

RESOLUTION NO 1 OF 2008

**AGREEMENT ON THE IMPLEMENTATION OF AN OCCUPATION SPECIFIC
DISPENSATION (OSD) FOR LEGALLY QUALIFIED CATEGORIES OF EMPLOYEES**

1. INTRODUCTION

This agreement gives effect to PSCBC Resolution 1 of 2007 in providing for the development and implementation of an Occupational Specific Dispensation (OSD) for qualified legal professionals with effect from 1 July 2007.

2. OBJECTIVES

To introduce an occupational specific remuneration and career progression system for legally qualified professionals as defined in this agreement, that provides for –

- 2.1 a unique salary structure;
- 2.2 career-pathing opportunities based on competencies, experience and performance;
- 2.3 adequate pay progression and accelerated pay progression;
- 2.4 Grade progression based on performance;
- 2.5 recognition of appropriate experience;
- 2.6 increased competencies;
- 2.7 the creation of specialist dispensation(s); and
- 2.8 the introduction of differentiated salary scales for identified categories based on a new remuneration structure;
- 2.9 a change in the pensionable composition of the total cost package which will now be a 70/30 split.

3. SCOPE

3.1 This agreement binds –

3.1.1 the Employer;

3.1.2 the Employees of the Employer who are members of trade unions parties to this agreement; and

the employees of the Employer who are not members of any trade union party to this agreement, but who fall within the registered scope of Council; and

3.1.3 who fall within the following occupational categories:

- State Attorney
- Family Advocate
- State Law Advisor
- Legal Administration Officer
- Master
- Registrar
- Maintenance Officer
- Estate Controller

4. PARTIES THEREFORE AGREE

4.1 The OSD for legally qualified professionals will provide for the following:

4.1.1 Unique Remuneration Structure

The introduction of a unique remuneration structure for the legal profession with 1.5% increments between notches.

4.1.2 Different Career Streams

The Introduction of 4 work streams to enhance career pathing, namely entry level production, advanced production level, specialist production level and supervisory level. The different work streams are as set out in the table hereunder.

4.1.3 Work streams in the OSD:

No	WORK STREAM	OSD BAND	OCCUPATIONAL GROUPS INCLUDED
	A	B	C
1	Training	LP-1, LP-2	Candidate Attorney
2	Production	LP-3, LP-4	Assistant State Attorney
		LP-7, LP-8	Family Advocate
		LP-7, LP-8	State Law Advisor
		EC-1 to EC-4	Estate Controller
		MR-1 to MR-5	Assistant Master, Maintenance Officer, Legal Administration Officer, Registrar
3	Advanced Production	LP-5, LP-6	Senior Assistant State Attorney
		LP-9	Senior Family Advocate
		LP-9	Senior State Law Advisor
4	Specialist	LP-10	Principal State Law Advisor
5	Supervision	MR-6	Deputy Master, Chief Registrar, Senior Legal Administration Officer

4.2 The production specialist stream was created to assist the Departments to recruit and retain specialists in the legal profession who have gained at least 10 years' active legal court experience and who are still actively involved in litigation/court work or legislative services. The number of posts created will be subject to norms to be determined by the Departments.

5. REQUIREMENTS FOR APPOINTMENT AND PROMOTION

5.1 Appointment and promotion requirements for each category are indicated in Annexure "A".

5.2 Promotion to a higher post will further be subject to:

5.2.1 the employee meeting the appointment requirements (ie, possessing the relevant qualification(s), prescribed years of experience, etc,) and;

5.2.2 availability of posts; and

5.2.3 after appointment the employee must perform the functions of the new post (job).

6. PAY PROGRESSION

- 6.1 The relevant qualifying periods and criteria for pay and grade progression is prescribed for each stream and post.
- 6.2 Annual pay progression opportunities of 1.5% will apply on condition that the relevant employee has maintained a satisfactory level of performance as set out in the performance management system that will be applicable at the time when such employee becomes eligible for pay progression.
- 6.3 Accelerated pay progression will be introduced to the top performers on the identified grades (LP-4, LP-6, LP-8, LP-9, LP-10, EC-4, MR-5 and MR-6).
- 6.4 A maximum of 20% of employees on these grades may be awarded 2 notches (good performance) and 10% may be awarded 3 notches (excellent performance)
- 6.5 Annual pay progression will be awarded with effect from 1 July of the year in which the employee has complied with the prescribed requirement for such pay progression.
- 6.6 The first annual pay progression cycle, in terms of the OSD shall be 1 July 2008.

7. IMPROVEMENT IN CAREER PATHS

- 7.1 Career paths is improved for the various categories through the introduction of a set of salary grades attached to the posts in each category.
- 7.2 The salary grades display longer career progression opportunities, as part of the defined career path, in order to both recruit and retain legal professionals.
- 7.3 The OSD also provide for career paths that facilitate progression to other categories, subject thereto that the requirements and conditions for such progression are met.

8. GRADE PROGRESSION

- 8.1 The production streams allow for a single post to be linked to more than one salary grade (scale) to facilitate grade progression.
- 8.2 Progression to the next higher salary grade (scale) is subject to the candidates meeting all the promotion/ appointment requirements for the relevant higher grades.

9. ACCELERATED GRADE PROGRESSION

The OSD provides for differentiated levels of grade progression based on performance, to enable legal professionals, who have distinguished themselves from their peers in terms of performance, to progress faster through the salary scales attached to higher grades.

10. COMPETENCY REQUIREMENTS

The employer will prescribe the competency requirements (generic, functional and experiential) per post level to provide for appropriate salary recognition and grade progression.

11. RECOGNITION OF RELEVANT EXPERIENCE ON APPOINTMENT FROM OUTSIDE THE PUBLIC SERVICE

To enhance the recruitment of legally qualified professionals the employer will introduce a basis for salary recognition for relevant experience on appointment from outside the public service in production posts.

12. RECOGNITION OF RELEVANT EXPERIENCE OF SERVING MEMBERS ON TRANSLATION TO THE OSD

- 12.1 The recognition of relevant experience of employees who were in service on 30 June 2007, and who are translated to production posts in the OSD, is contained in Annexure B.
- 12.2 The recognition of relevant experience not reflected on the existing personnel record will be based on verified proof of such experience. The verification will be undertaken at departmental level.

13. TRANSLATION MEASURES

- 13.1 Translation will be subject to:
 - 13.1.1 the employee must meet the appointment requirements (ie, possessing the relevant qualification(s), prescribed years of experience, etc.); and
 - 13.1.2 the employee must perform the functions of the post (job).
- 13.2 Employees will translate to the appropriate salary scales in accordance with the posts that they currently occupy.
- 13.3 Translation measures to facilitate translation from the existing dispensation to the appropriate salary scales attached to the OSD are based on the following principles:
 - 13.3.1 No person will receive a salary (notch or package) that is less than what he/she received prior to the implementation of the OSD.
 - 13.3.2 Translation will be done in two phases:

13.3.2.1 1st Phase:

This phase requires a minimum translation to the appropriate salary scale attached to the posts (and grades in respect of production levels). This is contained in annexure "B"

13.3.2.2 2nd Phase:

Re-calculation of relevant experience obtained by a person after obtaining their qualification, who occupies a post on a production level in the relevant legal category, based on full years' service/experience as on 31 March 2007, in order to award a higher salary at a production level subject to the limits of the measures for such recognition. This is contained in annexure "C"

13.3.2.3 As a once-off translation measure and after phase 1 & 2 translation, all employees in the post of maintenance officer on the 30th June 2007 will be translated to a minimum notch of R 128 826.00

13.3.3 Employees who are translated to total cost packages, will have their benefits protected (employees will not be worse off).

13.3.4 Total cost packages will constitute a 70/30 split: (70% pensionable salary).

14. GENERAL PROVISIONS

The employer shall ensure that an appropriate Performance Management and Development System will be in place that will amongst others, facilitate the assessment of employees for purposes of pay progression, grade progression and accelerated grade progression.

15. DATE OF IMPLEMENTATION

The provisions of this Agreement shall take effect on date of signing, with backdated implementation to the 1 July 2007.


16. DISPUTE RESOLUTION

Should there be a dispute about the interpretation or application of this agreement any party may refer the matter to the Council for resolution in terms of the dispute resolution procedure of the Council.


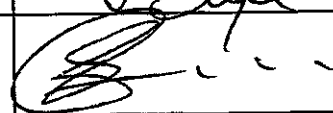
17. SIGNATORIES TO THIS AGREEMENT


Thus done and signed at Centurion on the 7th day of FEBRUARY 2008.

ON BEHALF OF THE EMPLOYER PARTY

	Name	Signature
State as Employer	M. Ntshukila	

ON BEHALF OF TRADE UNION PARTIES

Trade Union	Name	Signature
NEHAWU	NOHUTHEMBO MAYENDE-SIBIYA	
POPCRU	RAJAH MABOIPA	
PSA		

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ANNEXURE A

Job Title	Salary Level and Scale	State Attorney		Progression Requirement	Criteria
		Appointment Requirement	Experience		
Assistant State Attorney	LP-3 R125,046 R126,921 R128,826 R130,758 R132,720 R134,712	<ul style="list-style-type: none"> • LLB (or equivalent) • Admitted as a Attorney 	<ul style="list-style-type: none"> • At least 2 years' post qualification experience¹ 	Assistant State Attorney LP-4, first notch To	<ul style="list-style-type: none"> • 2 Years' consistent above average performance on LP-3; or • 4Years' average performance - 4 years' experience on LP-3 Based on annual Performance Assessment: <ul style="list-style-type: none"> • 1 Notch: Satisfactory Performance
	LP-4 R170,952 R173,517 R176,121 R178,764 R181,446 R184,167 R186,930 R189,735	<ul style="list-style-type: none"> • LLB (or equivalent) • Admitted as a Attorney 	<ul style="list-style-type: none"> • At least 6 years' post qualification experience 	No further grade progression opportunity - apply for higher, vacant post Compliance with the educational qualifications, statutory requirements, skills and competencies, skills and experiential competency for the higher post	Based on annual Performance Assessment: <ul style="list-style-type: none"> • 1 Notch: Satisfactory Performance • 2 Notches: Good Performance (20% of employees per annum) • 3 Notches: Excellent Performance (10% of employees per annum)

¹ Experience gained during post qualification training, is recognized.

