

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;
- 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;
- 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	(COCONCATIONAL GROUPS BIC LIDES							
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	LP-5, LP-6	Senior Assistant State Attorney							
	Production	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)
- 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.

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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:
 - 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).

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.

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17. SIGNATORIES TO THIS AGREEMENT

ON BEHALF OF THE EMPLOYER PARTY

	Name	Signature
State as Employer	M. Ntshukila	Markay

ON BEHALF OF TRADE UNION PARTIES

Trade Union	Name	Signature
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POPCRU	PATHI MABOLIDA	A. C.
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66	Assistant State Attorney	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
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99	Assistant State Attorney	Assistant State Attorney

* *Experience gained during post qualification training, is recognized.

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		Family Advocate LP-8, first notch 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
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Legal Administration Officer	MR-1 R81,201	LLB (or equivalent)	No previous post graduate legal experience	Legal Administration Officer	Grade Progression	 1 Years' experience gained on MR-1
Legal Administration Officer	MR-2 R94,236	LLB (or equivalent)	At least 1 years' post graduate legal experience	Legal Administration Officer	Grade Progression	 2 Years' post graduate experience
Legal Administration Officer	MR-3 R106,155 R107,748 R109,365	LLB (or equivalent)	At least 2 years' post graduate legal experience	Legal Administration Officer	Grade Progression	 3 Years' above average performance on MR-3; or 6Years' average performance on MR-3
	R111,006 R112,671				Pay Progression	1 Notch increment based on Performance Assessment
	R117,816 R119,583 R121,377		·			

		Criteria	3 Years' above average		6 Years' average performance on APA	772								ssion Based on annual Performance	Assessment:	1 Notch: Satisfactory Defendance		(20% of employees per annum)	3 Notches: Excellent Performance	(10% of employees per annum)
	Progression		Grade	Progression										Pay Progression						
		10	Legal Administration Officer											No further grade progression	opportunity - apply for higher,	Compliance with the	educational qualifications,	statutory requirements,	experiential competency for	the higher post
Lega Administration Office		Experience	At least 8 years' post	graduate legal	Donat de la companya									 At least 14 years' post 	graduate legal					
		Coalification	• LLB (or	equivalent)										• LLB (or	equivalent)	-				
	Salam Level and		MR-4	R128,826	R130,758	R132,720	R134,712	R136,734	R138,786	R140,868	R142,980	R145,125	R147,303	MR-5	R156,345	R158,691	R161,070	R163,485	R165,936	R168,426
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Legal Administration Officer																					
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	Salany	n engages	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
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Legal Administration Officer		eouettedica					тородина в на постава на постава -	ears' post	Specialice Compliance with the	educational qualifications, etatitopa requirements	competencies, skills and	experiential competency for
	Appoint	Qualification			 	•		LLB (or equivalent)				
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	Salary Level and		213,735	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
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	Job Title																				

	Vob Tive		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
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			Estate Controller			
	Salary Level arid	Su Sa			Progression Requirement	ifement
		Cualification	Expellence			Criteria
Estate Controller	EC-1 R81,201	LLB (or equivalent)			Grade Progression	1 Years' post graduate
Estate Controller	EC-2 R94,236	LLB (or equivalent)	At least 1 years' post graduate legal experience	Estate Controller	Grade Progression	2 Years' post graduate experience
Estate Controller	EC-3 R106,155 R107,748 R109,365	LLB (or equivalent)	At least 2 years' post graduate legal experience	Estate Controller	Grade Progression	3 Years' above average performance on EC-3. or EC-3.
	R112,671 R114,360 R117,816 R119,583				Pay Progression	1 Notch increment based on Performance Assessment
Estate Controller	EC-4	LLB (or equivalent)	At least 8 years' post graduate legal	No further grade progression opportunity - apply for higher,	Pay Progression	Based on annual Performance Assessment:

R130,758 R134,712 R136,734 R136,734 R142,980 R142,980 R147,303 R158,691 R158,691 R165,936 R165,936 R165,936
R173,517
R176,121

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ı ve ile	Criteria	1 Years' experience on MR-1	2 Years' post graduate experience	3 Years' above average performance on MR-3, or MR-3 1 Notch increment based on Performance Assessment
Progressien Requirement		Grade Progression	Grade Progression	Grade Progression Pay Progression
		Assistant Master	Assistant Master	Assistant Master
Master	Experience	No previous post graduate legal experience	At least 1 years' post graduate legal experience	At least 2 years' post graduate legal experience
Appointe	Qualification	LLB (or equivalent)	LLB (or equivalent)	• LLB (or equivalent)
Salany Level and	Proposition of the state of the	MR-1 R81,201	MR-2 R84,236	MR-3 R106,155 R107,748 R109,365 R111,006 R112,671 R114,360 R117,816 R119,583
July Title		Assistant Master	Assistant Master	Assistant Master

