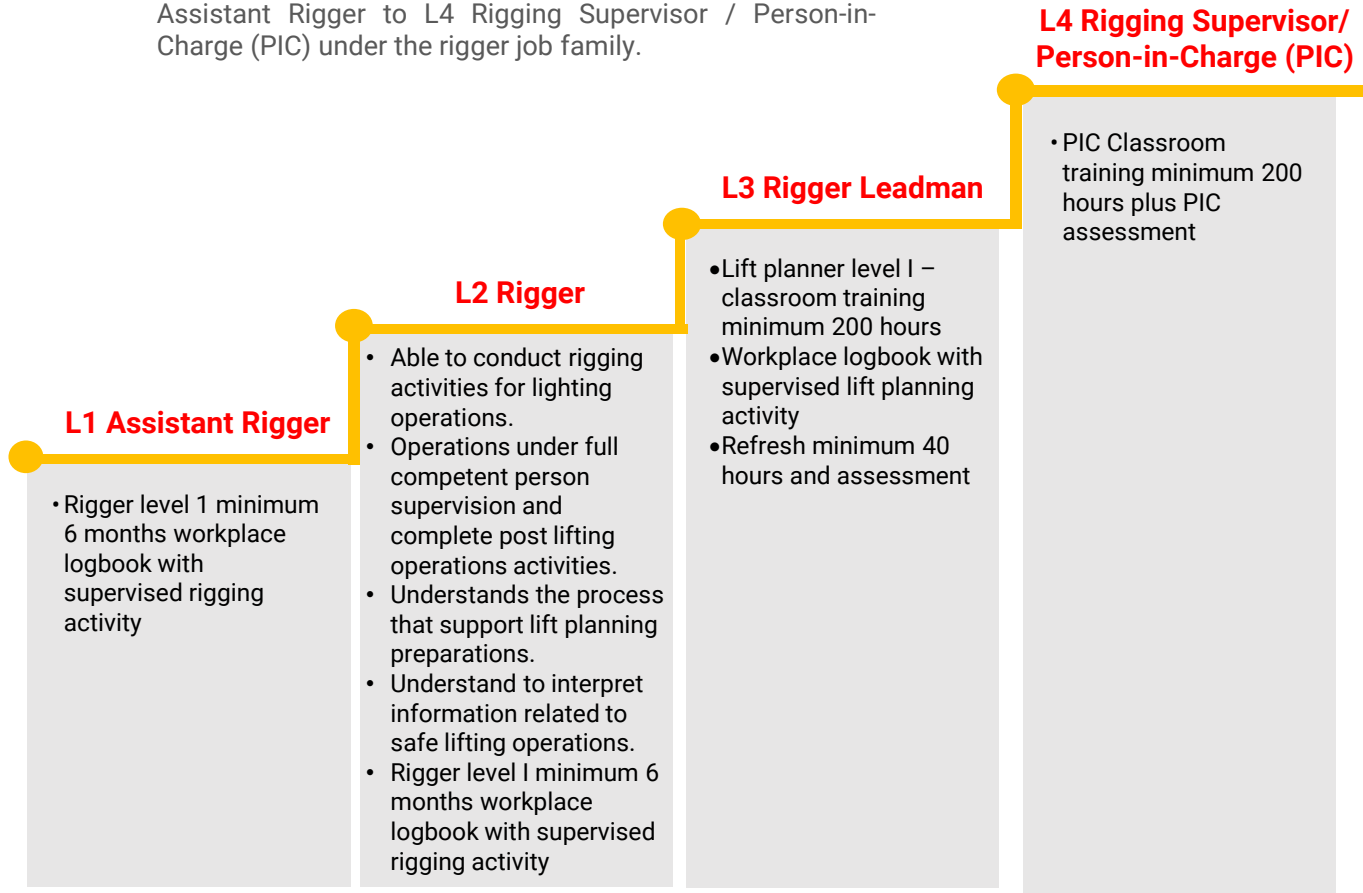
- Responsible for supervision of offshore construction works executed by contractors to ensure that the works are completed in accordance with the approved Scope of Work, engineering design, safety, environment standards, specifications and company values.
- Responsible for continuous implementation of technical, organisational and construction management systems improvements.
- Has excellent knowledge of the 5 Key Elements to secure quality direct interface with experts/specialists and is able to provide guidance, and train subordinates in all relevant subject.

