

Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID-AFRIKA

Vol. 546

Pretoria, 2 December 2010
Desember

No. 33826

IMPORTANT NOTICE

The Government Printing Works will not be held responsible for faxed documents not received due to errors on the fax machine or faxes received which are unclear or incomplete. Please be advised that an "OK" slip, received from a fax machine, will not be accepted as proof that documents were received by the GPW for printing. If documents are faxed to the GPW it will be the sender's responsibility to phone and confirm that the documents were received in good order.

Furthermore the Government Printing Works will also not be held responsible for cancellations and amendments which have not been done on original documents received from clients.

CONTENTS**INHOUD**

<i>No.</i>	<i>Page No.</i>	<i>Gazette No.</i>	<i>No.</i>	<i>Bladsy No.</i>	<i>Koerant No.</i>
GOVERNMENT NOTICE			GOEWERMENSKENNISGEWING		
Justice and Constitutional Development, Department of			Justisie en Staatkundige Ontwikkeling, Departement van		
<i>Government Notice</i>			<i>Goewermentskennisgewing</i>		
1146			1146		
National Prosecuting Authority Act (32/1998): Determination of an Occupation Specific Dispensation (OSD) for legally qualified employees appointed in terms of section 16 of the National Prosecuting Authority Act, 1998 (Act No. 32 of 1998).....			Wet op die Nasionale Vervolgingsgesag (32/1998): Bepaling van Beroep Spesifieke Bedeling (BSB) vir regsgekwalfiseerde beamptes aangestel in terme van artikel 16 van die Nasionale Vervolgingsgesag Wet, 1998 (Wet No. 32 van 1998).....		
	3	33826		3	33826

GOVERNMENT NOTICE
GOEWERMENTSKENNISGEWING

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT
DEPARTEMENT VAN JUSTISIE EN STAATKUNDIGE ONTWIKKELING

No. 1146

2 December 2010

DETERMINATION OF SALARIES OF PROSECUTORS UNDER SECTION 18(1)
OF THE NATIONAL PROSECUTING AUTHORITY ACT, 1998

WHEREAS the former Minister for Justice and Constitutional Development, as per Government Notice No. 1088 published in Government Gazette No. 31486 of 7 October 2008, determined as the first phase translation, on the same basis as provided for in the Occupation Specific Dispensation for legally qualified professionals as per GPSSBC Resolution 1 of 2008 and pending a final determination, new salaries for prosecutors with effect from 1 July 2007;

AND WHEREAS a second phase translation and determination has been negotiated with the Department of Public Service and Administration in line with the abovementioned Occupation Specific Dispensation;

NOW THEREFORE, I, **Jeffrey Thamsanqa Radebe**, Minister for Justice and Constitutional Development, acting under section 18(1) of the National Prosecuting Authority Act, 1998 (Act No. 32 of 1998), and after consultation with the National Director of Public Prosecutions and the Minister for the Public Service and Administration and with the concurrence of the Minister of Finance, hereby determine an Occupation Specific Dispensation and second phase translation for prosecutors as per Schedule, with effect from 1 July 2007.



MR. JT RADEBE
Minister for Justice and
Constitutional Development

DETERMINATION OF AN OCCUPATION SPECIFIC DISPENSATION (OSD) FOR LEGALLY QUALIFIED EMPLOYEES APPOINTED IN TERMS OF SECTION 16 OF NATIONAL PROSECUTING AUTHORITY ACT, 1998 (Act No. 32 OF 1998)

1. INTRODUCTION

This determination in terms of section 18 of the **National Prosecuting Authority Act, 1998 (Act No. 32 of 1998)** (hereinafter referred to as "**the NPA Act**"), provides for the development and implementation of an Occupational Specific Dispensation (OSD) for qualified legal professionals appointed in terms of section 16 of the **NPA Act**, with effect from 1 July 2007.