Wiement	Criteria	3 Years' above average performance on MR-4; or 6Years' average performance on MR-4	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)
Progression Requirement		Grade Progression	Pay Progression
	4	Assistant Master	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
hent Requirement	Experience	At least 8 years' post graduate legal experience	At least 14 years' post graduate legal experience
Apsellium	Qualification	• LLB (or equivalent)	LLB (or equivalent)
Salary Level and		MR-4 R128,826 R130,758 R132,720 R134,712 R136,734 R138,786 R140,868 R145,125 R145,125	MR-5 R156,345 R158,691 R161,070 R163,485 R165,936 R168,426
Job Title		Assistant Master	Assistant Master

Fo Progression Fa					Master					,
R170,962 Topasitioation Expension Topasitioation R170,962 R173,672 R173,617 R178,121 R178,124 R178,124 R178,134 R189,335 R189,335 R192,682 R179,435 R201,378 R201,378		984 40 0	Salary Level and	Appointm	ant Requirement		Progression Re	quirement		# (1)
R173,517 R178,764 R181,446 R181,446 R186,930 R186,471 R198,402 R201,378 R201,378 R201,378 R213,736 R213,736 R220,197 R220,197							01	-	Chiferia	
			R170,952			A CONTRACT OF THE PROPERTY OF				
			R173,517				-			
			R176,121							
			R178,764					-		
			R181,446				• • • • • • • • • • • • • • • • • • • •			
			R184,167							
			R186,930							
			R189,735							
			R192,582					<u>-</u>		
			R195,471							
		_	R198,402							
			R201,378							
			R204,399							
	-	•	R207,465							
			R210,576							
	_		R213,735							
			R216,942							
			R220,197							
	٨		R223,500							

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ant cor	Salary Level and	Appoint	thent: Requirement		Progression Requirement	liement
	Soale	Qualification	Experience	0		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				-	Annual Marketine and the second se
Deputy Master,	MR-6	• LLB (or	At least 8 years' post	No further grade progression	Pay Progression	Based on annual Performance
Supervision	R198,402	equivalent)	graduate legal experience gained as a	opportunity - apply for nigner, vacant post		Assessingin.
	R201,378		Master	Compliance with the		 I Norch: Satisfactory Performance
	R204,399			educational qualifications,		 2 Notches: Good Performance
	R207,465			statutory requirements, competencies, skills and		(20% of employees per annum)
	R210,576			experiential competency for		 3 Notches: Excellent Performance

	Progression Requirentent	Orteria	(10% of employees per annum)																		
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J			the higher post							* 44	=++=			*** · · · · · · · · · · · · · · · · · ·			-	····			
Master	Appointment Requirement	Experience																			
	Appointm	Qualification																			
	Salary Level and		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
	Job Title									··· · · · · · · · · · · · · · · · · ·											

acts Title	Salary Level and	Mulpoddy	Appointment Requirement		Progression Requirement	irement		
		Qualification	Experience	19		Till and the second sec	Gritteria	
	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			***				

			Registra			
Job Title	Salary Level and	Appoint	Appointment Requirement		Progression Requirement	rement
	D 5 5	Cualification	Experience	0 1		Griteria
Registrar	MR-1 R81,201	LLB (or equivalent)	No previous post graduate legal experience	Registrar	Grade Progression	1 Years' experience on MR-1
Registrar	MR-2 R94,236	LLB (or equivalent)	 At least 1 years' post graduate legal experience 	Registrar	Grade Progression	 2 Years' experience on MR-2
Registrar	MR-3 R106,155 R107,748 R109,365 R111,006 R112,671 R114,360 R119,583 R121,377	LLB (or equivalent)	At least 2 years' post graduate legat experience experience	Registrar	Grade Progression Pay Progression	3 Years' above average performance on MR-3; or 6 Years' average performance on MR-3 1 Notch increment based on Performance Assessment