The diagram shows the career progression from L1 Marker Fitter Assistant to L5 Construction Supervisor under the marker & fitter job family.



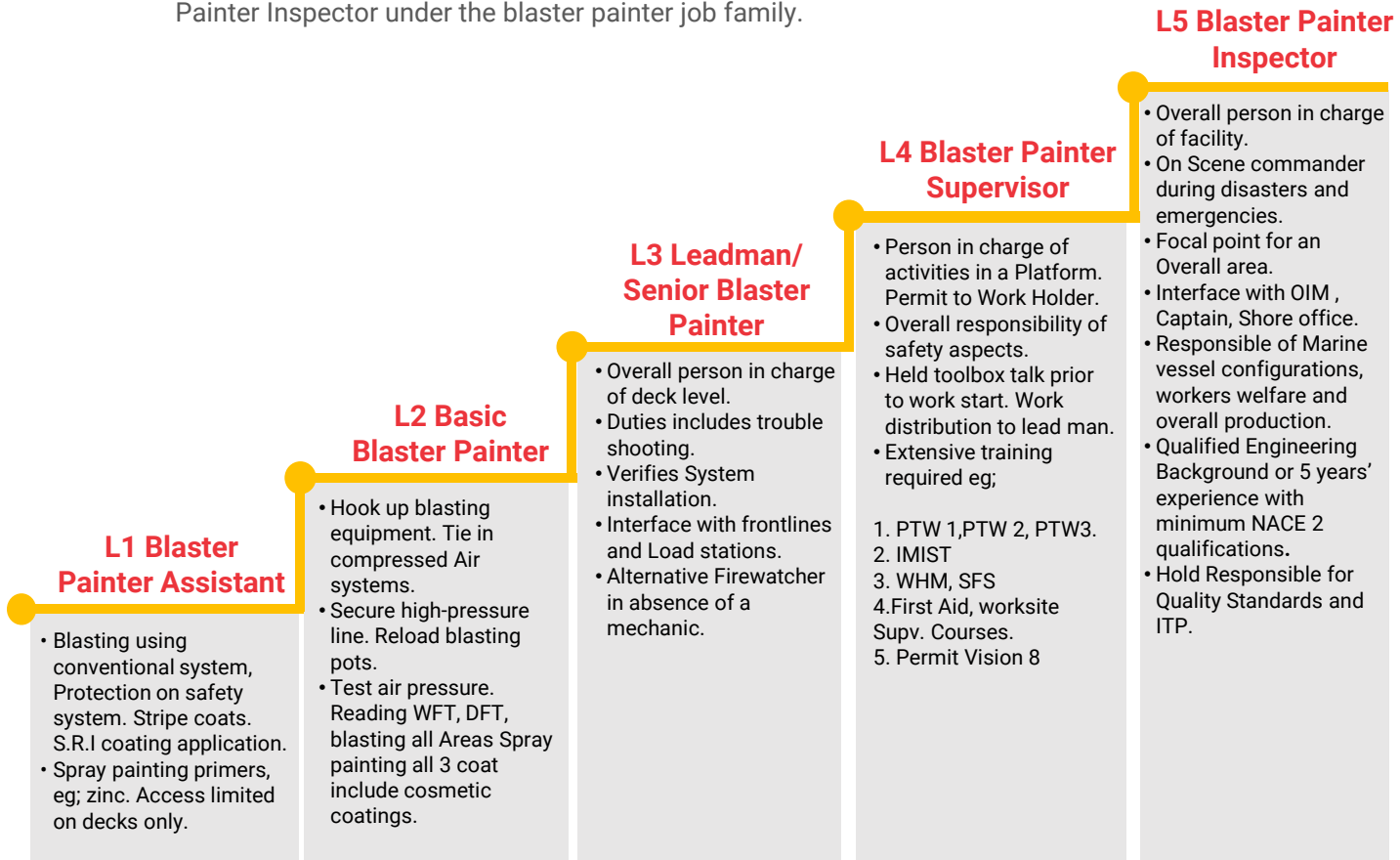
Rigger

The diagram below shows the career progression from L1 Assistant Rigger to L4 Rigging Supervisor / Person-in-Charge (PIC) under the rigger job family.