2. OBJECTIVE

The objective of this determination is to introduce an occupational specific remuneration and career progression system for legally qualified professionals as defined in this determination, that provides for—

- (a) a unique salary structure;
- (b) career-pathing opportunities based on competencies, experience and performance;
- (c) adequate pay progression and accelerated pay progression;
- (d) grade progression based on performance;
- (e) recognition of appropriate experience;
- (f) increased competencies;
- (g) the creation of a specialist dispensation;
- (h) the introduction of differentiated salary scales for identified categories based on a new remuneration structure; and
- (i) a change in the pensionable composition of the total cost package which will now be a 70/30 split.

3. SCOPE

This determination applies to qualified legal professionals appointed in terms of section 16 of the NPA Act.

4. DETERMINATION

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

(a) Unique Remuneration Structure

The introduction of a unique remuneration structure for qualified legal professionals appointed in terms of section 16 of the NPA 32, with 1.5% increments between notches.

(b) Different Career Streams

The Introduction of four work streams to enhance career-pathing, namely, entry level production, advanced production level, litigator specialist production level and court and management supervision level. The different work streams are as set out in the table hereunder.

(c) Work streams in the OSD:

No	WORK STREAM	OSD BAND	OCCUPATIONAL GROUPS INCLUDED
	a	b	c
1.	Training	LP-1, LP-2	Aspirant Prosecutor
2.	Production	LP-3, LP-4	District Court Prosecutor Maintenance Prosecutor Head Control 1

No	WORK STREAM	OSD BAND	OCCUPATIONAL GROUPS INCLUDED
	a	b	c
3.	Advanced Production	LP-5, LP-6	Regional Court Prosecutor Relief Prosecutor
		LP-7, LP-8	State Advocate
		LP-9	Senior State Advocate Senior Public Prosecutor (Production) Senior Public Prosecutor (Tutor)
4.	Specialist	LP-10	Litigation Specialist
5.	Supervision	SU-1 & SU-2	District Court Control Prosecutor Head Control Prosecutor 2
		SU-3	Head Control 3 & Regional Court Control Prosecutor
6.	Court Management	CM-1	Senior Public Prosecutor (Management)

- 4.2 The production specialist stream was created to assist the National Prosecuting Authority ("the NPA") to recruit and retain specialists in the legal profession who have gained at least 10 years' active legal court experience and whose post require active involvement in litigation and court work. The number of posts created shall be subject to norms to be determined by the NPA.

5. REQUIREMENTS FOR APPOINTMENT AND PROMOTION

- 5.1 The appointment and promotion requirements for each category are indicated in Annexure "A".
- 5.2 Promotion to a higher post shall be subject to—
- the employee meeting the appointment requirements (i.e. possessing the relevant qualification(s), prescribed years of experience, etc.) and;
 - the availability of posts.

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% shall apply on condition that the relevant employee has maintained a satisfactory level of performance as set out in the performance management system that shall be applicable at the time when such employee becomes eligible for pay progression.
- 6.3 Accelerated pay progression shall be introduced to the above top performers on identified grades. A maximum of 20% of employees on these grades may be awarded two (2) notches for **good performance** and 10% may be awarded three (3) notches for **excellent performance**.
- 6.5 Annual pay progression shall 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 PATH

- 7.1 Career paths are 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 provides 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 OSD 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 NPA prescribed the competency requirements (generic, functional and experiential) per post level to provide for appropriate salary recognition and grade progression as per Annexure A.

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

To enhance the recruitment of legally qualified professionals, the NPA must introduce a basis for salary recognition for relevant experience on appointment from outside the NPA in NPA 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, is contained in **Annexure "C"**.
- 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 shall be undertaken by the NPA.