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Job Tite	Salary Level and	THE STATE OF THE S	eint Requirement		Progression Requirement	
		Qualification	Experience	To		Cylleria
Registrar	MR-4 R128,826 R130,758 R132,720 R134,712 R136,734 R138,786 R140,868 R142,980 R142,9303	• LLB (or equivalent)	At least 8 years' post graduate legal experience	Registrar	Grade Progression	Years' above average performance on MR-4: or MR-4
Registrar	MR-5 R156,345 R158,691 R161,070 R163,485 R165,936 R166,426	LLB (or equivalent)	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: 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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Job Title	Salary Level and	Appoint	Appointment Requirement				Progression Requirement	quirement		
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	R170,952									_ <u></u>
	R173,517									
	R176,121									
	R178,764			,						
	R181,446									
	R184,167									
	R186,930			•						
	R189,735									
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	R210,576				. <u></u>					
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R324,076	Job Tife	Salary Level and	mujadet	ent Requirement		Progression Requ	
R324,076			Cualification	expellence.	10		Criena
R328,538 R333,870 R338,800 R343,962 R349,122		R324,076					
R333,870		R328,938			<u>.</u>		
R349,982 R349,122 R354,360 R356,360 R356,360 R356,360 R356,360 R356,070 R370,548 R377,47 R387,471 R387,471 R201,378 R201,378 R201,378 R201,376 R201,576		R333,870					
R343,662 R343,662 R343,662 R343,862 R349,122 R349,122 R354,380 R359,673 R359,673 R359,673 R359,673 R359,673 R359,673 R359,673 R359,747 R370,548 R371,747 R381,747 R381,747 R381,747 R387,747 R387,471 R387,471 R387,471 R389,402 - At least 8 years' post opportunity - apply for higher opportunity - a		R338,880					
R359,672 R359,673 R359,673 R359,673 R359,673 R359,673 R370,548 R370,548 R381,747		R343,962					
R356,380 R356,380 R356,070 R370,548 R370,548 R378,107 R381,747 R381,747 R381,747 R381,747 R381,747 R381,747 Pay Progression opportunity - apply for higher, experience gained as a competencies with the equivalent) graduate legal experience gained as a competencies with the equivalent post requirements, skills and experience gained as a statutory requirements, competencies, skills and experiential competency for payers and competency for experiential competency for experi		R349,122					
R359,673 R359,673 R365,070 R370,548 R370,548 R370,548 R376,107 R381,747 R381,747 R381,747 R381,747 R381,747 R387,471 No further grade progression opportunity - apply for higher, accard post Pay Progression opportunity - apply for higher, accard post R589,402 R599,402 Registrar Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for registrar R207,465 R500,576		R354,360					
R370,548 R370,548 R370,548 R370,548 R370,548 R370,548 R381,747 R381,747 Pay Progression opportunity - apply for higher, equivalent) and equivalent) and equivalent and equivalent and equivalent and equivalent and experience gained as a statutory requirements, competencies, skills and experiential competency for experience for experiential competency experiential competency experiential competency experiential competency experien		R359,673					
R376,107 R381,747 At least 8 years' post No further grade progression opportunity - apply for higher, equivalent) At least 8 years' post No further grade progression opportunity - apply for higher, equivalent) Pay Progression Asset Asset By Progression opportunity - apply for higher, equivalent between the equivalent opportunity and equivalent between the		R365,070					
R376,107 R381,747 R381,747 R387,471 At least 8 years' post opportunity - apply for higher, equivalent) At least 8 years' post opportunity - apply for higher, excant post experience gained as a vacant post opportunity - apply for higher, educational qualifications, statutory requirements, completencies, skills and experiential competencies, skills and experiential competency for Pay Progression has base opportunity - apply for higher, educations, skills and experiential competency for Asset opportunity - apply for higher, educations, skills and experiential competency for Pay Progression has base and experiential competency for Asset opportunity - apply for higher, educations, skills and experiential competency for Asset opportunity - apply for higher, educations, skills and experiential competency for Asset opportunity - apply for higher, educations, skills and experiential competency for Asset opportunity - apply for higher, educations, skills and experiential competency for Asset opportunity - apply for higher, educations, skills and educations.		R370,548					
R387,477 R387,471 R387,471 R387,471 R198,402 equivalent) equivalent) graduate legal opportunity - apply for higher, experience gained as a vacant post R201,378 R201,378 R204,399 R207,465 R207,465 R210,576 R387,471 R4 least 8 years' post opportunity - apply for higher, equivalents, competencies, skills and experiential competency for equivalenty for higher, equivalents, competencies, skills and experiential competency for equivalenty for higher, experiential competency for equivalenty for higher.		R376,107					
F387,471 MR-6 LLB (or At least 8 years' post R198,402 R201,378 R204,399 R207,465 R207,465 R210,576 R210,576 Mo further grade progression Pay Progression Base opportunity - apply for higher, apply for higher apply for higher apply for hig		R381,747					
FR204,399 R207,465 R207,576 R2		R387,471					
R204,378 R204,399 R207,465 R207,465 R207,576 R208,399 R207,465 R207,465 R207,656 R208,399 R209,399 R207,465 R207,465 R207,656 R207,656 R209 Assertinity - apply for higher, Assertinity - apply for higher - apply for	Chief Registrar	MR-6	• LLB (or	At least 8 years' post	No further grade progression	Pay Progression	Based on annual Performance
Registrar Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for	Supervision	R198,402	equivalent)	graduate legal	opportunity - apply for higher, vacant nost		Assessment:
educational qualifications, statutory requirements, competencies, skills and experiential competency for		R201,378		Registrar	Compliance with the		 1 Notch: Satisfactory Performance
statutory requirements, competencies, skills and experiential competency for		R204,399			educational qualifications,		Notches: Good Berformence
experiential competency for		R207,465			statutory requirements, competencies, skills and		(20% of employees per annum)
		R210,576			experiential competency for		 3 Notches: Excellent Performance

