SALT HR PLANNING for 2016/17 - SEPT 2015

Position	Name	Current Activities	% Split SALT:SAAO 2015/16	2016/17 Business as usual. Scenario1	2016/17 Add critical projects. Scenario 2	2016/17 Optimal Operations. Scenario 3	2017/18	2018/19	NOTES
Astronomy Operations									**Business as usual** - business as peroperations in 2015/16 excluding Development projects. **Add critical projects** - as per priorities identified Sept 15 (P1, P2, P3). **Optimal operations** - staffed to be a competitive 10m telescope that is continously
SALT Astronomer	Buckley, David	sabbatical, SALT ambassador	100	25:75	25:75	25:75	25:75	25:75	4-m project in the future? Very productive scientist and contributor to SALT data reduction skills. Due to health concerns, and science output, might in the long run be better utilized with a larger Cape Town and research component. But would require new (partial) personnel to Operations.
SALT Astronomer	Knyazev, Alexey	Observing, Science, RSS data reductions	70:30	70:30	70:30	70:30	70:30	70:30	Key operations staff. Responsible for data-base, OPTI and other software.
SALT Astronomer	Romero, Encarnation	Observing, SALT science data-base, software support	70:30	70:30	70:30	70:30	70:30	70:30	Key operations staff. Young, potential to develop in the project management arena, in addition to software support.
SALT Astronomer	Kotze, Johannes	Observing, software development, schedulers and simulations	100	70:30	70:30	70:30	70:30	70:30	
SALT Astronomer	Vaisanen, Petri	Astro Ops and priority projects manager; Observing, Science	80:20	70:30	70:30	70:30	70:30	70:30	Very productive scientist. Skills would be better utilized in a clearer research position in SAAO in the long run, but would require new personnel to Operations to replace.
SALT Astronomer	Miszalski, Brent	Observing, Science, PI support	70:30	70:30	70:30	70:30	70:30	70:30	Key operations staff. Instrumentation know-how within Astro Ops.
SALT Astronomer	Depagne, Eric	Observing, HRS and RSS Instrument scientist	70:30	70:30	70:30	70:30	70:30	70:30	Key operations staff. Will start contributing to data reduction side from 2016/2017 also.
SALT Software support	Hettlage, Christian	SALT observing tools developer	100	100	100	100	100	100	
SALT Astronomer	Temp/Secondmend	Observing	50	50	50	50	50	50	
SALT Pipeline support	?		0	0	100	100	100	100	New job. As discussed previously, we cannot provide data reduction support without an extra full-time person, or two half post-doc type positions. The exsiting support comes in the form of Steve Crawford, fully funded by SAAO, but this is not sufficient at all.
SA intern/post-doc or equivalent	?		0	0	0	70:30	70:30	70:30	New person, but position possibly a re-shuffle with SAAO. A younger observational astronomer from SAAO to pick up SALT duties shed from more senior SAs.
SALT Operator	Koen, Thea	Observing, SALT public web-base support	100	100	100	100	100	100	Key operations staff. Has skills and enthusiasm in PR and web-page development, useful for SAAO side as well. Nominally put her for 80:20 from 2017 onward, some observing to be picked up by the 3rd SO.
SALT Operator	Van Wyk, Veronica	Observing.	100	100	100	100	100	100	Key operations staff. Note that F.M. is on contract only, contributing about 10 weeks at R10k each, per year. The system is working for him, and is very useful and affordable for SALT, but due to his age cannot be a long-term solution, but likely still ok for 2-3 yrs.
SALT Operator	Fred Marang	Observing.	100	100	100	100	100	100	
Sub-Total Astronomy Operations			**5 499 113**	**5 524 303**	**6 017 570**	**6 362 858**			
Technical Operations									
SALT Operations manager	Coetzee, Johannes	Line Manager - SALT Operations and projects Project Manager - SAMS (P0)	100	100	100	100	50	50	SAAO Director to confirm - possible sharing with SAAO.
SALT Mechanical engineer	Strydom, Ockert	Specialist tasks on operations, SAMS (P0), Tracker Upgrade (P0), New RSS Guide (P0)r, SAAO 4m Telescope	100	100	100	100	100	100	Depending on scenarios distribution will be as for 2016/17. Scenario 3 indicated for out years. SAAO Director to confirm. RSS throughput (P1) project leader. SAC throughput (P1) project team member. Optical performance monitoring (P2) project member. Dome seeing (P2) and humidity control study (P3) project leader. (His final allocation to SALT and SAAO allocations will depend on wether the 4m Telescope Phase 1 Project is funded and or SALT finance other projects. Has allocated him in the mean time as 100% to SALT).