13. TRANSLATION MEASURES

- 13.1 Employees shall translate to the appropriate salary scales in accordance with the posts that they currently occupy.
- 13.2 Translation measures to facilitate translation from the existing dispensation to the appropriate salary scales attached to the OSD are based on the following principles:
- (a) No person will receive a salary (notch or package) that is less than what he or she received prior to the implementation of the OSD.
 - (b) Translation will be done in two phases:
 - (i) **1st Phase:**

This phase requires a minimum translation to the appropriate salary scale attached to the posts (and grades in respect of production levels). The translation table is contained in annexure "B".
 - (ii) **2nd Phase:**

Recognition of relevant experience obtained by a person after obtaining his or her qualification, who occupies a post in the relevant legal category. This once off recognition of experience is based on full years' service/ experience as on 31 March 2007, in order to award a higher

salary subject to the limits of the measures for such recognition. The translation table is contained in annexure "C".

- 13.3 Employees who are translated to total cost packages, shall have their pensionable benefits protected (employees will not be worse off).
- 13.4 Total cost packages will constitute only a 70/30 split: (70% pensionable salary).

14. GENERAL PROVISIONS

The NPA 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. SKILLS SHORTAGE MANAGEMENT FRAMEWORK

The NPA will implement an appropriate Skills Shortage Management Framework to assist in recruitment and retention.

16. DATE OF IMPLEMENTATION

The provisions of this determination shall take effect from 1 July 2007 provided that for –

- (a) employees appointed after 1 July 2007, implementation will commence with effect from the date of such appointment and will only participate in the first (1st) phase translation;
- (b) employees who received a post promotion after 1 July 2007, shall be backdated on the salary level attached to the lower post with effect from 1 July 2007 and will participate in the first (1st) and second (2nd) phase translation phases until the date of her/his appointment to the higher post.

Thereafter the employee shall translate according to the first phase translation key to the appropriate OSD notch and will not receive the once-off second translation on the higher post as the employee already received in the lower post.

Annexure “A”:

**Appointment and
Promotion
Requirements**

THE NATIONAL PROSECUTING AUTHORITY

Aspirant Prosecutor					
Job Title	Salary Level and Scale		Appointment Requirement		Progression Requirement
			Qualification	Experience	To
Aspirant Prosecutor (Contract Appointment)	LP-1	R 81,201	As determined by the Minister in terms of Section 16(3) of Act 32 of 1998	No previous legal Experience required	No grade progression Opportunity - apply for higher vacant post Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for the higher post

THE NATIONAL PROSECUTING AUTHORITY

Aspirant Prosecutor					
Job Title	Salary Level and Scale		Appointment Requirement		Progression Requirement
			Qualification	Experience	To
Aspirant Prosecutor (Contract Appointment)	LP-2	R 94,236	As determined by the Minister in terms of Section 16(3) of Act 32 of 1998	At least 1 years post qualification legal experience (1.)	No grade progression Opportunity - apply for higher vacant post Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for the higher post

THE NATIONAL PROSECUTING AUTHORITY

District Court Prosecutor								
Job Title	Salary Level and Scale		Appointment Requirement		Progression Requirement			
			Qualification	Experience	To		Criteria	
District Court Prosecutor Grade 1	LP-3		As determined by the Minister in terms of Section 16(3) of Act 32 of 1998	At least 2 years' post qualification legal experience or 1 year post qualification legal experience for candidates who successfully completed the NPA Aspirant Prosecutor Program. (1.)	District Court Prosecutor Grade 2	LP-4, 1st Notch	Grade Progression	2 years' above average performance on LP-3
	1	R 125,046						4 years' average performance on LP-3
	2	R 126,921						
	3	R 128,826						
	4	R 130,758						
	5	R 132,720						
	6	R 134,712				Pay Progression	Based on annual Performance Assessment: - 1 Notch: Satisfactory Performance	