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Job Title	Salary Level and		Appointment Requirement			Progression Requirement	iirement	Separation of the
	7. 3/10	Qualification	EXTRACTOR		6			O I (e)
	R213,735			the hi	the higher post		(10% of er	(10% of employees per annum)
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	R220,197			-				
	R223,500							
	R324,076				-			
	R328,938							
	R333,870							
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981.000	Salary Level and	Appointmen	Maintenance Officer Appointment Requirement		Progression Requirement	rement
	Scale	Qualification	Experience			Oct
Maintenance Officer	MR-1 R81,201	LLB (or equivalent)	 No previous post graduate legal experience 	Maintenance Officer	Grade Progression	1 Years' experience on MR-1
Maintenance Officer	MR-2 R94,236	LLB (or equivalent)	At least 1 years' post graduate legal experience	Maintenance Officer	Grade Progression	2 Years' post graduation legal experience
Maintenance Officer	MR-3 R106,155 R107,748 R109,365	LLB (or equivalent)	 At least 2 years' post graduate legal experience 	Maintenance Officer	Grade Progression	3 Years' above average performance on MR-3; or 6 Years' average performance on MR-3
de la companya de la	R111,006 R112,671				Pay Progression	1 Notch increment based on Performance Assessment
	K114,360 R117,816 R119,583 R121,377					

ine the state of t	- College	3 Years' above average performance on MR-4; or 6Y ears' average performance on MR-4. MR-4 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)
Progression Refig		Grade Progression Pay Progression
llooi I	91	Maintenance Officer Maintenance Officer 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
Maintenance Officer ment Requirement	Experience	At least 8 years' post graduate legal experience At least 14 years' post graduate legal experience Experience
Appoint	Qualification	LLB (or equivalent) LLB (or equivalent)
Salary Level and		MR-4 R128,826 R130,758 R132,720 R134,712 R136,734 R136,734 R142,980 R145,125 R145,12
984		Maintenance Officer

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	Progression Requirement			•																	
Namenance Officer	ment Requirement																				
		Cualificalion.																			
	Salary Level and	D S	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
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Occupational Class: State Attorney



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Occupational Class: Family Advocate

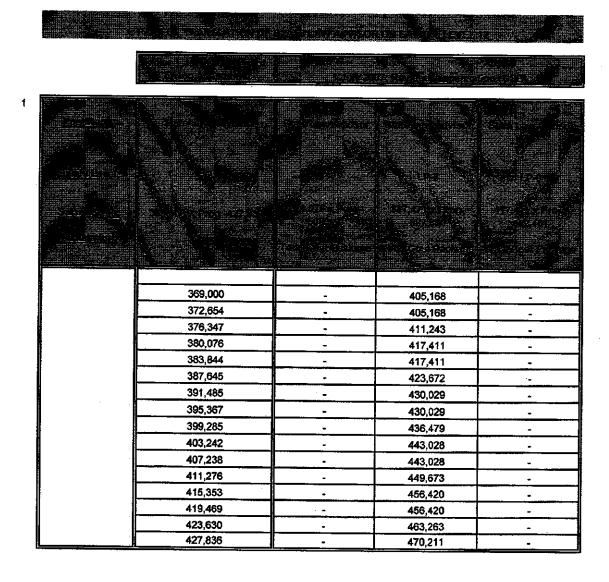
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Occupational Class: State Law Advisor

GENERAL LEGALLY QUALIFIED PROFESSIONAL



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Occupational Class: Legal Administration Officer
GENERAL LEGALLY QUALIFIED PROFESSIONAL

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Occupational Class: Master

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Occupational Class: Registrar

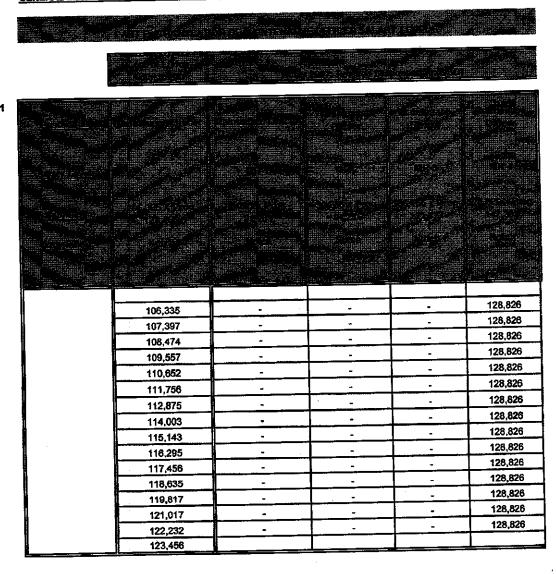
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343,563		-	-		370,548
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	419,469	456,420
	423,630	463,263
	427,836	470,211

Occupational Class: Maintenance Officer

GENERAL LEGALLY QUALIFIED PROFESSIONAL



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
- 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.

☐ 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.