Blaster Painter

The diagram below shows the career progression from L1 Blaster Painter Assistant to L5 Blaster Painter Inspector under the blaster painter job family.



Scaffolder

The diagram below shows the career progression from L1 Scaffolder Assistant to L4 Scaffolder Inspector under the scaffolder job family.

L1 Scaffolder Assistant

- Material handling
 - Familiarisation with equipment
 - Familiarisation with environment.
 - Monitoring techniques
 - Able to erect the following types of scaffolding (max of three lifts) Independent, Birdcage, tower mobile
- All of the above must be under supervision.

L2 Scaffolder – Basic

- Complete Basic Training Part A & B
- Able to erect the following types of scaffolding (max of three lifts) Independent, Birdcage, tower mobile
- Having knowledge and able to erect, altering and dismantling independent scaffolds incorporating prefabricated beams, loading bays, splays, protection fans and cantilever sections correctly and safely manner.
 - To adopt the safe erection, alteration and dismantling of these scaffolds and the work method by the regulation governing body.
 - Be able to determine the material requirements for independent scaffold incorporating prefabricated beams, loading bays, splays, protection fans and cantilever sections.

L3 Advanced Scaffolder

- Qualified to lead operations as a charge hand in scaffolding gang carrying out all types (Basic and advanced)
- Must undergo minimum 12 months of active work before proceed as trained.
- Correct and safe methods of erecting, altering and dismantling falsework scaffolds, shoring scaffolds, cantilever drop, staircases, ramps and truss out scaffolds in tube and fitting
 - Competent in the safe erection, alteration and dismantling off Complex scaffold structures
 - Able to produce, interpreting and using risk assessments and methods statements
 - Able to determine the material requirements for false work scaffolds, shoring scaffolds, cantilever drop, staircases, ramps and truss out scaffolds in tube and fitting
 - Laying out materials, interpreting design drawings, setting out scaffolds and overcoming obstacles to erect the scaffold safely
 - Knowledge on constructing scaffolds to statutory regulations following the safe systems of work set out in safety guidance

L4 Scaffolder Inspector

- Able to perform all functions up to Advanced scaffolder.
- Responsible for inspecting and checking scaffolds for safe use and for signing certificates and registers in accordance with statutory regulations
 - Having knowledge in scaffolding components, forms of construction and inspection procedures of basic access scaffolds and comply with relevant latest legislation and Codes of Practice.
 - Construction of complex/designed scaffolds to include:
 - For Scaffolding Inspector must have
 - Introduction to Safe Inspection of Scaffolds (SIS)
 - Safe Inspection of Scaffolds Complex (SISC)