State Attorney						
Job Title	Salary Level and Scale	Qualification	Experience	To	Progression Requirement	Criteria
	R192,582					
	R195,471					
	R198,402					
	R192,582					
	R201,378					
	R204,399					
	R207,465					
	R210,576					
	R213,735					
	R216,942					
	R220,197					
	R223,500					
	R324,076					
	R328,938					
	R333,870					
	R338,880					
	R343,962					
	R349,122					
	R354,360					

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State Attorney					
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
Senior Assistant State Attorney Post Based	R359,673 LP-5 R213,735 R216,942 R220,197 R223,500 R324,078 R328,938	<ul style="list-style-type: none"> LLB (or equivalent) Admitted as a Attorney 	<ul style="list-style-type: none"> At least 4 years' post qualification experience² 	Senior Assistant State Attorney LP-6, first notch	<ul style="list-style-type: none"> 2 Years' consistent above average performance on LP-5; or 4 Years' average performance - 4 years' experience on LP-5 Based on annual Performance Assessment: <ul style="list-style-type: none"> 1 Notch: Satisfactory Performance

² Experience gained during post qualification training, is recognized.

State Attorney							
Job Title	Salary Level and Scale	Appointment Requirement	Experience	Qualification	To	Criteria	
Senior Assistant State Attorney	LP-6 R369,673 R365,070 R370,548 R376,107 R381,747 R387,471 R393,282 R399,180 R405,168 R411,243 R417,411			<ul style="list-style-type: none"> • LLB (or equivalent) • Admitted as a Attorney 	<ul style="list-style-type: none"> • At least 8 years' post qualification experience 	<p>No further grade progression opportunity - apply for higher, vacant post</p> <p>Compliance with the educational qualifications, statutory requirements, skills and experiential competency for the higher post</p>	<p>Based on annual Performance Assessment:</p> <ul style="list-style-type: none"> • 1 Notch: Satisfactory Performance • 2 Notches: Good Performance (20% of employees per annum) • 3 Notches: Excellent Performance (10% of employees per annum)

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State Attorney					
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	Criteria
		Qualification	Experience		
	R423,672				
	R430,029				
	R436,479				
	R443,028				
	R449,420				
	R456,420				
	R463,263				
	R470,422				
	R477,267				
	R484,422				
	R491,688				
	R499,062				
	R506,550				

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Family Advocate				
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement
		Qualification	Experience	
Family Advocate	LP-7 R324,078 R328,938 R333,870 R338,880 R343,962 R349,122	<ul style="list-style-type: none"> LLB (or equivalent) Admitted as a Advocate 	<ul style="list-style-type: none"> At least 5 years' post graduate experience¹ 	Family Advocate To LP-8, first notch Grade Progression
				Pay Progression Criteria <ul style="list-style-type: none"> 2 Years' consistent above average performance on LP-1; or 4 Years' average performance - 4 years' experience on LP-1 1 Notch increment based on Performance Assessment
Family Advocate	LP-8 R381,747 R387,471 R393,282 R399,180 R405,168 R411,243 R417,411 R423,672 R430,029	<ul style="list-style-type: none"> LLB (or equivalent) Admitted as a Advocate 	<ul style="list-style-type: none"> At least 9 years' post graduate experience 	No further grade progression opportunity - apply for higher, vacant post Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for the higher post Pay Progression
				Based on annual Performance Assessment <ul style="list-style-type: none"> 1 Notch: Satisfactory Performance 2 Notches: Good Performance (20% of employees per annum) 3 Notches: Excellent Performance (10% of employees per annum)

¹ Experience gained during post graduate training, is recognized.

Family Advocate				
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement
		Qualification	Experience	
				To
				Criteria
	R436,479			
	R443,028			
	R449,673			
	R456,420			
	R463,263			
	R470,211			
	R477,267			
	R484,422			
	R491,688			
	R499,062			
	R506,550			
	R514,149			
	R521,862			
	R529,692			
	R537,639			

Senior Family Advocate		Family Advocate				
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement		
		Qualification	Experience	To	Criteria	
Senior Family Advocate (Post Based)	LP-9 R417,411 R423,672 R430,029 R436,479 R443,028 R449,673 R456,420 R463,263 R470,211 R477,267 R484,422 R491,688 R499,062 R506,550 R514,149 R521,862 R529,692 R537,639	<ul style="list-style-type: none"> • LLB (or equivalent) • Admitted as a Advocate 	<ul style="list-style-type: none"> • At least 8 years' post graduate, litigation experience 	<p>No further grade progression opportunity - apply for higher, vacant post</p> <p>Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for the higher post</p>	<p>Pay Progression</p>	<p>Based on annual Performance Assessment:</p> <ul style="list-style-type: none"> • 1 Notch: Satisfactory Performance • 2 Notches: Good Performance (20% of employees per annum) • 3 Notches: Excellent Performance (10% of employees per annum)

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Family Appointee				
Job Title	Salary Schedule and Scale	Appointment Requirement		Progression Requirement
		Qualification	Experience	
			To	Criteria
	R545,703			
	R553,890			
	R562,200			
	R570,633			
	R579,192			
	R587,880			
	R596,700			
	R605,649			
	R614,733			
	R623,958			
	R633,318			
	R642,819			
	R652,461			

State Law Advisor					
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	From	To
State Law Advisor	LP-7 R324,078 R328,938 R333,870 R338,880 R343,962 R349,122	<ul style="list-style-type: none"> • LLB (or equivalent) • Admitted as a Attorney or Advocate 	<ul style="list-style-type: none"> • At least 5 years' post graduate experience¹ 	State Law Advisor	LP-8, first notch
				<ul style="list-style-type: none"> • 2 Years' consistent above average performance on LP-1; or • 4 Years' average performance -- 4 years' experience on LP-1 	<ul style="list-style-type: none"> • 1 Notch increment based on Performance Assessment
State Law Advisor	LP-8 R381,747 R387,471 R393,282 R399,180 R405,168 R411,243 R417,411 R423,672 R430,029	<ul style="list-style-type: none"> • LLB (or equivalent) • Admitted as a Attorney or Advocate 	<ul style="list-style-type: none"> • At least 9 years' post graduate experience 	No further grade progression opportunity - apply for higher, vacant post	Pay Progression
				<ul style="list-style-type: none"> • Based on annual Performance Assessment: • 1 Notch: Satisfactory Performance • 2 Notches: Good Performance (20% of employees per annum) • 3 Notches: Excellent Performance (10% of employees per annum) 	<ul style="list-style-type: none"> • Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for the higher post

¹ Experience gained during post graduate training, is recognized.

State Law Advisor				
Job Title	Salary Level and Scale	Appointment Requirement	Progression Requirement	Criteria
		Qualification	Experiences	To
	R436,479			
	R443,028			
	R449,673			
	R456,420			
	R463,263			
	R470,211			
	R477,267			
	R484,422			
	R491,688			
	R499,062			
	R506,550			
	R514,149			
	R521,862			
	R529,692			
	R537,639			

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State Law Advisor						
Job Title	Salary Levels and Scales	Appointment Requirement		Progression Requirement		
		Qualification	Experience	To	Criteria	
Senior State Law Advisor (Post Based)	LP-9 R417,411 R423,672 R430,029 R436,479 R443,028 R449,673 R456,420 R463,263 R470,211 R477,267 R484,422 R491,688 R499,062 R506,550 R514,149 R521,962 R529,692 R537,639	<ul style="list-style-type: none"> • LLB (or equivalent) • Admitted as a Attorney or Advocate 	<ul style="list-style-type: none"> • At least 8 years' post graduate, litigation experience 	<p>No further grade progression opportunity - apply for higher, vacant post</p> <p>Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for the higher post</p>	<p>Pay Progression</p>	<p>Based on annual Performance Assessment:</p> <ul style="list-style-type: none"> • 1 Notch: Satisfactory Performance • 2 Notches: Good Performance (20% of employees per annum) • 3 Notches: Excellent Performance (10% of employees per annum)

State Law Advisor			
Job Title	Salary Level and Scale	Appointment Requirement	Progression Requirement
		Qualification	To
		Experience	Criteria
	R545,703 R553,890 R562,200 R570,633 R579,192 R587,860 R596,700 R605,649 R614,733 R623,958 R633,318 R642,819 R652,461		
Specialist State Law Advisor (Post Based)	LP-10 R545,703 R553,890 R562,200 R570,633 R579,192	<ul style="list-style-type: none"> LLB (or equivalent) Admitted as a Attorney or Advocate 	<p>No further grade progression opportunity - apply for higher, vacant post</p> <p>Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for</p>
		<ul style="list-style-type: none"> At least 10 years' post graduate experience in court work Must perform at least 80% production work 	<p>Pay Progression</p>
			<p>Based on annual Performance Assessment:</p> <ul style="list-style-type: none"> 1 Notch: Satisfactory Performance 2 Notches: Good Performance (20% of employees per annum) 3 Notches: Excellent Performance