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Cardin Security and Artiflet			
Full 2 years' past graduate			R125,046
Full 2 years' post graduate service and experience			·
Full 3 years' post graduate			R126,921
service and experience	150	125,046 X Prog -	
Full 4 year's post graduate	LP-3	134,712	R128,826
service and experience			
Full 5 year's service post			R130,758
graduate and experience			D470.050
Full 6 year's post graduate	•		R170,952
service and experience			D472 547
Full 7 year's post graduate			R173,517
service and experience			R176,121
Full 8 year's post graduate		170,952 X Prog – 359,973	K1/0,121
service and experience			R178,764
Full 9 year's post graduate			K170,704
service and experience			R181,446
Full 10 year's post graduate			1(101,-10
service and experience			R184,167
Full 11 year's post graduate			1(10-7,101
service and experience			R186,930
Full 12 year's post graduate	LP-4		1(100,000
service and experience		338,873	R189,735
Full 13 year's post graduate			11.00,
service and experience			R192,582
Full 14 year's post graduate service and experience			
Full 15 year's post graduate			R195,471
service and experience			
Full 16 year's post graduate			R198,402
service and experience			
Full 17 year's post graduate			R201,378
service and experience			
Full 18 year's post graduate			R204,399
service and experience			
Full 19 year's post graduate			R207,465
service and experience			<u> </u>

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

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Full 20 year's post graduate		The state of the s	R210,576
service and experience			
Full 21 year's post graduate	1		R213,735
service and experience			
Full 22 year's post graduate			R216,942
service and experience			
Full 23 year's post graduate			R220,197
service and experience			
Full 24 year's post graduate			R223,500
service and experience		÷	
Full 25 year's post graduate			R324,078
service and experience			
Full 26 year's post graduate			R328,938
service and experience	Ì		
Full 27 year's post graduate			R333,870
service and experience			
Full 28 year's post graduate			R338,880
service and experience			
Full 29 year's post graduate			R343,962
service and experience			
Full 30 year's and more post			R349,122
graduate service and	Ť		
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- ☐ All appropriate service/experience refers to the number of full years' of service/experience
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 Appropriate service/ experience are recognised on a basis of 100% of actual service/experience to a maximum of 30 years' actual service/experience.

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service and experience		<u> </u>	
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graduate and experience	LP-5	213,736 X Prog -	D000 407
Full 6 year's post graduate		328,903	R220,197
service and experience		-	R223,500
Full 7 year's post graduate			1/220,000
service and experience Full 8 year's post graduate			R359,673
service and experience			
Full 9 year's post graduate			R365,070
service and experience			•
Full 10 year's post graduate		359,673 X Prog –	R370,548
service and experience			
Full 11 year's post graduate			R376,107
service and experience			
Full 12 year's post graduate			R381,747
service and experience			D007 474
Full 13 year's post graduate			R387,471
service and experience			R393,282
Full 14 year's post graduate service and experience			11090,202
Full 15 year's post graduate	LP-6	506,550	R399,180
service and experience			,,,,,,,
Full 16 year's post graduate			R405,168
service and experience			
Full 17 year's post graduate			R411,243
service and experience	-		
Full 18 year's post graduate			R417,411
service and experience			5400.070
Full 19 year's post graduate			R423,672
service and experience		-	R430,029
Full 20 year's post graduate			15430,028
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Full 21 year's post graduate			117001713
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service and experience			
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Full 23 year's post graduate			R449,673
service and experience			
Full 24 year's post graduate			R456,420
service and experience			
Full 25 year's post graduate			R463,263
service and experience		•	
Full 26 year's post graduate	·		R470,211
service and experience			
Full 27 year's post graduate	•		R477,267
service and experience			
Full 28 year's post graduate			R484,422
service and experience			
Full 29 year's post graduate			R491,688
service and experience			
Full 30 year's and more post			R499,062
graduate service and			
experience			

- ☐ 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.

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Full 5 year's service post			R324,078
graduate and experience			
Full 6 year's post graduate			R328,938
service and experience	LP-7	324,078 X Prog -	
Full 7 year's post graduate	<u> </u>	349,122	R333,870
service and experience			
Full 8 year's post graduate		}	R338,880
service and experience			
Full 9 year's post graduate			R381,747
service and experience			5007 474
Full 10 year's post graduate			R387,471
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Full 11 year's post graduate			R393,282
service and experience		381,747 X Prog – 537.639	D200 190
Full 12 year's post graduate			R399,180
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service and experience		007,000	117,771
Full 16 year's post graduate			R423,672
service and experience	,		,
Full 17 year's post graduate		<u> </u>	R430,029
service and experience			
Full 18 year's post graduate	1		R436,479
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Full 19 year's post graduate	1		R443,028
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Full 20 year's post graduate]	·	R449,673
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Full 21 year's post graduate]		R456,420
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Full 22 year's post graduate]		R463,263
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Full 23 year's post graduate			R470,211

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Full 27 year's post graduate		R499,062
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Full 28 year's post graduate		R506,550
service and experience		
Full 29 year's post graduate		R514,149
service and experience		
Full 30 year's and more post		R521,862
graduate service and		
experience		

- ☐ 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.