(1.) Experience gained during post graduate training, is recognised

THE NATIONAL PROSECUTING AUTHORITY

District Court Prosecutor								
Job Title	Salary Level and Scale			Appointment Requirement		Progression Requirement		
	LP-4	Notch	TCP	Qualification	Experience	To	Pay Progression	Criteria
District Court Prosecutor Grade 2	1	R 170,952		As determined by the Minister in terms of Section 16(3) of Act 32 of 1998	At least 5 years' post qualification legal experience ^(1.)	No Further grade progression opportunity. Must 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)
	2	R 173,517						
	3	R 176,121						
	4	R 178,764						
	5	R 181,446						
	6	R 184,167						
	7	R 186,930						
	8	R 189,735						
	9	R 192,582						
	10	R 195,471						
	11	R 198,402						
	12	R 201,378						
	13	R 204,399						
	14	R 207,465						
	15	R 210,576						
	16	R 213,735						
	17	R 216,942						
	18	R 220,197						
	19	R 223,500						
	20		R 324,078					
	21		R 328,938					
	22		R 333,870					
	23		R 338,880					
	24		R 343,962					
	25		R 349,122					
	26		R 354,360					
	27		R 359,673					

(1.) Experience gained during post graduate training, is recognised

THE NATIONAL PROSECUTING AUTHORITY

Regional Court Prosecutor									
Job Title	Salary Level and Scale			Appointment Requirement		Progression Requirement			
	LP-5	Notch	TCP	Qualification	Experience	To		Criteria	
Regional Court Prosecutor Grade 1	1	R 213,735	R 324,078 R 328,938	As determined by the Minister in terms of Section 16(3) of Act 32 of 1998	At least 4 years' post qualification legal experience (1.)	Regional Court Prosecutor Grade 2	LP-6, 1st Notch	Grade Progression	2 years' above average performance on LP-5
	2	R 216,942						4 years' average performance on LP-5	
3	R 220,197	Pay Progression						Based on annual Performance Assessment: - 1 Notch: Satisfactory Performance	
4	R 223,500								
5									
6									

(1.) Experience gained during post graduate training, is recognised

THE NATIONAL PROSECUTING AUTHORITY

Regional Court Prosecutor						
Job Title	Salary Level and Scale		Appointment Requirement	Progression Requirement		
			Qualification	To	Criteria	
Regional Court Prosecutor Grade 2	LP-6	TCP	As determined by the Minister in terms of Section 16(3) of Act 32 of 1998	No Further grade progression opportunity. Must 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)
	1	R 359,673				
	2	R 365,070				
	3	R 370,548				
	4	R 376,107				
	5	R 381,747				
	6	R 387,471				
	7	R 393,282				
	8	R 399,180				
	9	R 405,168				
	10	R 411,243				
	11	R 417,411				
	12	R 423,672				
	13	R 430,029				
	14	R 436,479				
	15	R 443,028				
	16	R 449,673				
	17	R 456,420				
	18	R 463,263				
	19	R 470,211				
	20	R 477,267				
	21	R 484,422				
	22	R 491,688				
	23	R 499,062				
24	R 506,550					

(1.) Experience gained during post graduate training, is recognised

THE NATIONAL PROSECUTING AUTHORITY

Senior Public Prosecutor (Production) & Tutor							
Job Title	Salary Level and Scale		Appointment Requirement		Progression Requirement		
	LP-9	TCP	Qualification	Experience	To	Criteria	
Senior Prosecutor (Production) and Tutor	1	R 417,411	As determined by the Minister in terms of Section 16(3) of Act 32 of 1998	At least 8 years' legal experience ^(1.) post qualification as determined by Minister in terms of Section 16(3) of Act 32 of 1998	No Further grade progression opportunity. Must 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)
	2	R 423,672					
	3	R 430,029					
	4	R 436,479					
	5	R 443,028					
	6	R 449,673					
	7	R 456,420					
	8	R 463,263					
	9	R 470,211					
	10	R 477,267					
	11	R 484,422					
	12	R 491,688					
	13	R 499,062					
	14	R 506,550					
	15	R 514,149					
	16	R 521,862					
	17	R 529,692					
	18	R 537,639					
	19	R 545,703					
	20	R 553,890					
	21	R 562,200					
	22	R 570,633					
	23	R 579,192					
	24	R 587,880					
	25	R 596,700					
	26	R 605,649					
	27	R 614,733					
	28	R 623,958					
	29	R 633,318					
	30	R 642,819					
	31	R 652,461					