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State Law Advisor		Progression Requirement		
Job Title	Salary Level and Scale	Appointment Requirement		Criteria
		Qualification	Experience	
			To	(10% of employees per annum)
	R587,880		the higher post	
	R596,700			
	R605,649			
	R614,733			
	R623,958			
	R633,318			
	R642,819			
	R652,461			
	R662,250			
	R672,269			
	R692,502			
	R702,891			
	R713,433			
	R724,137			
	R734,997			
	R746,019			
	R757,209			
	R768,567			
	R780,093			

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State Law Advisor						
Job Title	Salary Level and Scale	Qualification	Experience	To	Progression Requirement	Criteria
	R791,783					
	R803,670					
	R815,737					
	R827,961					

Legal Administration Officer		Legal Administration Officer		Legal Administration Officer	
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
Legal Administration Officer	MR-1 R81,201	<ul style="list-style-type: none"> • LLB (or equivalent) 	<ul style="list-style-type: none"> • No previous post graduate legal experience 	Legal Administration Officer	<ul style="list-style-type: none"> • 1 Years' experience gained on MR-1
Legal Administration Officer	MR-2 R94,236	<ul style="list-style-type: none"> • LLB (or equivalent) 	<ul style="list-style-type: none"> • At least 1 years' post graduate legal experience 	Legal Administration Officer	<ul style="list-style-type: none"> • 2 Years' post graduate experience
Legal Administration Officer	MR-3 R106,155 R107,748 R109,365 R111,006 R112,671 R114,360 R117,816 R119,583 R121,377	<ul style="list-style-type: none"> • LLB (or equivalent) 	<ul style="list-style-type: none"> • At least 2 years' post graduate legal experience 	Legal Administration Officer	<ul style="list-style-type: none"> • 3 Years' above average performance on MR-3, or • 6 Years' average performance on MR-3
					<ul style="list-style-type: none"> • 1 Notch increment based on Performance Assessment

Legal Administration Officer					
Job Title	Salary Level and Scale	Appointment Requirement		Progression/Requirement	Criteria
		Qualification	Experience		
Legal Administration Officer	MR-4 R128,826 R130,758 R132,720 R134,712 R136,734 R138,786 R140,888 R142,980 R145,125 R147,303	<ul style="list-style-type: none"> LLB (or equivalent) 	<ul style="list-style-type: none"> At least 8 years' post graduate legal experience 	Legal Administration Officer	<ul style="list-style-type: none"> 3 Years' above average performance on MR-4; or 6 Years' average performance on MR-4
Legal Administration Officer	MR-5 R156,345 R158,691 R161,070 R163,485 R165,936 R168,426	<ul style="list-style-type: none"> LLB (or equivalent) 	<ul style="list-style-type: none"> At least 14 years' post graduate legal experience 	No further grade progression opportunity - apply for higher, vacant post Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for the higher post	Pay Progression Based on annual Performance Assessment: <ul style="list-style-type: none"> 1 Notch: Satisfactory Performance 2 Notches: Good Performance (20% of employees per annum) 3 Notches: Excellent Performance (10% of employees per annum)

Job Title	Salary Level and Scale	Legal Administration Officer			
		Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
	R170,952				
	R173,517				
	R176,121				
	R178,764				
	R181,446				
	R184,167				
	R186,930				
	R189,735				
	R192,582				
	R195,471				
	R198,402				
	R201,378				
	R204,388				
	R207,465				
	R210,576				
	R213,735				
	R216,942				
	R220,197				
	R223,500				

Legal Administration Officer					
Job Title	Salary Level and Scale	Qualification	Experience	Progression Requirement	Criteria
	R324,076 R328,938 R333,870 R338,880 R343,962 R349,122 R354,360 R359,673 R365,070 R370,548 R376,107 R381,747 R387,471			To	
Senior Legal Administration Officer	MR-6 R198,402 R201,378 R204,399 R207,465 R210,576	<ul style="list-style-type: none"> LLB (or equivalent) 	<ul style="list-style-type: none"> At least 8 years' post graduate legal experience 	No further grade progression opportunity - apply for higher, vacant post Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for	Based on annual Performance Assessment: <ul style="list-style-type: none"> 1 Notch: Satisfactory Performance 2 Notches: Good Performance (20% of employees per annum) 3 Notches: Excellent Performance

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Legal Administration Officer					
Job Title	Salary Level and Scale	Appointing Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
	R213,735			the higher post	(10% of employees per annum)
	R216,942				
	R220,197				
	R223,500				
	R324,076				
	R328,938				
	R333,870				
	R338,880				
	R343,962				
	R349,122				
	R354,360				
	R359,673				
	R365,070				
	R370,548				
	R376,107				
	R381,747				
	R387,471				
	R393,282				
	R399,180				

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Legal Administration Officer					
Job Title	Salary Level and Scale	Qualification	Appointment Requirement	Progression Requirement	Criteria
	R405,168				
	R411,243				
	R417,411				
	R423,672				
	R430,029				
	R436,479				
	R443,028				
	R449,420				
	R456,420				
	R463,263				
	R470,211				
	R477,267				
	R484,422				

		Estate Controller			
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
Estate Controller	EC-1 R81,201	<ul style="list-style-type: none"> • LLB (or equivalent) 	<ul style="list-style-type: none"> • No previous post graduate legal experience 	Estate Controller	<ul style="list-style-type: none"> • 1 Years' post graduate
Estate Controller	EC-2 R94,236	<ul style="list-style-type: none"> • LLB (or equivalent) 	<ul style="list-style-type: none"> • At least 1 years' post graduate legal experience 	Estate Controller	<ul style="list-style-type: none"> • 2 Years' post graduate experience
Estate Controller	EC-3 R106,155 R107,748 R109,365 R111,006 R112,671 R114,360 R117,816 R119,583 R121,377	<ul style="list-style-type: none"> • LLB (or equivalent) 	<ul style="list-style-type: none"> • At least 2 years' post graduate legal experience 	Estate Controller	<ul style="list-style-type: none"> • 3 Years' above average performance on EC-3; or • 6 Years' average performance on EC-3
Estate Controller	EC-4	<ul style="list-style-type: none"> • LLB (or equivalent) 	<ul style="list-style-type: none"> • At least 8 years' post graduate legal 	No further grade progression opportunity - apply for higher,	<ul style="list-style-type: none"> • 1 Notch increment based on Performance Assessment
					Based on annual Performance Assessment:
					Pay Progression
					Pay Progression

2

A27

Basic Controller			
Job Title	Salary Level and Range	Appointment Requirement	Progression Requirement
		Qualification	Criteria
	R128,826	experience	vacant post
	R130,758		Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for the higher post
	R132,720		
	R134,712		
	R136,734		
	R138,786		
	R140,868		
	R142,980		
	R145,125		
	R147,303		
	R156,345		
	R158,691		
	R161,070		
	R163,485		
	R165,936		
	R168,426		
	R170,952		
	R173,517		
	R176,121		
			<ul style="list-style-type: none"> • 1 Notch: Satisfactory Performance • 2 Notches: Good Performance (20% of employees per annum) • 3 Notches: Excellent Performance (10% of employees per annum)

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Estate Controller			
Job Title	Salary Level and Scale	Appointment Requirements	Progression Requirement
		Qualification	Experience
			Criteria
	R178,764		
	R181,446		
	R184,167		
	R186,930		
	R189,735		
	R192,582		
	R195,471		
	R198,402		

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		Master			
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
Assistant Master	MR-1 R81,201	<ul style="list-style-type: none"> LLB (or equivalent) 	<ul style="list-style-type: none"> No previous post graduate legal experience 	Assistant Master	<ul style="list-style-type: none"> 1 Years' experience on MR-1
Assistant Master	MR-2 R94,236	<ul style="list-style-type: none"> LLB (or equivalent) 	<ul style="list-style-type: none"> At least 1 years' post graduate legal experience 	Assistant Master	<ul style="list-style-type: none"> 2 Years' post graduate experience
Assistant Master	MR-3 R106,155 R107,748 R109,365 R111,006 R112,671 R114,360 R117,816 R119,563 R121,377	<ul style="list-style-type: none"> LLB (or equivalent) 	<ul style="list-style-type: none"> At least 2 years' post graduate legal experience 	Assistant Master	<ul style="list-style-type: none"> 3 Years' above average performance on MR-3, or 6 Years' average performance on MR-3
					<ul style="list-style-type: none"> 1 Notch increment based on Performance Assessment

2 A25

		Master			
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
Assistant Master	MR-4	<ul style="list-style-type: none"> LLB (or equivalent) 	<ul style="list-style-type: none"> At least 8 years' post graduate legal experience 	Assistant Master	<ul style="list-style-type: none"> 3 Years' above average performance on MR-4; or 6 Years' average performance on MR-4
	R128,826				
	R130,758				
	R132,720				
	R134,712				
	R136,734				
	R138,786				
	R140,868				
	R142,980				
	R145,125				
R147,303					
Assistant Master	MR-5	<ul style="list-style-type: none"> LLB (or equivalent) 	<ul style="list-style-type: none"> At least 14 years' post graduate legal experience 	No further grade progression opportunity - apply for higher, vacant post Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for the higher post	Based on annual Performance Assessment: <ul style="list-style-type: none"> 1 Notch: Satisfactory Performance 2 Notches: Good Performance (20% of employees per annum) 3 Notches: Excellent Performance (10% of employees per annum)
	R156,345				
	R158,691				
	R161,070				
	R163,485				
	R165,936				
	R168,426				