Entry
Qualification
Experience
(competence)
Years (est.)
Base
Salary Range

O Level

0 to 1

BND 700

BNOSS L2
iSkill ISQ Scaffolder L2

1 to 2

BND 1,000

BNOSS L3
iSkill NTech Scaffolder L3

2 to 5

BND 1,500

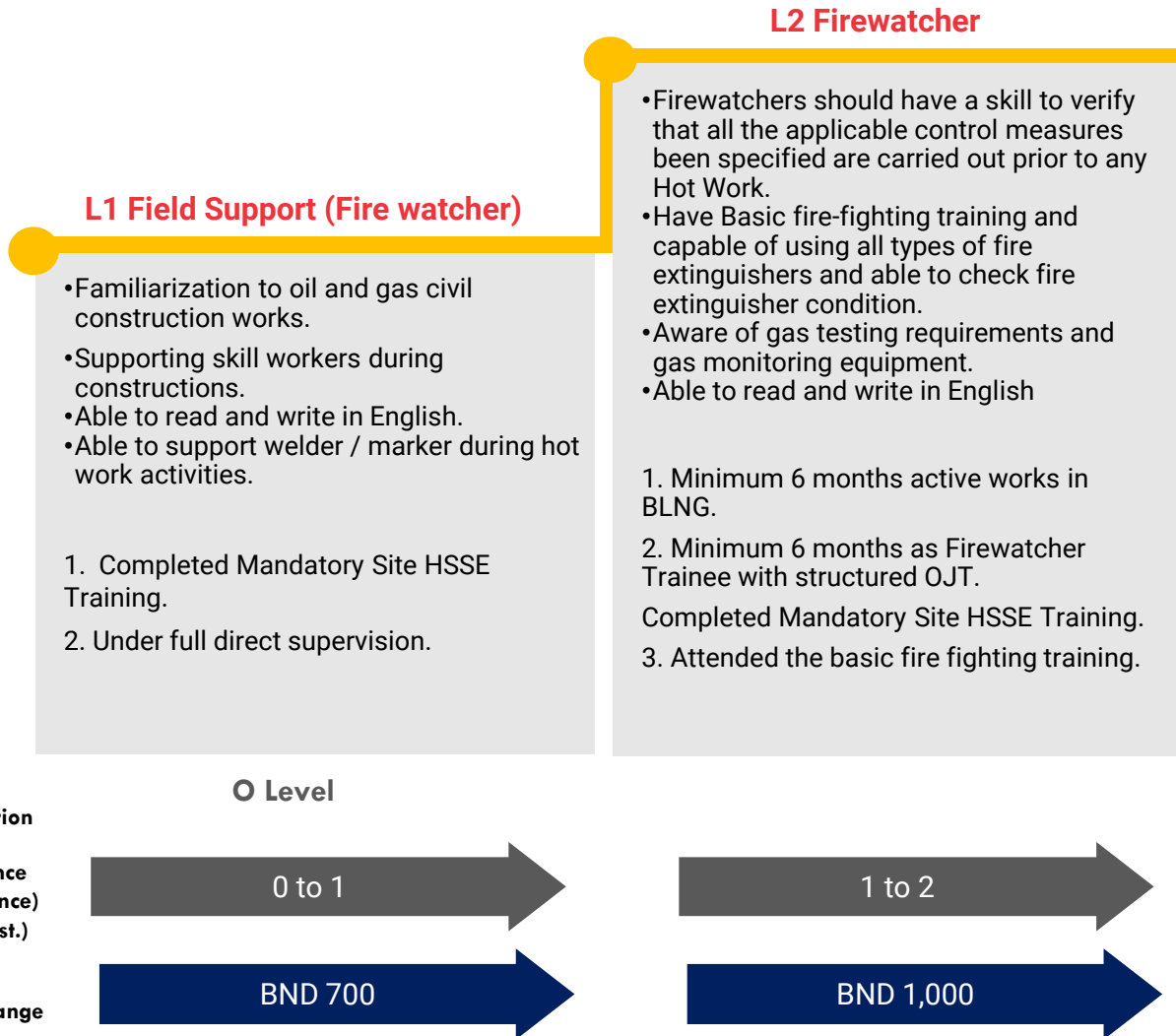