(1.) Experience gained during post graduate training, is recognised

THE NATIONAL PROSECUTING AUTHORITY

State Advocate												
Job Title	Salary Level and Scale		Appointment Requirement		Progression Requirement							
			Qualification	Experience	To		Criteria					
State Advocate Grade 1	LP-7	TCP	As determined by the Minister in terms of Section 25(2) of Act 32 of 1998	At least 5 years' legal experience ^(1.) post qualification as determined by Minister in terms of Section 16(3) of Act 32 of 1998	State Advocate Grade 2	LP-8, 1st Notch	Grade Progression	2 years' above average performance on LP-7				
	1	R 324,078						4 years' average performance on LP-7				
	2	R 328,938									Pay Progression	Based on annual Performance Assessment: - 1 Notch: Satisfactory Performance
	3	R 333,870										
	4	R 338,880										
	5	R 343,962										
6	R 349,122											

(1.) Experience gained during post graduate training, is recognised

THE NATIONAL PROSECUTING AUTHORITY

State Advocate						
Job Title	Salary Level and Scale		Appointment Requirement	Progression Requirement		
			Qualification	To	Criteria	
State Advocate Grade 2	LP-8	TCP	As determined by the Minister in terms of Section 25(2) of Act 32 of 1998	No Further grade progression opportunity. Must 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)
	1	R 381,747				
	2	R 387,471				
	3	R 393,282				
	4	R 399,180				
	5	R 405,168				
	6	R 411,243				
	7	R 417,411				
	8	R 423,672				
	9	R 430,029				
	10	R 436,479				
	11	R 443,028				
	12	R 449,673				
	13	R 456,420				
	14	R 463,263				
	15	R 470,211				
	16	R 477,267				
	17	R 484,422				
	18	R 491,688				
	19	R 499,062				
	20	R 506,550				
	21	R 514,149				
	22	R 521,862				
	23	R 529,692				
24	R 537,639					

(1.) Experience gained during post graduate training, is recognised

THE NATIONAL PROSECUTING AUTHORITY

Senior State Advocate						
Job Title	Salary Level and Scale		Appointment Requirement		Progression Requirement	
			Qualification	Experience	To	Criteria
Senior State Advocate	LP-9	TCP	As determined by the Minister in terms of Section 25(2) of Act 32 of 1998	At least 8 years' legal experience ^(1.) post qualification as determined by Minister in terms of Section 16(3) of Act 32 of 1998	No Further grade progression opportunity. Must 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)
	1	R 417,411				
	2	R 423,672				
	3	R 430,029				
	4	R 436,479				
	5	R 443,028				
	6	R 449,673				
	7	R 456,420				
	8	R 463,263				
	9	R 470,211				
	10	R 477,267				
	11	R 484,422				
	12	R 491,688				
	13	R 499,062				
	14	R 506,550				
	15	R 514,149				
	16	R 521,862				
	17	R 529,692				
	18	R 537,639				
	19	R 545,703				
	20	R 553,890				
	21	R 562,200				
	22	R 570,633				
	23	R 579,192				
	24	R 587,880				
	25	R 596,700				
	26	R 605,649				
	27	R 614,733				
	28	R 623,958				
	29	R 633,318				
	30	R 642,819				
31	R 652,461					