Master					
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
	R170,952				
	R173,517				
	R176,121				
	R178,764				
	R181,446				
	R184,167				
	R186,930				
	R189,735				
	R192,582				
	R195,471				
	R198,402				
	R201,378				
	R204,399				
	R207,465				
	R210,576				
	R213,735				
	R216,942				
	R220,197				
	R223,500				

Master					
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
	R324,076 R328,938 R333,870 R338,880 R343,962 R349,122 R354,360 R359,673 R365,070 R370,548 R376,107 R381,747 R387,471				
Deputy Master, Supervision	MR-6 R198,402 R201,378 R204,399 R207,465 R210,576	<ul style="list-style-type: none"> LLB (or equivalent) 	<ul style="list-style-type: none"> At least 8 years' post graduate legal experience gained as a Master 	No further grade progression opportunity - apply for higher, vacant post Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for	Pay Progression Based on annual Performance Assessment: <ul style="list-style-type: none"> 1 Notch: Satisfactory Performance 2 Notches: Good Performance (20% of employees per annum) 3 Notches: Excellent Performance

Master				
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement
		Qualification	Experience	
			To	Criteria
	R213,735		the higher post	(10% of employees per annum)
	R216,942			
	R220,197			
	R223,500			
	R324,076			
	R328,938			
	R333,870			
	R338,880			
	R343,962			
	R349,122			
	R354,360			
	R359,673			
	R365,070			
	R370,548			
	R376,107			
	R381,747			
	R387,471			
	R393,282			
	R399,180			

Master					
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
	R405,168				
	R411,243				
	R417,411				
	R423,672				
	R430,029				
	R436,479				
	R443,028				
	R449,420				
	R456,420				
	R463,263				
	R470,211				
	R477,267				
	R484,422				

		Registrar			
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
Registrar	MR-1 R81,201	<ul style="list-style-type: none"> LLB (or equivalent) 	<ul style="list-style-type: none"> No previous post graduate legal experience 	Registrar	<ul style="list-style-type: none"> Grade Progression 1 Years' experience on MR-1
Registrar	MR-2 R94,236	<ul style="list-style-type: none"> LLB (or equivalent) 	<ul style="list-style-type: none"> At least 1 years' post graduate legal experience 	Registrar	<ul style="list-style-type: none"> Grade Progression 2 Years' experience on MR-2
Registrar	MR-3 R106,155 R107,748 R109,365 R111,006 R112,671 R114,360 R117,816 R119,583 R121,377	<ul style="list-style-type: none"> LLB (or equivalent) 	<ul style="list-style-type: none"> At least 2 years' post graduate legal experience 	Registrar	<ul style="list-style-type: none"> Grade Progression 3 Years' above average performance on MR-3; or 6 Years' average performance on MR-3
					<ul style="list-style-type: none"> Pay Progression 1 Notch increment based on Performance Assessment

Registrar					
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
Registrar	MR-4 R128,826 R130,758 R132,720 R134,712 R136,734 R138,786 R140,868 R142,980 R145,125 R147,303	<ul style="list-style-type: none"> LLB (or equivalent) 	<ul style="list-style-type: none"> At least 8 years' post graduate legal experience 	Registrar	<ul style="list-style-type: none"> 3 Years' above average performance on MR-4; or 6 Years' average performance on MR-4
Registrar	MR-5 R156,345 R158,691 R161,070 R163,485 R165,936 R168,426	<ul style="list-style-type: none"> LLB (or equivalent) 	<ul style="list-style-type: none"> At least 14 years' post graduate legal experience 	No further grade progression opportunity - apply for higher, vacant post Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for the higher post	Pay Progression Based on annual Performance Assessment: <ul style="list-style-type: none"> 1 Notch: Satisfactory Performance 2 Notches: Good Performance (20% of employees per annum) 3 Notches: Excellent Performance (10% of employees per annum)

Registrar					
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
	R170,952				
	R173,517				
	R176,121				
	R178,764				
	R181,446				
	R184,167				
	R186,930				
	R189,735				
	R192,582				
	R195,471				
	R198,402				
	R201,378				
	R204,399				
	R207,465				
	R210,576				
	R213,735				
	R216,942				
	R220,197				
	R223,500				

2

Registrar					
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
	R324,076 R328,938 R333,870 R338,880 R343,962 R349,122 R354,360 R359,673 R365,070 R370,548 R376,107 R381,747 R387,471				
Chief Registrar Supervision	MR-6 R198,402 R201,378 R204,399 R207,465 R210,576	<ul style="list-style-type: none"> • LLB (or equivalent) 	<ul style="list-style-type: none"> • At least 8 years' post graduate legal experience gained as a Registrar 	No further grade progression opportunity - apply for higher, vacant post Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for	Pay Progression Based on annual Performance Assessment: <ul style="list-style-type: none"> • 1 Notch: Satisfactory Performance • 2 Notches: Good Performance (20% of employees per annum) • 3 Notches: Excellent Performance

2

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Job Title	Salary Level and Scale	Registrar			Progression Requirement
		Appointment Requirement		To	
		Qualification	Experience		
	R213,735 R216,942 R220,197 R223,500 R324,076 R328,938 R333,870 R338,880 R343,962 R349,122 R354,360 R359,673 R365,070 R370,548 R376,107 R381,747 R387,471 R393,282 R399,180			the higher post	California (10% of employees per annum)

		Regular			
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	Criteria
		Qualification	Experience		
	R405,168				
	R411,243				
	R417,411				
	R423,672				
	R430,029				
	R436,479				
	R443,028				
	R449,420				
	R456,420				
	R463,263				
	R470,211				
	R477,267				
	R484,422				

Maintenance Officer					
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
Maintenance Officer	MR-1 R81,201	<ul style="list-style-type: none"> LLB (or equivalent) 	<ul style="list-style-type: none"> No previous post graduate legal experience 	Maintenance Officer	<ul style="list-style-type: none"> 1 Years' experience on MR-1
Maintenance Officer	MR-2 R94,236	<ul style="list-style-type: none"> LLB (or equivalent) 	<ul style="list-style-type: none"> At least 1 years' post graduate legal experience 	Maintenance Officer	<ul style="list-style-type: none"> 2 Years' post graduation legal experience
Maintenance Officer	MR-3 R106,155 R107,748 R109,365 R111,006 R112,671 R114,360 R117,816 R119,583 R121,377	<ul style="list-style-type: none"> LLB (or equivalent) 	<ul style="list-style-type: none"> At least 2 years' post graduate legal experience 	Maintenance Officer	<ul style="list-style-type: none"> 3 Years' above average performance on MR-3; or 6 Years' average performance on MR-3
					<ul style="list-style-type: none"> 1 Notch increment based on Performance Assessment

Maintenance Officer					
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	Criteria
		Qualification	Experience		
Maintenance Officer	MR-4 R128,826 R130,758 R132,720 R134,712 R136,734 R138,786 R140,868 R142,980 R145,125 R147,303	<ul style="list-style-type: none"> LL.B (or equivalent) 	<ul style="list-style-type: none"> At least 8 years' post graduate legal experience 	Maintenance Officer	<ul style="list-style-type: none"> 3 Years' above average performance on MR-4; or 6 Years' average performance on MR-4
Maintenance Officer	MR-5 R156,345 R158,691 R161,070 R163,485 R165,936 R168,426	<ul style="list-style-type: none"> LL.B (or equivalent) 	<ul style="list-style-type: none"> At least 14 years' post graduate legal experience 	No further grade progression opportunity - apply for higher, vacant post Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for the higher post	Pay Progression Based on annual Performance Assessment: <ul style="list-style-type: none"> 1 Notch: Satisfactory Performance 2 Notches: Good Performance (20% of employees per annum) 3 Notches: Excellent Performance (10% of employees per annum)

Maintenance Officer					
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
	R170,952				
	R173,517				
	R176,121				
	R178,764				
	R181,446				
	R184,167				
	R186,930				
	R189,735				
	R192,582				
	R195,471				
	R198,402				
	R201,378				
	R204,399				
	R207,465				
	R210,576				
	R213,735				
	R216,942				
	R220,197				
	R223,500				

Maintenance Officer					
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
	R324,076				
	R328,938				
	R333,870				
	R338,880				
	R343,962				
	R349,122				
	R354,360				
	R359,673				
	R365,070				
	R370,548				
	R376,107				
	R381,747				
	R387,471				

A40

Occupational Class: State Attorney

GENERAL LEGALLY QUALIFIED PROFESSIONAL

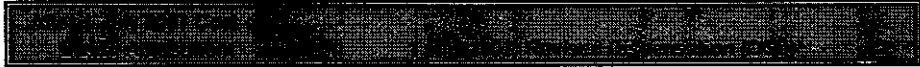


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	314,439	-	-	-	359,673
	317,544	-	-	-	359,673
	320,685	-	-	-	359,673
	323,859	-	-	-	359,673
	327,063	-	-	-	359,673
	330,297	-	-	-	359,673
	333,564	-	-	-	359,673
	336,867	-	-	-	365,070
	340,200	-	-	-	365,070
	343,563	-	-	-	370,548
	346,962	-	-	-	376,107
	350,400	-	-	-	376,107
	353,871	-	-	-	381,747
	357,372	-	-	-	387,471
	360,909	-	-	-	387,471