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Full 16 year's post graduate	LP-9	417,411 X Prog –	R470,211
service and experience		652,461	
Full 17 year's post graduate			R477,267
service and experience			
Full 18 year's post graduate	1		R484,422
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Full 19 year's post graduate			R491,688
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Full 22 year's post graduate			R514,149
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Full 23 year's post graduate			R521,862
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Full 24 year's post graduate			R529,692
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Full 25 year's post graduate			R537,639
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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

- ☐ 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.

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Full 5 year's service post			R324,078
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Full 6 year's post graduate			R328,938
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Full 8 year's post graduate			R338,880
service and experience			R381,747
Full 9 year's post graduate			N301,/4/
service and experience			R387,471
Full 10 year's post graduate	7		11001,411
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service and experience			11000,202
Full 12 year's post graduate		R399,180	
service and experience			11000,100
Full 13 year's post graduate		-	R405,168
service and experience			***************************************
Full 14 year's post graduate	Type		R411,243
service and experience		381,747 X Prog -	·
Full 15 year's post graduate	LP-8	537,639	R417,411
service and experience	•		
Full 16 year's post graduate	1		R423,672
service and experience			
Full 17 year's post graduate			R430,029
service and experience			
Full 18 year's post graduate			R436,479
service and experience		-	D 440 000
Full 19 year's post graduate	1		R443,028
service and experience	4	}	D440 672
Full 20 year's post graduate			R449,673
service and experience	4		R456,420
Full 21 year's post graduate			N400,420
service and experience	4	 -	R463,263
Full 22 year's post graduate		-	17400,200
service and experience	1		R470,211
Full 23 year's post graduate			FATU,ZII
service and experience			

Seldicelex (Electe profie espisa March 2007			Seale Breat	Halvaberii iko da
Full 24 year's post graduate				R477,267
service and experience				
Full 25 year's post graduate	1			R484,422
service and experience				
Full 26 year's post graduate	1			R491,688
service and experience				
Full 27 year's post graduate	1			R499,062
service and experience				
Full 28 year's post graduate	1			R506,550
service and experience				
Full 29 year's post graduate	1	ŀ		R514,149
service and experience		}		
Full 30 year's and more post	1			R521,862
graduate service and	•	-		
experience				

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- ☐ 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.

	Revised production		
	grade	SONERAL SERVICES OF THE	
Full 8 year's post graduate			R417,411
service and experience			
Full 9 year's post graduate			R423,672
service and experience			
Full 10 year's post graduate			R430,029
service and experience	<u>]</u>		
Full 11 year's post graduate			R436,479
service and experience			
Full 12 year's post graduate			R443,028
service and experience			
Full 13 year's post graduate			R449,673
service and experience	4		D 450 400
Full 14 year's post graduate			R456,420
service and experience	_		5 400 000
Full 15 year's post graduate			R463,263
service and experience	4	417,411 X Prog	D 470 044
Full 16 year's post graduate	LP-9	652,461	R470,211
service and experience	4]	D 477 007
Full 17 year's post graduate			R477,267
service and experience	·		D404 400
Full 18 year's post graduate			R484,422
service and experience	4		R491,688
Full 19 year's post graduate			K491,000
service and experience	-		R499,062
Full 20 year's post graduate			1499,002
service and experience Full 21 year's post graduate	4		R506,550
service and experience			12000,000
Full 22 year's post graduate	-		R514,149
service and experience			110171717
Full 23 year's post graduate	-		R521,862
service and experience			1.001,000
Full 24 year's post graduate	-		R529,692
service and experience			
E 11 05	1		DE07.000
Full 25 year's post graduate			R537,639
service and experience	4		DE4E 700
Full 26 year's post graduate	}		R545,703
service and experience			

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	Towns in a security in	
Full 27 year's post graduate		R553,890
service and experience		
Full 28 year's post graduate		R562,200
service and experience		
Full 29 year's post graduate		R570,633
service and experience		·
Full 30 year's and more post	•	R579,192
graduate service and		·
experience		

- ☐ 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.

有是	Rease modelo		
	gjede	Scale (Fs)a)	
Full 10 year's post graduate			R545,703
service and experience	!		710-10,700
Full 11 year's post graduate	-		R553,890
service and experience	. !		
Full 12 year's post graduate	1		R562,200
service and experience	1		
Full 13 year's post graduate	1		R570,633
service and experience			
Full 14 year's post graduate	1		R579,192
service and experience]		
Full 15 year's post graduate	1		R587,880
service and experience			
Full 16 year's post graduate	!		R596,700
service and experience			
Full 17 year's post graduate	1		R605,649
service and experience			
Full 18 year's post graduate	·	4	R614,733
service and experience		545,703 X Prog	
Full 19 year's post graduate	LP-10	827,961	R623,958
service and experience		027,001	
Full 20 year's post graduate			R633,318
service and experience	<u> </u>		
Full 21 year's post graduate			R642,819
service and experience	.		D050 404
Full 22 year's post graduate			R652,461
service and experience	4		D000.050
Full 23 year's post graduate			R662,250
service and experience	<u>-</u>		D672 192
Full 24 year's post graduate			R672,183
Full 25 year's post graduate	1		R682,269
service and experience			1,002,209
Full 26 year's post graduate	4		R692,502
service and experience			11002,002
Full 27 year's post graduate	1		R702,891
service and experience			11102,001
To the and expension			
Full 28 year's post graduate	1		R713,433
service and experience			