In Role Professional
Development

> 5

BND 2,500

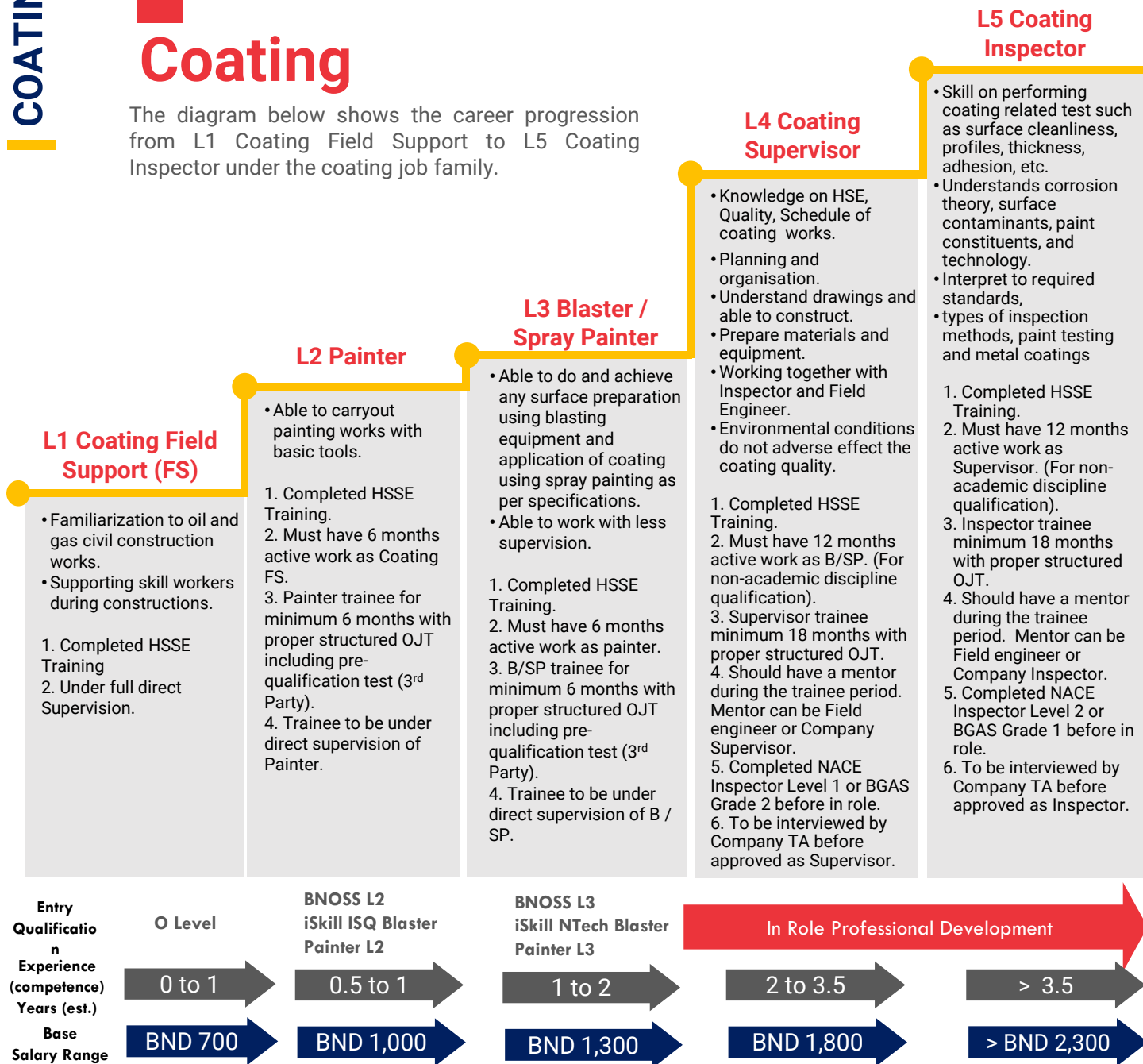
Fire Watcher

The diagram below shows the career progression from L1 Field Support (Fire watcher) to L2 Firewatcher under the fire watcher job family.