	369,000	-	-	-	405,168
	372,654	-	-	-	405,168
	376,347	-	-	-	411,243
	380,076	-	-	-	417,411
	383,844	-	-	-	417,411
	387,645	-	-	-	423,672
	391,485	-	-	-	430,029
	395,367	-	-	-	430,029
	399,285	-	-	-	436,479
	403,242	-	-	-	443,028
	407,238	-	-	-	443,028
	411,276	-	-	-	449,673
	415,353	-	-	-	456,420
	419,469	-	-	-	456,420
	423,630	-	-	-	463,263
	427,836	-	-	-	470,211

Occupational Class: Family Advocate

GENERAL LEGALLY QUALIFIED PROFESSIONAL



1



	311,358	333,870	
	314,439	338,880	
	317,544		381,747
	320,685		381,747
	323,859		381,747
	327,063		381,747
	330,297		381,747
	333,564		381,747
	336,867		381,747
	340,200		381,747
	343,563		381,747
	346,962		381,747
	350,400		381,747
	353,871		381,747
	357,372		387,471
	360,909		387,471

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	369,000
	405,168
	372,654
	405,168
	376,347
	411,243
	380,076
	417,411
	383,844
	417,411
	387,645
	423,672
	391,485
	430,029
	395,367
	430,029
	399,285
	436,479
	403,242
	443,028
	407,238
	443,028
	411,276
	449,673
	415,353
	456,420
	419,469
	456,420
	423,630
	463,263
	427,836
	470,211

M B4

Occupational Class: State Law Advisor

GENERAL LEGALLY QUALIFIED PROFESSIONAL



	369,000	-	405,168	-
	372,654	-	405,168	-
	376,347	-	411,243	-
	380,076	-	417,411	-
	383,844	-	417,411	-
	387,645	-	423,672	-
	391,485	-	430,029	-
	395,367	-	430,029	-
	399,285	-	436,479	-
	403,242	-	443,028	-
	407,238	-	443,028	-
	411,276	-	449,673	-
	415,353	-	456,420	-
	419,469	-	456,420	-
	423,630	-	463,263	-
	427,836	-	470,211	-

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B5

Occupational Class: Legal Administration Officer

GENERAL LEGALLY QUALIFIED PROFESSIONAL



1



	311,358	-	-	-	-	333,870
	314,439	-	-	-	-	338,880
	317,544	-	-	-	-	343,962
	320,685	-	-	-	-	343,962
	323,859	-	-	-	-	349,122
	327,063	-	-	-	-	354,360
	330,297	-	-	-	-	354,360
	333,564	-	-	-	-	359,673
	336,867	-	-	-	-	365,070
	340,200	-	-	-	-	365,070
	343,563	-	-	-	-	370,548
	346,962	-	-	-	-	376,107
	350,400	-	-	-	-	376,274
	353,871	-	-	-	-	381,747
	357,372	-	-	-	-	387,471
	360,909	-	-	-	-	387,471

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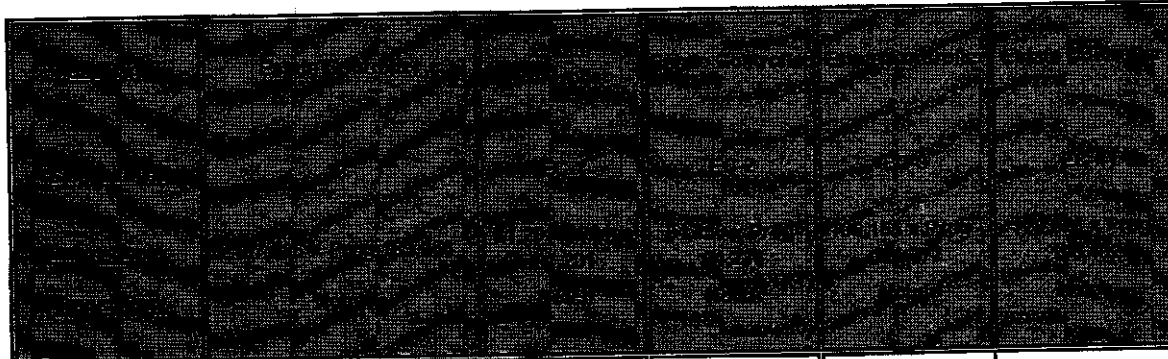
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	372,654	405,168
	376,347	411,243
	380,076	417,411
	383,844	417,411
	387,645	423,672
	391,485	430,029
	395,367	430,029
	399,285	436,479
	403,242	443,028
	407,238	443,028
	411,276	449,673
	415,353	456,420
	419,469	456,420
	423,630	463,263
	427,836	470,211

Occupational Class: Master

GENERAL LEGALLY QUALIFIED PROFESSIONAL



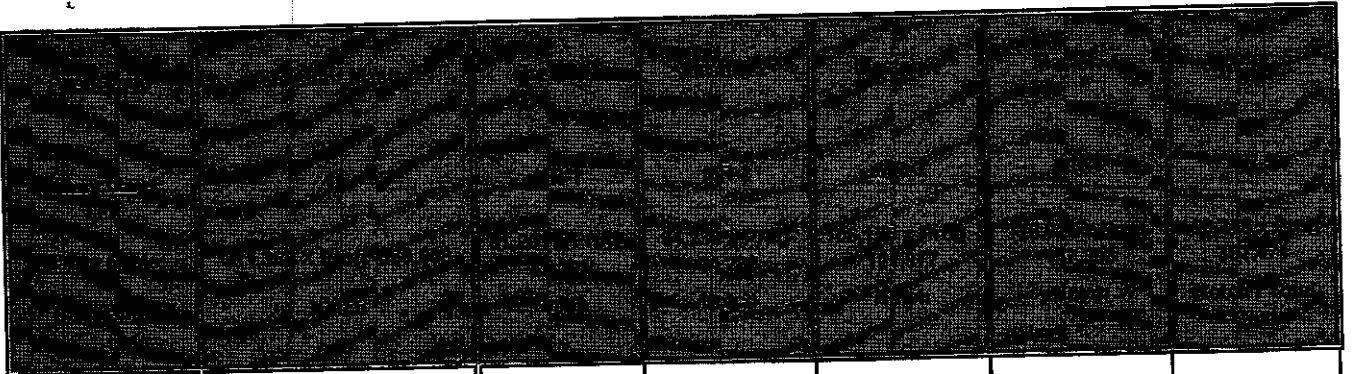
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	159,255			-	161,070
	160,851			-	161,070
	162,462			-	163,485
	164,088			-	165,936
	165,729			-	165,936
	167,385			-	168,426
	169,059			-	170,952
	170,748			-	170,952
	172,449			-	173,517
	174,180			-	176,121
	175,920			-	176,121
	177,681			-	178,764
	179,457			-	181,446
	181,251			-	181,446
	183,066			-	184,167

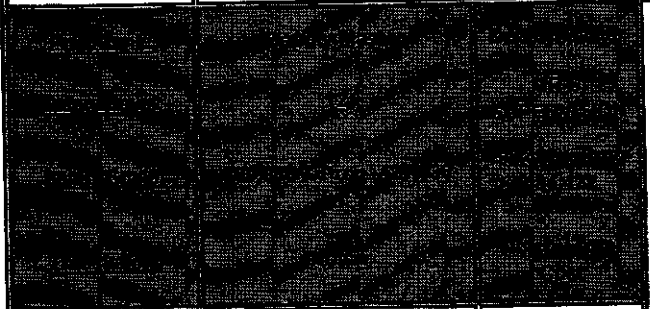
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2



	311,358	-	-	-	-	333,870
	314,439	-	-	-	-	338,880
	317,544	-	-	-	-	343,962
	320,685	-	-	-	-	343,962
	323,859	-	-	-	-	349,122
	327,063	-	-	-	-	354,360
	330,297	-	-	-	-	354,360
	333,564	-	-	-	-	359,673
	336,867	-	-	-	-	365,070
	340,200	-	-	-	-	365,070
	343,563	-	-	-	-	370,548
	346,962	-	-	-	-	376,107
	350,400	-	-	-	-	376,107
	353,871	-	-	-	-	381,747
	357,372	-	-	-	-	381,747
	360,909	-	-	-	-	387,471

3.



	369,000	405,168
	372,654	405,168
	376,347	411,243
	380,076	417,411
	383,844	417,411
	387,645	423,672
	391,485	430,029
	395,367	430,029
	399,285	436,479
	403,242	443,028
	407,238	443,028
	411,276	449,673
	415,363	456,420
	419,469	456,420
	423,630	463,263
	427,836	470,211

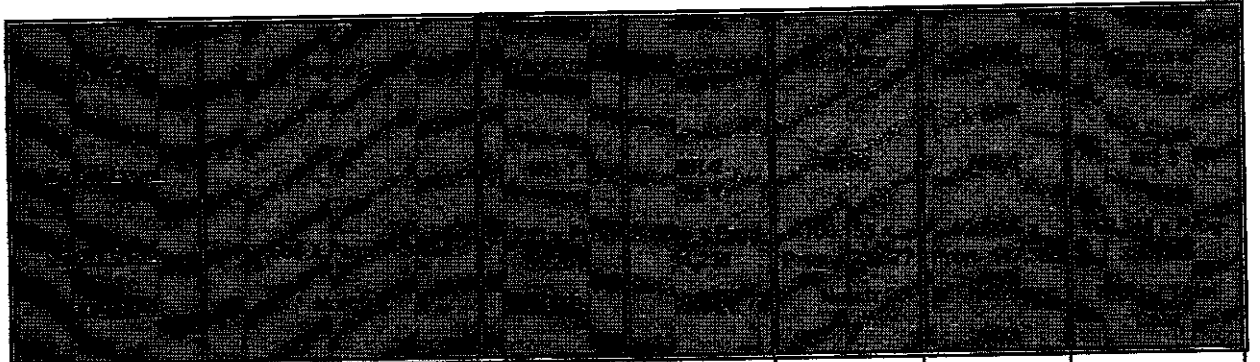
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Occupational Class: Registrar