Service/experience profile on:51. harch 2007	Revised production :	Scale (Rpa)	Notch (Rea)
Full 29 year's post graduate service and experience			R724,137
Full 30 year's and more post graduate service and experience			R734,997

- ☐ 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)	Hough (Rosa)
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	128,826 X Prog –	R128,826
Full 9 years' post graduate service and experience	·	147,303	R130,758
Full 10 years' post graduate service and experience			R132,720
Full 11 years' post graduate service and experience			R134,712 R136,734
Full 12 years' post graduate service and experience			R138,786
Full 13 years' post graduate service and experience			K130,700

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

			Nachreal
Service/experience profile	Revised production grade	Scale (Rpa)	Matter
on 1 July 2007	grade		3 %
			1000
Full 14 years' post graduate	MR-5	156,345 X	R156,345
service and experience		Prog - 387,471	
Full 15 years' post graduate			R158,691
service and experience			
Full 16 years' post graduate			R161,070
service and experience			
Full 17 years' post graduate			R163,485
service and experience			
Full 18 years' post graduate			R165,936
service and experience			
Full 19 years' post graduate			R168,426
service and experience			
Fuli 20 years' post graduate			R170,952
service and experience			
Full 21 years' post graduate			R173,517
service and experience			5470 404
Full 22 years' post graduate		Ì	R176,121
service and experience			D470 704
Full 23 years' post graduate			R178,764
service and experience			7101 110
Full 24 years' post graduate			R181,446
service and experience		ļ	D 404 40 -
Full 25 years' post graduate			R184,167
service and experience			D400.000
Full 26 years' post graduate			R186,930
service and experience			D400 705
Full 27 years' post graduate			R189,735
service and experience			D400 500
Full 28 years' post graduate			R192,582
service and experience			D405 474
Full 29 years' post graduate	_		R195,471
service and experience			D409 403
Full 30 years' and more			R198,402
post graduate service and			
experience			

- ☐ 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	Revised production	Scale (Rpa)	Notes (Rpa)
on 1 July 2007	gradē		
No previous post graduate	EC-1	81,201 X Prog	R81,201
service and experience		- 81,201	
Full 1 year's post graduate	EC-2	94,236 X Prog	R94,236
service and experience 1		- 94,236	
Full 2 year's post graduate	EC-3	106,155 X	R106,155
service and experience		Prog – 121,377	
Full 3 years' post graduate			R107,748
service and experience			
Full 4 years' post graduate			R109,385
service and experience			D444 006
Full 5 years' post graduate			R111,006
service and experience			R112,671
Full 6 years' post graduate service and experience	·		10112,011
Full 7 years' post graduate	-		R114,360
service and experience			
Full 8 years' post graduate	EC-4	128,826 X	R128,826
service and experience		Prog –	
Full 9 years' post graduate		198,402	R130,758
service and experience			R132,720
Full 10 years' post graduate	,		K 132,720
service and experience	4		R134,712
Full 11 years' post graduate service and experience			
Full 12 years' post graduate	1		R136,734
service and experience			
Full 13 years' post graduate			R138,786
service and experience			
		<u> </u>	

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

Seivice/experience profile	Revised production	Scale (Rpa)	Notela (Real
on 1 July 2007	grade		
	AMELYS TO A STATE OF THE STATE		Apple 1
Full 14 years' post graduate			R140,868
service and experience			<u>.</u>
Full 15 years' post graduate			R142,980
service and experience			
Full 16 years' post graduate			R145,125
service and experience			
Full 17 years' post graduate			R147,303
service and experience			
Full 18 years' post graduate			R149,514
service and experience			
Full 19 years' post graduate	:		R151,758
service and experience			
Full 20 years' post graduate	·		R154,035
service and experience			
Full 21 years' post graduate		•	R156,345
service and experience			
Full 22 years' post graduate			R158,691
service and experience			
Full 23 years' post graduate			R161,070
service and experience			
Full 24 years' post graduate			R163,485
service and experience			
Full 25 years' post graduate			R165,936
service and experience			
Full 26 years' post graduate		•	R168,952
service and experience			
Full 27 years' post graduate			R170,952
service and experience			
Full 28 years' post graduate			R173,517
service and experience			
Full 29 years' post graduate			R176,121
service and experience			D.470.704
Full 30 years' and more post			R178,764
graduate service and			
experience			<u></u>