SALT Software engineer	Rabe, Paul	Building Management System (BMS) re-coding and operations support	100	100	100	100	100	100	Key operations multi-skilled staff member willing to live in SL and standby. Short and long term telescope s/w improvement (P1 and P2) project member.
SALT Electrical engineer	Gajjar, Hitesh	SAMS Project Engineer and software (p0)	100	100	100	100	100	100	Depending on scenarios distribution will be as for 2016/17. Scenario 3 indicated for out-years. He can be a member of the short and long term telescope s/w improvement (P1 and P2) projects. He can be a member of a new SALT instrument project team. (He can also be a project team member for the new 4m SAAO telescope).
SALT Electronics engineer	Browne, Keith	Operations instrumentation support, stray light (P0, FP (P1) SAMS (P0), Tracker Upgrade (P0), New RSS Guider (P0)	100	100	100	100	100	100	Key operations multi-skilled staff member willing to live in SL and standby. Stray-light (P0) project team leader. Fabry-Perot project (P1) team member. Short and long term telescope s/w improvement (P1 and P2) project member.
SALT Software engineer	Brink, Janus	Software line manager, software support and development, Payload, HRS (P0), RSS, NAR, Project Manager RSS New Guider (P0)	100	100	100	100	100	100	Key operations multi-skilled staff member. Short and long term telescope software fixes development (P1 and P2) Project Leader. Can develop into an optical designer.
SALT Software engineer	Maartens, Deneys	Software support and development	100	100	100	100	100	100	Key operations software staff member. Short and long term telescope s/w improvement (P1 and P2) project member.
SALT Software engineer	Koeslag, Anthony	Software support and development	100	100	100	100	100	100	Key operations software staff member. Short and long term telescope s/w improvement (P1 and P2) project member.
SALT Software engineer	?	Software development	0	0	100	100	100	100	New job. Relieve chronic shortage on software engineers. Needed for payload and other short and long term telescope sub-system software fixes development projects (P1 and P2) projects.
SALT Software engineer 2	?	Software development	0	0	0	100	100	100	New job. Relieve chronic shortage on software engineers. Needed for payload and other short and long term telescope sub-system software fixes development projects (P1 and P2) projects.
SALT Systems engineer	Wilkinson, Martin or Another	Consultation on operations, instrumentation and optomechanics designer on RSS New Guider (P0)	100	50	100	100	100	100	Will play a vital role on RSS New Guider project now that DoD is no longer available. New RSS Guider (P0) optical designer. Optical performance monitoring (P2) project member. Can do opto-mechanical design until a optical designer is available. RSS New Guider terminates Sep 2016. 50% of his yearly salary because we buy 50% of his time.
SALT Software support	Menzies, John	SAMS mathematician	100	10	10	10	0	0	We by 1 month of his time, as provided for in the SAMS project, so 10% of his yearly salary.
SALT Electronics technician	Simon, Etienne	Electronic and electrical telescope and instrumentation maintenance and support, RSS New Guider (P0)	100	100	100	100	100	100	Key maintenance electronic and electrical senior technician and do standby. RSS New Guider (P0) team member.
SALT Electronics technician	Macanese Thabelo	Electronic and electrical telescope and instrumentation maintenance and support	100	100	100	100	100	100	Key maintenance electronic and electrical technician and do standby.
SALT Mechanical technician	Fransman, Timothy	Team leader primary mirror coating and swapping	100	100	100	100	100	100	Key primary mirror coating and swapping technician and do standby.

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SALT Mechanical technician	Wiid, Eben	Mechanical telescope and instrumentation maintenance and support, SAMS (P0), Tracker Upgrade (P0) and RSS New Guider(P0)	100	100	100	100	100	100	Key maintenance mechanical technician also doing mechanical engineering level work, also standee. Unstable RSS mechanics (P3) project team leader. Dome ring beam repair project. Shutter seal replacement project.
SALT Mechanical technician	Love, Jonathan	SAMS mechanical team leader, also primary mirror, structure and dome maintenance and support	100	100	100	100	100	100	Key maintenance mechanical technician also doing mechanical engineering level work, also standby. Dome ring beam repair project. Shutter seal replacement project.