GENERAL LEGALLY QUALIFIED PROFESSIONAL



1



	157,686	-	-	-	-	158,691
	159,255	-	-	-	-	161,070
	160,851	-	-	-	-	163,485
	162,462	-	-	-	-	163,485
	164,088	-	-	-	-	165,936
	165,729	-	-	-	-	165,936
	167,385	-	-	-	-	168,426
	169,059	-	-	-	-	170,952
	170,748	-	-	-	-	170,952
	172,449	-	-	-	-	173,517
	174,180	-	-	-	-	176,121
	175,920	-	-	-	-	176,121
	177,681	-	-	-	-	178,764
	179,457	-	-	-	-	181,446
	181,251	-	-	-	-	181,446
	183,066	-	-	-	-	184,167

B10

2

	311,358	-	-	-	-	333,870
	314,439	-	-	-	-	338,880
	317,544	-	-	-	-	343,962
	320,685	-	-	-	-	343,962
	323,859	-	-	-	-	349,122
	327,063	-	-	-	-	354,360
	330,297	-	-	-	-	354,360
	333,564	-	-	-	-	359,673
	336,867	-	-	-	-	365,070
	340,200	-	-	-	-	365,070
	343,563	-	-	-	-	370,548
	346,962	-	-	-	-	376,107
	350,400	-	-	-	-	376,107
	353,871	-	-	-	-	381,747
	357,372	-	-	-	-	381,747
	360,909	-	-	-	-	387,471

3

	369,000	405,168
	372,654	405,168
	376,347	411,243
	380,076	417,411
	383,844	417,411
	387,645	423,672
	391,485	430,029
	395,367	430,029
	399,285	436,479
	403,242	443,028
	407,238	443,028
	411,276	449,673
	415,353	456,420
	419,469	456,420
	423,630	463,263
	427,836	470,211

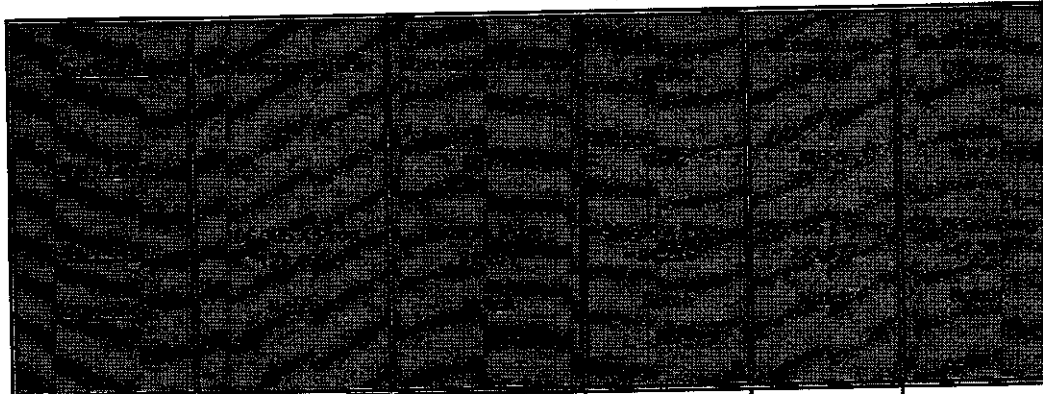
B11

Occupational Class: Maintenance Officer

GENERAL LEGALLY QUALIFIED PROFESSIONAL



1



	106,335	-	-	-	128,826
	107,397	-	-	-	128,826
	108,474	-	-	-	128,826
	109,557	-	-	-	128,826
	110,652	-	-	-	128,826
	111,756	-	-	-	128,826
	112,875	-	-	-	128,826
	114,003	-	-	-	128,826
	115,143	-	-	-	128,826
	116,295	-	-	-	128,826
	117,456	-	-	-	128,826
	118,635	-	-	-	128,826
	119,817	-	-	-	128,826
	121,017	-	-	-	128,826
	122,232	-	-	-	128,826
	123,456				

B12

ANNEXURE C

PHASE 2 OF THE TRANSLATION PROCESS – RECALCULATION OF SALARY INTRODUCTION

1. This is a **once-off** translation that is only applicable to legally qualified employees who were in service on 30 June 2007 and who were translated to the following production posts (any grades attached to these posts) by means of the Phase 1 translation process:
 - 1.1 Part A – Assistant State Attorney
 - 1.2 Part B - Senior Assistant State Attorney
 - 1.2 Part C – Family Advocate
 - 1.3 Part D - Senior Family Advocate
 - 1.3 Part E – State Law Advisor
 - 1.4 Part F – Legal Administration Officer
 - 1.5 Part G – Estate Controller
 - 1.6 Part H – Assistant Master
 - 1.7 Part I – Registrar
 - 1.8 Part J – Maintenance Officer
2. Only full year's service and experience gained after complying with the experience requirement set for the lowest grade attached to the production post as on **31 March 2007**, are recognised for salary purposes.
3. If the notch in terms of the Phase 2 process is **higher** than the notch awarded in terms of the Phase 1 translation process, then the salary notch determined in terms of the Phase 2 process applies with effect from 1 July 2007.
4. If the notch in terms of the Phase 2 process is **equal to or lower** than the notch awarded in terms of the Phase 1 translation process, then the salary notch determined in terms of the Phase 1 translation process applies.

01

RECOGNITION BASIS

- ❑ All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007 after obtaining a LLB (or equivalent qualification).
- ❑ Appropriate service/ experience are recognised on a basis of 100% of actual service/experience to a maximum of 30 years' actual service/experience.

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Full 2 years' post graduate service and experience ¹	LP-3	125,046 X Prog - 134,712	R125,046
Full 3 years' post graduate service and experience			R126,921
Full 4 year's post graduate service and experience			R128,826
Full 5 year's service post graduate and experience			R130,758
Full 6 year's post graduate service and experience			R170,952
Full 7 year's post graduate service and experience	LP-4	170,952 X Prog - 359,973	R173,517
Full 8 year's post graduate service and experience			R176,121
Full 9 year's post graduate service and experience			R178,764
Full 10 year's post graduate service and experience			R181,446
Full 11 year's post graduate service and experience			R184,167
Full 12 year's post graduate service and experience			R186,930
Full 13 year's post graduate service and experience			R189,735
Full 14 year's post graduate service and experience			R192,582
Full 15 year's post graduate service and experience			R195,471
Full 16 year's post graduate service and experience			R198,402
Full 17 year's post graduate service and experience			R201,378
Full 18 year's post graduate service and experience			R204,399
Full 19 year's post graduate service and experience			R207,465

¹ The period of experience gained during post graduate training period will be recognised as post graduate service and experience.

C2

Service experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Worth (Rpa)
Full 20 year's post graduate service and experience			R210,576
Full 21 year's post graduate service and experience			R213,735
Full 22 year's post graduate service and experience			R216,942
Full 23 year's post graduate service and experience			R220,197
Full 24 year's post graduate service and experience			R223,500
Full 25 year's post graduate service and experience			R324,078
Full 26 year's post graduate service and experience			R328,938
Full 27 year's post graduate service and experience			R333,870
Full 28 year's post graduate service and experience			R338,880
Full 29 year's post graduate service and experience			R343,962
Full 30 year's and more post graduate service and experience			R349,122

RECOGNITION BASIS

South African Police Service (SAPS) - Salary Scales

- All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007 after obtaining a LLB (or equivalent qualification).
- Appropriate service/ experience are recognised on a basis of 100% of actual service/experience to a maximum of 30 years' actual service/experience.

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Month (Rpa)
Full 4 year's post graduate service and experience	LP-5	213,736 X Prog - 328,903	R213,735
Full 5 year's service post graduate and experience			R216,942
Full 6 year's post graduate service and experience			R220,197
Full 7 year's post graduate service and experience			R223,500
Full 8 year's post graduate service and experience	LP-6	359,673 X Prog - 506,550	R359,673
Full 9 year's post graduate service and experience			R365,070
Full 10 year's post graduate service and experience			R370,548
Full 11 year's post graduate service and experience			R376,107
Full 12 year's post graduate service and experience			R381,747
Full 13 year's post graduate service and experience			R387,471
Full 14 year's post graduate service and experience			R393,282
Full 15 year's post graduate service and experience			R399,180
Full 16 year's post graduate service and experience			R405,168
Full 17 year's post graduate service and experience			R411,243
Full 18 year's post graduate service and experience			R417,411
Full 19 year's post graduate service and experience			R423,672
Full 20 year's post graduate service and experience			R430,029
Full 21 year's post graduate service and experience			R436,479
Full 22 year's post graduate service and experience	R443,028		

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Full 23 year's post graduate service and experience			R449,673
Full 24 year's post graduate service and experience			R456,420
Full 25 year's post graduate service and experience			R463,263
Full 26 year's post graduate service and experience			R470,211
Full 27 year's post graduate service and experience			R477,267
Full 28 year's post graduate service and experience			R484,422
Full 29 year's post graduate service and experience			R491,688
Full 30 year's and more post graduate service and experience			R499,062

RECOGNITION BASIS

- All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007 after obtaining a LLB (or equivalent qualification)
- Appropriate service/ experience are recognized on a basis of 100% of actual service/experience to a maximum of 30 years' actual service/experience.