- ☐ 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)	Note: (Rea
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 Full 6 years' post graduate			R111,006 R112,671
service and experience Full 7 years' post graduate			R114,360
service and experience Full 8 years' post graduate	MR-4	128,826 X	R128,826
Full 9 years' post graduate service and experience		Prog – 147,303	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 Full 13 years' post graduate			R136,734 R138,786
service and experience			1(100,700

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

Service/experience profite	Revised production	Scale (Spa)	Note is Real
on 1 July 2007	grade		
		7 (1900) 1 (1900) 1 (1900)	
Full 14 years' post graduate	MR-5	156,345 X	R156,345
service and experience		Prog - 387,471	
Full 15 years' post graduate			R158,691
service and experience			
Full 16 years' post graduate			R161,070
service and experience			
Full 17 years' post graduate		·	R163,485
service and experience			
Full 18 years' post graduate			R165,936
service and experience		,	
Full 19 years' post graduate			R168,426
service and experience			
Full 20 years' post graduate			R170,952
service and experience			
Full 21 years' post graduate			R173,517
service and experience			5470 404
Full 22 years' post graduate			R176,121
service and experience			D470 764
Full 23 years' post graduate			R178,764
service and experience			72404 440
Full 24 years' post graduate			R181,446
service and experience		:	D404 407
Full 25 years' post graduate			R184,167
service and experience			D400.000
Full 26 years' post graduate			R186,930
service and experience			D490.725
Full 27 years' post graduate			R189,735
service and experience			D403 593
Full 28 years' post graduate			R192,582
service and experience			R195,471
Full 29 years' post graduate			K 180,4/1
service and experience			R198,402
Full 30 years' and more			17 190,402
post graduate service and			
experience	1	L	L

- ☐ 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 en 1 July 2007	Revised production grade	Scale (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	128,826 X Prog –	R128,826
Full 9 years' post graduate service and experience		147,303	R130,758
Full 10 years' post graduate service and experience Full 11 years' post graduate			R134,712
service and experience Full 12 years' post graduate			R136,734
service and experience Full 13 years' post graduate			R138,786
service and experience			

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

Service/experience profile	Revised production	Scale (Rpa)	
on 1 July 2007	grade		
		The state of the s	AND
A CONTROL OF THE CONT			D460 045
Full 14 years' post graduate	MR-5	156,345 X	R156,345
service and experience		Prog - 387,471	D450 004
Full 15 years' post graduate			R158,691
service and experience			D404.070
Full 16 years' post graduate			R161,070
service and experience		•	D400.405
Full 17 years' post graduate			R163,485
service and experience		-	5405.000
Full 18 years' post graduate			R165,936
service and experience			D 400 400
Full 19 years' post graduate			R168,426
service and experience			D470.050
Full 20 years' post graduate	,		R170,952
service and experience			D470 547
Full 21 years' post graduate	,		R173,517
service and experience		1	D470 404
Full 22 years' post graduate			R176,121
service and experience			B.130.30.4
Full 23 years' post graduate			R178,764
service and experience		*	D464 440
Full 24 years' post graduate			R181,446
service and experience			7.04.407
Full 25 years' post graduate			R184,167
service and experience			
Full 26 years' post graduate			R186,930
service and experience			
Full 27 years' post graduate			R189,735
service and experience			
Full 28 years' post graduate			R192,582
service and experience			
Full 29 years' post graduate			R195,471
service and experience			
Full 30 years' and more		1	R198,402
post graduate service and			
experience			<u></u>

- ☐ 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)
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- ☐ Experience and service gained as a trainee is recognised.

Service/experience profile on 1 July 2007	Revised production grade	Scale (Rpa)	Noteli (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	128,826 X Prog –	R128,826
Full 9 years' post graduate service and experience		147,303	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.

Servicelexperience profile	Revised production	Scale (Rpa)	Notel (FD2)
on 1-July 2007	made		
		10 10 10 10 10 10 10 10 10 10 10 10 10 1	
		v in the second	
Full 14 years' post graduate	MR-5	156,345 X	R156,345
service and experience		Prog - 387,471	
Full 15 years' post graduate			R158,691
service and experience			
Full 16 years' post graduate		·	R161,070
service and experience			
Full 17 years' post graduate			R163,485
service and experience			
Full 18 years' post graduate			R165,936
service and experience			
Full 19 years' post graduate			R168,426
service and experience			
Full 20 years' post graduate			R170,952
service and experience			5450545
Full 21 years' post graduate			R173,517
service and experience		1	
Full 22 years' post graduate		1	R176,121
service and experience			B 4 7 0 7 0 4
Full 23 years' post graduate			R178,764
service and experience			5404 440
Full 24 years' post graduate		1	R181,446
service and experience			D404407
Full 25 years' post graduate			R184,167
service and experience			D400 000
Full 26 years' post graduate			R186,930
service and experience			D400 705
Full 27 years' post graduate			R189,735
service and experience			D400 F00
Full 28 years' post graduate			R192,582
service and experience			D405 474
Full 29 years' post graduate			R195,471
service and experience			R198,402
Full 30 years' and more			K 190,402
post graduate service and			
experience			