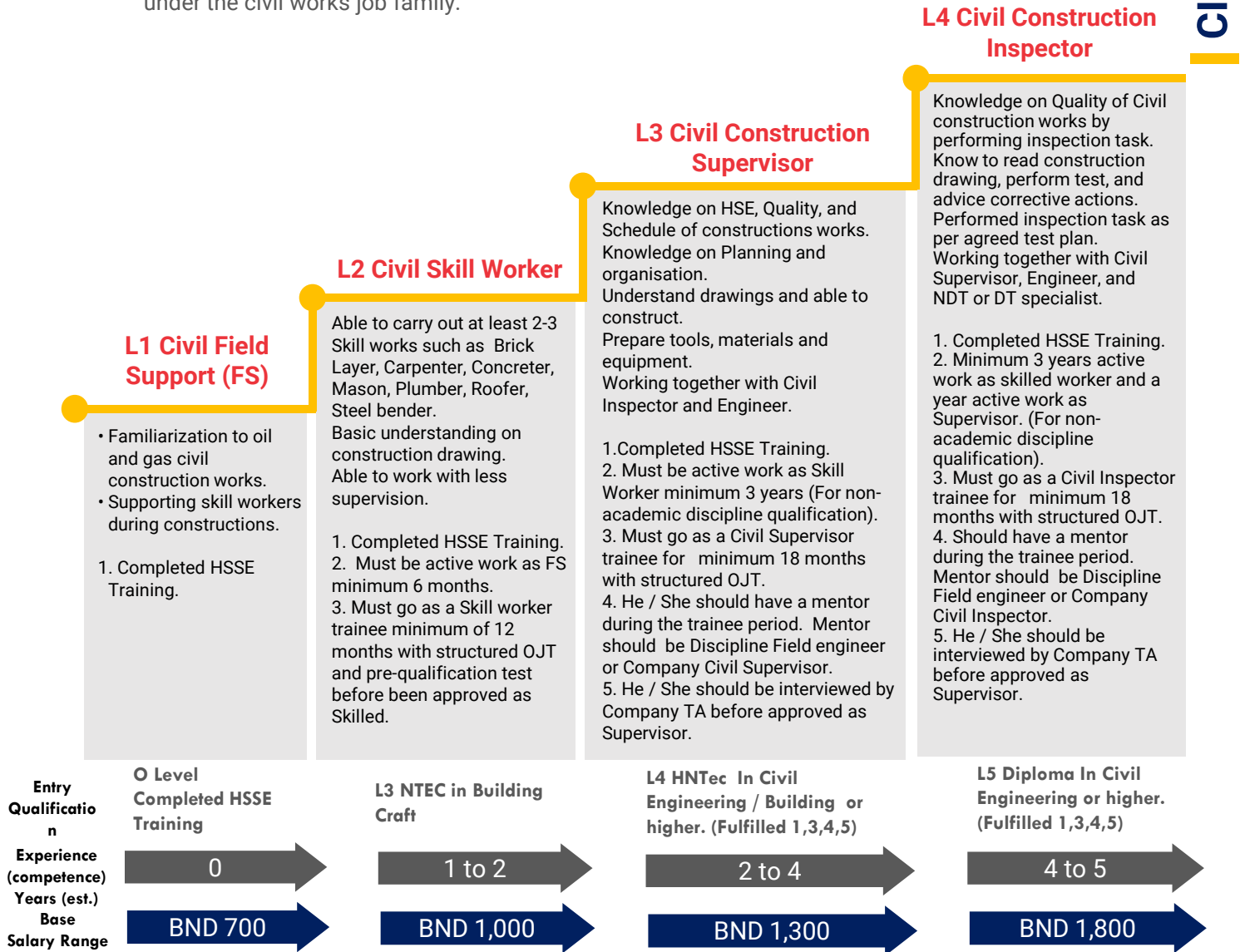
Coating

The diagram below shows the career progression from L1 Coating Field Support to L5 Coating Inspector under the coating job family.