(1.) Experience gained during post graduate training, is recognised

THE NATIONAL PROSECUTING AUTHORITY

Litigation Specialist & Deputy Director of Public Prosecutions (Production)							
Job Title	Salary Level and Scale		Appointment Requirement		Progression Requirement		
	LP-10	TCP	Qualification	Experience	To	Pay Progression	Criteria
Litigation Specialist & Deputy Director of Public Prosecutions (Production)	1	R 545,703	As determined by the Minister in terms of Section 25(2) of Act 32 of 1998	At least 10 years' legal experience ⁽¹⁾ post qualification as determined by Minister in terms of Section 16(3) of Act 32 of 1998	No Further grade progression opportunity. Must 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)
	2	R 553,890					
	3	R 562,200					
	4	R 570,633					
	5	R 579,192					
	6	R 587,880					
	7	R 596,700					
	8	R 605,649					
	9	R 614,733					
	10	R 623,958					
	11	R 633,318					
	12	R 642,819					
	13	R 652,461					
	14	R 662,250					
	15	R 672,183					
	16	R 682,269					
	17	R 692,502					
	18	R 702,891					
	19	R 713,433					
	20	R 724,137					
	21	R 734,997					
	22	R 746,019					
	23	R 757,209					
	24	R 768,567					
	25	R 780,093					
	26	R 791,793					
	27	R 803,670					
	28	R 815,727					
	29	R 827,961					

(1.) Experience gained during post graduate training, is recognised

THE NATIONAL PROSECUTING AUTHORITY

Supervisor (District Court Control & Head Control 2)									
Job Title	Salary Level and Scale			Appointment Requirement		Progression Requirement			
				Qualification	Experience	To		Criteria	
Supervisor 1, Grade 1 (District Court Control & Head Control 2)	SU-1	Notch	TCP	As determined by the Minister in terms of Section 16(3) of Act 32 of 1998	At least 4 years' post qualification legal experience ⁽¹⁾	Supervisor 1, Grade 2	SU-2, 1st Notch	Grade Progression	2 years' above average performance on LP-5
	1	R 213,735						4 years' average performance on LP-5	
	2	R 216,942							
	3	R 220,197							
	4	R 223,500							
	5		R 324,078						
6		R 328,938		Pay Progression	Based on annual Performance Assessment: - 1 Notch: Satisfactory Performance				

(1.) Experience gained during post graduate training, is recognised

THE NATIONAL PROSECUTING AUTHORITY

Supervisor (District Court Control & Head Control 2)						
Job Title	Salary Level and Scale		Appointment Requirement	Progression Requirement		
			Qualification	To		Criteria
Supervisor 1, Grade 2 (District Court Control & Head Control 2)	SU-2	TCP	As determined by the Minister in terms of Section 16(3) of Act 32 of 1998	No Further grade progression opportunity. Must 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)
	1	R 359,673				
	2	R 365,070				
	3	R 370,548				
	4	R 376,107				
	5	R 381,747				
	6	R 387,471				
	7	R 393,282				
	8	R 399,180				
	9	R 405,168				
	10	R 411,243				
	11	R 417,411				
	12	R 423,672				
	13	R 430,029				
	14	R 436,479				
	15	R 443,028				
	16	R 449,673				
	17	R 456,420				
	18	R 463,263				
	19	R 470,211				
	20	R 477,267				
	21	R 484,422				
	22	R 491,688				
	23	R 499,062				
24	R 506,550					

(1.) Experience gained during post graduate training, is recognised

THE NATIONAL PROSECUTING AUTHORITY

Supervisor 2 (Regional and Head Court Control 3)							
Job Title	Salary Level and Scale		Appointment Requirement		Progression Requirement		
			Qualification	Experience	To		Criteria
Supervisor 2 (Regional Court Control and Head Control 3)	SU-3	TCP	As determined by the Minister in terms of Section 16(3) of Act 32 of 1998	At least 6 years' post qualification legal experience (1.)	No Further grade progression opportunity. Must 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)
	1	R 359,673					
	2	R 365,070					
	3	R 370,548					
	4	R 376,107					
	5	R 381,747					
	6	R 387,471					
	7	R 393,282					
	8	R 399,180					
	9	R 405,168					
	10	R 411,243					
	11	R 417,411					
	12	R 423,672					
	13	R 430,029					
	14	R 436,479					
	15	R 443,028					
	16	R 449,673					
	17	R 456,420					
	18	R 463,263					
	19	R 470,211					
	20	R 477,267					
	21	R 484,422					
	22	R 491,688					
	23	R 499,062					
	24	R 506,550					
	25	R 514,149					
	26	R 521,862					
	27	R 529,692					
	28	R 537,639					
	29	R 545,703					
	30	R 553,890					
	31	R 562,200					
	32	R 570,633					
	33	R 579,192					
34	R 587,880						