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Full 5 year's service post graduate and experience	LP-7	324,078 X Prog – 349,122	R324,078
Full 6 year's post graduate service and experience			R328,938
Full 7 year's post graduate service and experience			R333,870
Full 8 year's post graduate service and experience			R338,880
Full 9 year's post graduate service and experience	LP-8	381,747 X Prog – 537,639	R381,747
Full 10 year's post graduate service and experience			R387,471
Full 11 year's post graduate service and experience			R393,282
Full 12 year's post graduate service and experience			R399,180
Full 13 year's post graduate service and experience			R405,168
Full 14 year's post graduate service and experience			R411,243
Full 15 year's post graduate service and experience			R417,411
Full 16 year's post graduate service and experience			R423,672
Full 17 year's post graduate service and experience			R430,029
Full 18 year's post graduate service and experience			R436,479
Full 19 year's post graduate service and experience			R443,028
Full 20 year's post graduate service and experience	R449,673		
Full 21 year's post graduate service and experience	R456,420		
Full 22 year's post graduate service and experience	R463,263		
Full 23 year's post graduate	R470,211		

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Worth (Rpa)
service and experience			
Full 24 year's post graduate service and experience			R477,267
Full 25 year's post graduate service and experience			R484,422
Full 26 year's post graduate service and experience			R491,688
Full 27 year's post graduate service and experience			R499,062
Full 28 year's post graduate service and experience			R506,550
Full 29 year's post graduate service and experience			R514,149
Full 30 year's and more post graduate service and experience			R521,862

RECOGNITION BASIS

- All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007 after obtaining a LLB (or equivalent qualification)
- Appropriate service/ experience are recognized on a basis of 100% of actual service/experience to a maximum of 30 years' actual service/experience.

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Match (Rpa)
Full 8 year's post graduate service and experience	LP-9	417,411 X Prog – 652,461	R417,411
Full 9 year's post graduate service and experience			R423,672
Full 10 year's post graduate service and experience			R430,029
Full 11 year's post graduate service and experience			R436,479
Full 12 year's post graduate service and experience			R443,028
Full 13 year's post graduate service and experience			R449,673
Full 14 year's post graduate service and experience			R456,420
Full 15 year's post graduate service and experience			R463,263
Full 16 year's post graduate service and experience			R470,211
Full 17 year's post graduate service and experience			R477,267
Full 18 year's post graduate service and experience			R484,422
Full 19 year's post graduate service and experience			R491,688
Full 20 year's post graduate service and experience			R499,062
Full 21 year's post graduate service and experience			R506,550
Full 22 year's post graduate service and experience			R514,149
Full 23 year's post graduate service and experience			R521,862
Full 24 year's post graduate service and experience			R529,692
Full 25 year's post graduate service and experience	R537,639		

Service experience profile as at March 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Full 26 year's post graduate service and experience			R545,703
Full 27 year's post graduate service and experience			R553,890
Full 28 year's post graduate service and experience			R562,200
Full 29 year's post graduate service and experience			R570,633
Full 30 year's and more post graduate service and experience			R579,192

RECOGNITION BASIS

Table 1: State Law Adviser to State Law Adviser

- All appropriate service/experience refers to the number of full years' of service/experience gained on **31 March 2007** after obtaining a LLB (or equivalent qualification)
- Appropriate service/ experience are recognized on a basis of 100% of actual service/experience to a maximum of 30 years' actual service/experience.

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Full 5 year's service post graduate and experience	LP-7	324,078 X Prog – 349,122	R324,078
Full 6 year's post graduate service and experience			R328,938
Full 7 year's post graduate service and experience			R333,870
Full 8 year's post graduate service and experience			R338,880
Full 9 year's post graduate service and experience	LP-8	381,747 X Prog – 537,639	R381,747
Full 10 year's post graduate service and experience			R387,471
Full 11 year's post graduate service and experience			R393,282
Full 12 year's post graduate service and experience			R399,180
Full 13 year's post graduate service and experience			R405,168
Full 14 year's post graduate service and experience			R411,243
Full 15 year's post graduate service and experience			R417,411
Full 16 year's post graduate service and experience			R423,672
Full 17 year's post graduate service and experience			R430,029
Full 18 year's post graduate service and experience			R436,479
Full 19 year's post graduate service and experience			R443,028
Full 20 year's post graduate service and experience			R449,673
Full 21 year's post graduate service and experience			R456,420
Full 22 year's post graduate service and experience			R463,263
Full 23 year's post graduate service and experience	R470,211		

Service experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Full 24 year's post graduate service and experience			R477,267
Full 25 year's post graduate service and experience			R484,422
Full 26 year's post graduate service and experience			R491,688
Full 27 year's post graduate service and experience			R499,062
Full 28 year's post graduate service and experience			R506,550
Full 29 year's post graduate service and experience			R514,149
Full 30 year's and more post graduate service and experience			R521,862

HEM *C11*

Senior Law Adviser to Senior State Law Adviser

- All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007 after obtaining a LLB (or equivalent qualification)
- Appropriate service/ experience are recognized on a basis of 100% of actual service/experience to a maximum of 30 years' actual service/experience.

Service experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Full 8 year's post graduate service and experience	LP-9	417,411 X Prog – 652,461	R417,411
Full 9 year's post graduate service and experience			R423,672
Full 10 year's post graduate service and experience			R430,029
Full 11 year's post graduate service and experience			R436,479
Full 12 year's post graduate service and experience			R443,028
Full 13 year's post graduate service and experience			R449,673
Full 14 year's post graduate service and experience			R456,420
Full 15 year's post graduate service and experience			R463,263
Full 16 year's post graduate service and experience			R470,211
Full 17 year's post graduate service and experience			R477,267
Full 18 year's post graduate service and experience			R484,422
Full 19 year's post graduate service and experience			R491,688
Full 20 year's post graduate service and experience			R499,062
Full 21 year's post graduate service and experience			R506,550
Full 22 year's post graduate service and experience			R514,149
Full 23 year's post graduate service and experience			R521,862
Full 24 year's post graduate service and experience			R529,692
Full 25 year's post graduate service and experience			R537,639
Full 26 year's post graduate service and experience			R545,703

ASAM C12

Service experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Match (Rpa)
Full 27 year's post graduate service and experience			R553,890
Full 28 year's post graduate service and experience			R562,200
Full 29 year's post graduate service and experience			R570,633
Full 30 year's and more post graduate service and experience			R579,192

C13

Annexure 1: Scale of Pay for State Law Officers, Surveys

- All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007 after obtaining a LLB (or equivalent qualification)
- Appropriate service/ experience are recognized on a basis of 100% of actual service/experience to a maximum of 30 years' actual service/experience.

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Full 10 year's post graduate service and experience	LP-10	545,703 X Prog 827,961	R545,703
Full 11 year's post graduate service and experience			R553,890
Full 12 year's post graduate service and experience			R562,200
Full 13 year's post graduate service and experience			R570,633
Full 14 year's post graduate service and experience			R579,192
Full 15 year's post graduate service and experience			R587,880
Full 16 year's post graduate service and experience			R596,700
Full 17 year's post graduate service and experience			R605,649
Full 18 year's post graduate service and experience			R614,733
Full 19 year's post graduate service and experience			R623,958
Full 20 year's post graduate service and experience			R633,318
Full 21 year's post graduate service and experience			R642,819
Full 22 year's post graduate service and experience			R652,461
Full 23 year's post graduate service and experience			R662,250
Full 24 year's post graduate service and experience			R672,183
Full 25 year's post graduate service and experience			R682,269
Full 26 year's post graduate service and experience			R692,502
Full 27 year's post graduate service and experience			R702,891
Full 28 year's post graduate service and experience	R713,433		

G14

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Full 29 year's post graduate service and experience			R724,137
Full 30 year's and more post graduate service and experience			R734,997

RECOGNITION BASIS

Legal Administration Officer

- All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007 after obtaining a LLB (or equivalent qualification)
- Appropriate service/ experience are recognised on a basis of 100% of actual service/experience to a maximum of 30 years' actual service/experience.
- Experience and service gained as a trainee is recognised.

Service/experience profile on 1 July 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
No previous post graduate service and experience	MR-1	81,201 X Prog - 81,201	R81,201
Full 1 year's post graduate service and experience ¹	MR-2	94,236 X Prog - 94,236	R94,236
Full 2 year's post graduate service and experience	MR-3	106,155 X Prog - 121,377	R106,155
Full 3 years' post graduate service and experience			R107,748
Full 4 years' post graduate service and experience			R109,385
Full 5 years' post graduate service and experience			R111,006
Full 6 years' post graduate service and experience			R112,671
Full 7 years' post graduate service and experience			R114,360
Full 8 years' post graduate service and experience			MR-4
Full 9 years' post graduate service and experience	R130,758		
Full 10 years' post graduate service and experience	R132,720		
Full 11 years' post graduate service and experience	R134,712		
Full 12 years' post graduate service and experience	R136,734		
Full 13 years' post graduate service and experience	R138,786		

¹ The period of experience gained during post graduate training period will be recognised as post graduate service and experience.