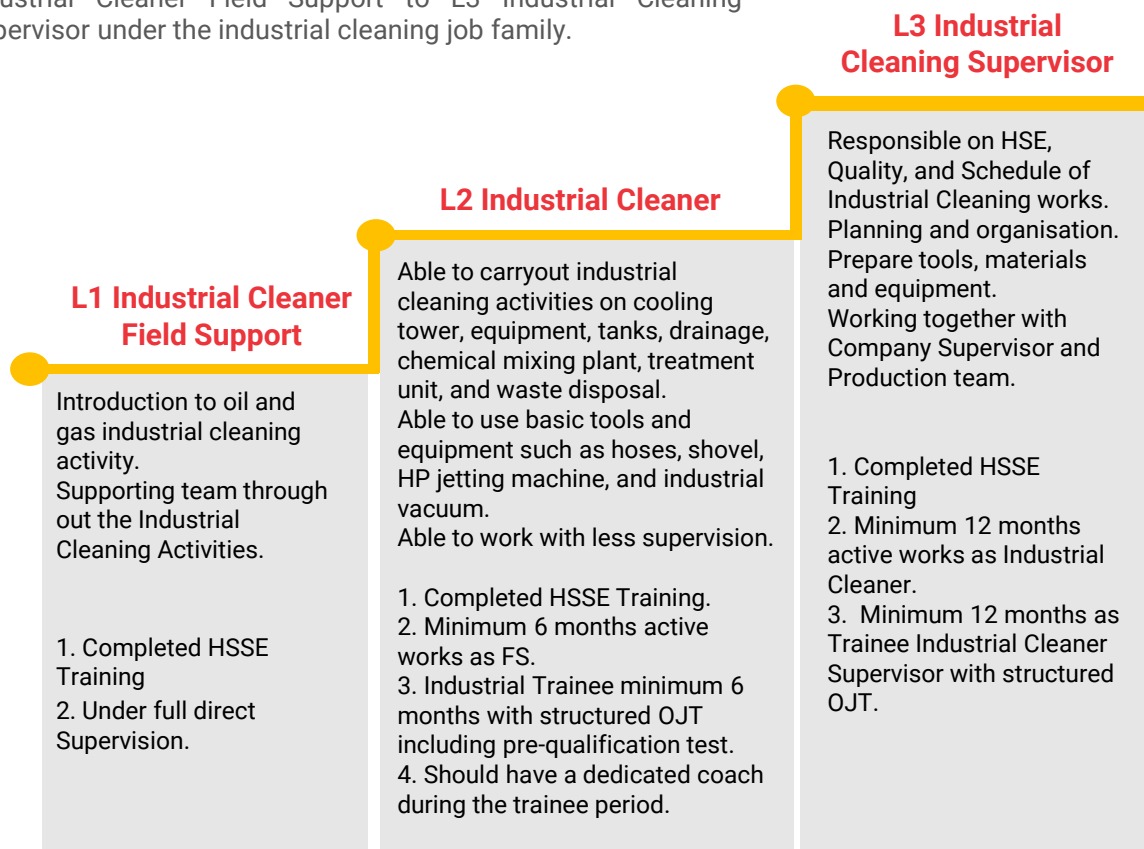
Civil Works

The diagram below shows the career progression from L1 Civil Field Support (FS) to L4 Civil Construction: Inspector under the civil works job family.