SALT Software engineer	Bester, Deon	SAMS software and control engineer	Contract	10	10	10	0	0	SAMS buffer ends April 2016.
SALT Mechatronic engineer	Hulme, Stefan	RSS New Guider mechatronic engineer	Contract	50	100	100	100	100	New RSS Guide (P0) project terminates Sep 2016. Scenario 3 indicated. Will be need for payload software improvement projects and instrumentation maintenance and support (P1 and P2). 50% of his yearly salary.
SALT Mechanical assistant	Hendricks, Johan	Telescope mechanical maintenance and support	100	100	100	100	100	100	Key mechanical artisan and standby staff member. Dome ring beam repair project. Shutter seal replacement project.
SALT Technical assistant	Malan, Adelaide	Supply chain, COTS procurement and stores	100	100	100	100	100	100	Supply chain is a key function.
SALT Technical support	Moore, Vic	Project technical and manufacturing procurement, SAMS (P0), Tracker Upgrade (P0), RSS New Guider (P0) and smaller maintenance projects	Contract	50	100	100	100	100	Project procurement on RSS New Guider (P0) and other projects (P0, P1, P2, and P3) as well as smaller maintenance projects such as dome sealing, dome ring beam repair, building maintenance) and safety representative voted for by his colleagues. Does mechanical standby duties as well. 50% of his normal billings.
SALT Technical assistant	Jacobs, Nicolaas	Telescope mechanical maintenance and support, primary mirror coating and swapping	100	100	100	100	100	100	Key mechanical artisan and standby staff member. Dome ring beam repair project. Shutter seal replacement project.
SALT Technical assistant	Gibbons, Denville	Primary mirror coating and swapping and mechanical maintenance	100	100	100	100	100	100	Key member of primary mirror coating and swapping team.
SALT Cleaner	De Water, Katrina	General cleaner and mirror cleaning and swapping	100	100	100	100	100	100	Cleaning and ad-hoc member of primary mirror cleaning and swapping team.
SALT IT support	IT		Cost Recovery	Cost Recovery					
SALT Project engineer Tracker	Van Den Berg, Raoul	Tracker Project Manager (P0)	100	10	100	100	100	100	Tracker upgrade and installation and commissioning ends at end of April 2016. Scenario 3 indicated for out-years since he is the only specialist project manager with good track record. Can lead the large maintenance projects - dome ring beam repair, dome shutter repair. Can also lead the new 4m telescope for the SAAO. 10% of his yearly package
SALT Mechanical design Tracker	Nelson, Grant	Tracker (P0)	100	10	10	10	0	0	Tracker upgrade and installation and commissioning ends at end of April 2016. 10% of his yealy salary. Will be allocated to 4m Telescope.
SALT Draftsperson	Lochner, Wouter	Configuration management for Tracker (P0), SAMS (P0), RSS New Guider (P0), operations and small projects	100	30	100	100	100	100	Tracker upgrade and installation and commissioning ends at end of April 2016, but he does all configurations control on current and future projects (P0, P1, P2 and P3) as well as he is the only specialist design draughtsperson. 30% or 80% of his yearly package.
New Instrumentation									
Instrumentation specialist (DoD's job)	?	Lead optical designer	100	?	100	100	100	100	DoD replacement. NRF will vote for this post to be filled again. SAAO Director to confirm. Use of ad-hoc consultant being considered. SAC throughput (P1) and optical performance monitoring (P2) project leader.
Opto-mechanical specialist					0	100	100	100	New job. Scenario 3 indicated for out-years. RSS (P1) throughput and SAC throughput (P1) and optical performance monitoring (P2) project team member. New instrument design.
Optical designer/scientist					0	100	100	100	New job. Scenario 3 indicated for out-years. RSS (P1) throughput and SAC throughput (P1) and optical performance monitoring (P2) project team member. New instrument design.
Sub-Total Technical Operations			**14 816 260**	**12 114 850**	**14 826 418**	**15 426 418**			
New Instrumentation			**921 090**	**921 090**	**921 090**	**2 221 090**			
Corporate			**1 399 070**	**1 241 052**	**1 241 052**	**1 241 052**			
SAMS and Tracker			**-3 028 000**						
Total: Operations			**19 607 533**	**19 801 295**	**23 006 131**	**25 251 418**			
Increase/decrease from previous year				**193 763**	**3 398 598**	**5 643 885**			