C16

Service/experience profile on 1 July 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Full 14 years' post graduate service and experience	MR-5	156,345 X Prog - 387,471	R156,345
Full 15 years' post graduate service and experience			R158,691
Full 16 years' post graduate service and experience			R161,070
Full 17 years' post graduate service and experience			R163,485
Full 18 years' post graduate service and experience			R165,936
Full 19 years' post graduate service and experience			R168,426
Full 20 years' post graduate service and experience			R170,952
Full 21 years' post graduate service and experience			R173,517
Full 22 years' post graduate service and experience			R176,121
Full 23 years' post graduate service and experience			R178,764
Full 24 years' post graduate service and experience			R181,446
Full 25 years' post graduate service and experience			R184,167
Full 26 years' post graduate service and experience			R186,930
Full 27 years' post graduate service and experience			R189,735
Full 28 years' post graduate service and experience			R192,582
Full 29 years' post graduate service and experience			R195,471
Full 30 years' and more post graduate service and experience			R198,402

RECOGNITION BASIS

Part B: RPA Scale Controller

- All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007 after obtaining a LLB (or equivalent qualification)
- Appropriate service/ experience are recognised on a basis of 100% of actual service/experience to a maximum of 30 years' actual service/experience.
- Experience and service gained as a trainee is recognised.

Service/experience profile on 1 July 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
No previous post graduate service and experience	EC-1	81,201 X Prog - 81,201	R81,201
Full 1 year's post graduate service and experience ¹	EC-2	94,236 X Prog - 94,236	R94,236
Full 2 year's post graduate service and experience	EC-3	106,155 X Prog - 121,377	R106,155
Full 3 years' post graduate service and experience			R107,748
Full 4 years' post graduate service and experience			R109,385
Full 5 years' post graduate service and experience			R111,006
Full 6 years' post graduate service and experience			R112,671
Full 7 years' post graduate service and experience			R114,360
Full 8 years' post graduate service and experience	EC-4	128,826 X Prog - 198,402	R128,826
Full 9 years' post graduate service and experience			R130,758
Full 10 years' post graduate service and experience			R132,720
Full 11 years' post graduate service and experience			R134,712
Full 12 years' post graduate service and experience			R136,734
Full 13 years' post graduate service and experience			R138,786

¹ The period of experience gained during post graduate training period will be recognised as post graduate service and experience.

Service experience profile on 1 July 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Full 14 years' post graduate service and experience			R140,868
Full 15 years' post graduate service and experience			R142,980
Full 16 years' post graduate service and experience			R145,125
Full 17 years' post graduate service and experience			R147,303
Full 18 years' post graduate service and experience			R149,514
Full 19 years' post graduate service and experience			R151,758
Full 20 years' post graduate service and experience			R154,035
Full 21 years' post graduate service and experience			R156,345
Full 22 years' post graduate service and experience			R158,691
Full 23 years' post graduate service and experience			R161,070
Full 24 years' post graduate service and experience			R163,485
Full 25 years' post graduate service and experience			R165,936
Full 26 years' post graduate service and experience			R168,952
Full 27 years' post graduate service and experience			R170,952
Full 28 years' post graduate service and experience			R173,517
Full 29 years' post graduate service and experience			R176,121
Full 30 years' and more post graduate service and experience			R178,764

C19

RECOGNITION BASIS

- All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007 after obtaining a LLB (or equivalent qualification)
- Appropriate service/ experience are recognised on a basis of 100% of actual service/experience to a maximum of 30 years' actual service/experience.
- Experience and service gained as a trainee is recognised.

Service/experience profile on 1 July 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
No previous post graduate service and experience	MR-1	81,201 X Prog - 81,201	R81,201
Full 1 year's post graduate service and experience ¹	MR-2	94,236 X Prog - 94,236	R94,236
Full 2 year's post graduate service and experience	MR-3	106,155 X Prog - 121,377	R106,155
Full 3 years' post graduate service and experience			R107,748
Full 4 years' post graduate service and experience			R109,385
Full 5 years' post graduate service and experience			R111,006
Full 6 years' post graduate service and experience			R112,671
Full 7 years' post graduate service and experience			R114,360
Full 8 years' post graduate service and experience			MR-4
Full 9 years' post graduate service and experience	R130,758		
Full 10 years' post graduate service and experience	R132,720		
Full 11 years' post graduate service and experience	R134,712		
Full 12 years' post graduate service and experience	R136,734		
Full 13 years' post graduate service and experience	R138,786		

¹ The period of experience gained during post graduate training period will be recognised as post graduate service and experience.

Service/experience profile on 1 July 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Full 14 years' post graduate service and experience	MR-5	156,345 X Prog - 387,471	R156,345
Full 15 years' post graduate service and experience			R158,691
Full 16 years' post graduate service and experience			R161,070
Full 17 years' post graduate service and experience			R163,485
Full 18 years' post graduate service and experience			R165,936
Full 19 years' post graduate service and experience			R168,426
Full 20 years' post graduate service and experience			R170,952
Full 21 years' post graduate service and experience			R173,517
Full 22 years' post graduate service and experience			R176,121
Full 23 years' post graduate service and experience			R178,764
Full 24 years' post graduate service and experience			R181,446
Full 25 years' post graduate service and experience			R184,167
Full 26 years' post graduate service and experience			R186,930
Full 27 years' post graduate service and experience			R189,735
Full 28 years' post graduate service and experience			R192,582
Full 29 years' post graduate service and experience			R195,471
Full 30 years' and more post graduate service and experience			R198,402

RECOGNITION BASIS

RECOGNITION BASIS

- All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007 after obtaining a LLB (or equivalent qualification)
- Appropriate service/ experience are recognised on a basis of 100% of actual service/experience to a maximum of 30 years' actual service/experience.
- Experience and service gained as a trainee is recognised.

Service/experience profile on 1 July 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
No previous post graduate service and experience	MR-1	81,201 X Prog - 81,201	R81,201
Full 1 year's post graduate service and experience ¹	MR-2	94,236 X Prog - 94,236	R94,236
Full 2 year's post graduate service and experience	MR-3	106,155 X Prog - 121,377	R106,155
Full 3 years' post graduate service and experience			R107,748
Full 4 years' post graduate service and experience			R109,385
Full 5 years' post graduate service and experience			R111,006
Full 6 years' post graduate service and experience			R112,671
Full 7 years' post graduate service and experience			R114,360
Full 8 years' post graduate service and experience			MR-4
Full 9 years' post graduate service and experience	R130,758		
Full 10 years' post graduate service and experience	R132,720		
Full 11 years' post graduate service and experience	R134,712		
Full 12 years' post graduate service and experience	R136,734		
Full 13 years' post graduate service and experience	R138,786		

¹ The period of experience gained during post graduate training period will be recognised as post graduate service and experience.

Service/experience profile on 1 July 2007	Revised production grade	Scale (Rpa)	Match (Rpa)
Full 14 years' post graduate service and experience	MR-5	156,345 X Prog - 387,471	R156,345
Full 15 years' post graduate service and experience			R158,691
Full 16 years' post graduate service and experience			R161,070
Full 17 years' post graduate service and experience			R163,485
Full 18 years' post graduate service and experience			R165,936
Full 19 years' post graduate service and experience			R168,426
Full 20 years' post graduate service and experience			R170,952
Full 21 years' post graduate service and experience			R173,517
Full 22 years' post graduate service and experience			R176,121
Full 23 years' post graduate service and experience			R178,764
Full 24 years' post graduate service and experience			R181,446
Full 25 years' post graduate service and experience			R184,167
Full 26 years' post graduate service and experience			R186,930
Full 27 years' post graduate service and experience			R189,735
Full 28 years' post graduate service and experience			R192,582
Full 29 years' post graduate service and experience			R195,471
Full 30 years' and more post graduate service and experience			R198,402

RECOGNITION BASIS

Postgraduate Diploma in Maintenance Office

- All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007 after obtaining a LLB (or equivalent qualification)
- Appropriate service/ experience are recognised on a basis of 100% of actual service/experience to a maximum of 30 years' actual service/experience.
- Experience and service gained as a trainee is recognised.

Service/experience profile on 1 July 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
No previous post graduate service and experience	MR-1	81,201 X Prog - 81,201	R81,201
Full 1 year's post graduate service and experience ¹	MR-2	94,236 X Prog - 94,236	R94,236
Full 2 year's post graduate service and experience	MR-3	106,155 X Prog - 121,377	R106,155
Full 3 years' post graduate service and experience			R107,748
Full 4 years' post graduate service and experience			R109,385
Full 5 years' post graduate service and experience			R111,006
Full 6 years' post graduate service and experience			R112,671
Full 7 years' post graduate service and experience			R114,360
Full 8 years' post graduate service and experience			MR-4
Full 9 years' post graduate service and experience	R130,758		
Full 10 years' post graduate service and experience	R132,720		
Full 11 years' post graduate service and experience	R134,712		
Full 12 years' post graduate service and experience	R136,734		
Full 13 years' post graduate service and experience	R138,786		

¹ The period of experience gained during post graduate training period will be recognised as post graduate service and experience.

Service/experience profile on 1 July 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Full 14 years' post graduate service and experience	MR-5	156,345 X Prog - 387,471	R156,345
Full 15 years' post graduate service and experience			R158,691
Full 16 years' post graduate service and experience			R161,070
Full 17 years' post graduate service and experience			R163,485
Full 18 years' post graduate service and experience			R165,936
Full 19 years' post graduate service and experience			R168,426
Full 20 years' post graduate service and experience			R170,952
Full 21 years' post graduate service and experience			R173,517
Full 22 years' post graduate service and experience			R176,121
Full 23 years' post graduate service and experience			R178,764
Full 24 years' post graduate service and experience			R181,446
Full 25 years' post graduate service and experience			R184,167
Full 26 years' post graduate service and experience			R186,930
Full 27 years' post graduate service and experience			R189,735
Full 28 years' post graduate service and experience			R192,582
Full 29 years' post graduate service and experience			R195,471
Full 30 years' and more post graduate service and experience			R198,402