Industrial Cleaner

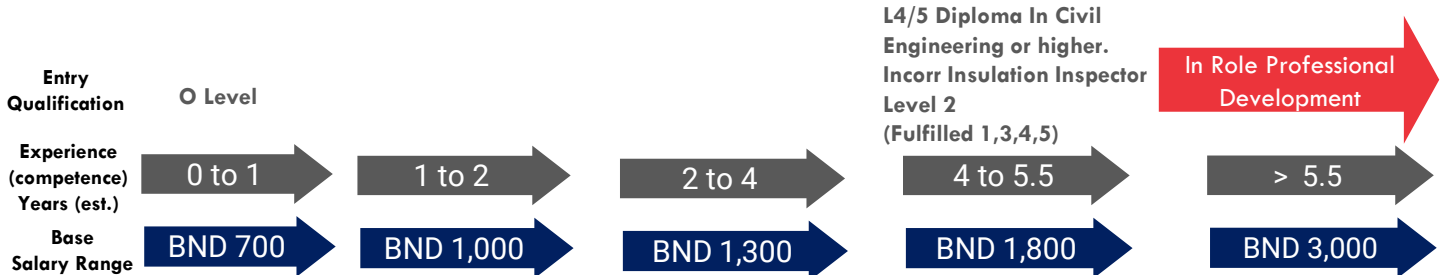
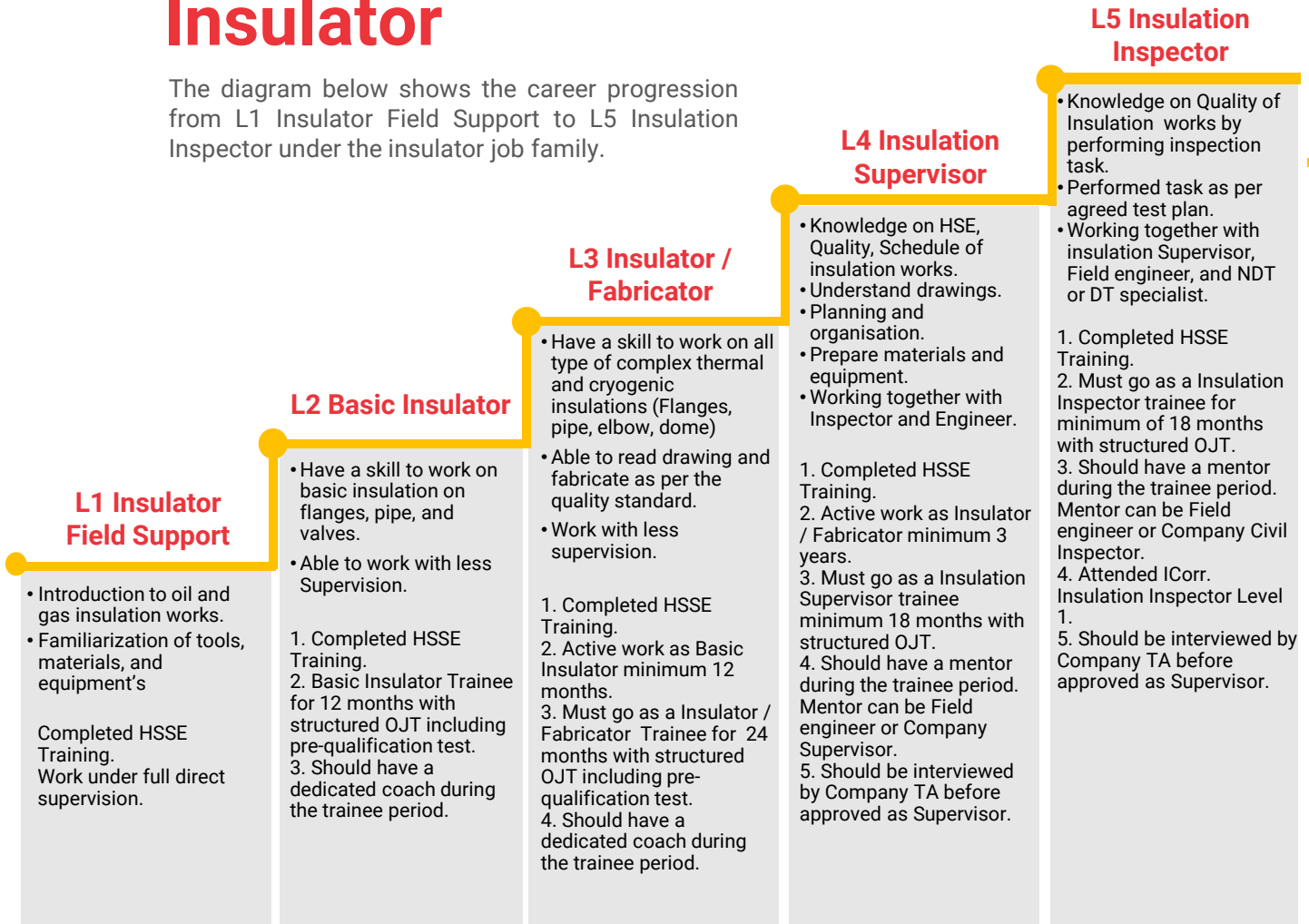
The diagram below shows the career progression from L1 Industrial Cleaner Field Support to L3 Industrial Cleaning Supervisor under the industrial cleaning job family.



Entry Qualification	O Level		L4 HNTec. (Fulfilled 1 & 3)
Experience (competence) Years (est.)	0 to 1	1 to 1.5	1.5 to 2
Base Salary Range	BND 700	BND 1,000	> BND 1,300

Insulator

The diagram below shows the career progression from L1 Insulator Field Support to L5 Insulation Inspector under the insulator job family.



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