(1.) Experience gained during post graduate training, is recognised

THE NATIONAL PROSECUTING AUTHORITY

Court Management - Senior Public Prosecutor & Senior Maintenance Prosecutor							
Job Title	Salary Level and Scale		Appointment Requirement		Progression Requirement		
			Qualification	Experience	To		Criteria
Court Management - Senior Public Prosecutor & Senior Maintenance Prosecutor	CM-1	TCP	As determined by the Minister in terms of Section 16(3) of Act 32 of 1998	At least 8 years' post qualification legal experience (1.)	No Further grade progression opportunity. Must 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)
	1	R 417,411					
	2	R 423,672					
	3	R 430,029					
	4	R 436,479					
	5	R 443,028					
	6	R 449,673					
	7	R 456,420					
	8	R 463,263					
	9	R 470,211					
	10	R 477,267					
	11	R 484,422					
	12	R 491,688					
	13	R 499,062					
	14	R 506,550					
	15	R 514,149					
	16	R 521,862					
	17	R 529,692					
	18	R 537,639					
	19	R 545,703					
	20	R 553,890					
	21	R 562,200					
	22	R 570,633					
	23	R 579,192					
	24	R 587,880					
	25	R 596,700					
	26	R 605,649					
	27	R 614,733					
	28	R 623,958					
	29	R 633,318					
	30	R 642,819					
31	R 652,461						

(1.) Experience gained during post graduate training, is recognised

Annexure “B”:

1st Phase Translation

National Prosecuting Authority

Occupational Class: Aspirant Prosecutor

GENERAL LEGALLY QUALIFIED PROFESSIONAL

PART A:	TRANSLATION OF ASPIRANT PROSECUTOR TO ASPIRANT PROSECUTOR GRADE 1	
	After 1 July 2007 Cost of Living Adjustment	1 July 2007: Revised Dispensation OSD
<u>Post/Rank</u>	Aspirant Prosecutor	Aspirant Prosecutor
<u>Salary Level</u>	R3,600 per month/ R43,200 p.a	LP-1
<u>Salary Scale</u>	43,200 X Prog - 43,200	81,201 X Prog - 81,201
<u>Translation</u>	Notch	Notch
1	R 43,200	R 81,201

National Prosecuting Authority

Occupational Class: District Court Prosecutor, Advanced District Court Prosecutor and Head Control 1

GENERAL LEGALLY QUALIFIED PROFESSIONAL

PART B:	TRANSLATION OF DISTRICT COURT PROSECUTOR, ADVANCED DISTRICT COURT PROSECUTOR, MAINTENANCE PROSECUTOR AND HEAD CONTROL 1 ON SALARY LEVELS C4 AND C5 TO DISTRICT COURT PROSECUTOR GRADES 1 OR 2		
	After 1 July 2007 Cost of Living Adjustment	1 July 2007: Revised Dispensation OSD	
Post/Rank	District Court Prosecutor	Prosecutor Grade 1	Prosecutor Grade 2
Salary Level	C4	LP-3	LP-4
Salary Scale	119,115 X Prog - 157,776	125,046 X Prog - 134,712	170,952 X Prog - 223,500
Total Cost Package			324,078 X Prog - 359,673
Translation	Notch	Notch	Notch
1	R 119,115	R 125,046	-
2	R 121,092	R 125,046	-
3	R 123,711	R 125,046	-
4	R 126,330	R 126,921	-
5	R 128,952	R 130,758	-
6	R 131,571	-	R 170,952
7	R 134,196	-	R 170,952
8	R 136,815	-	R 170,952
9	R 139,440	-	R 170,952
10	R 142,059	-	R 170,952
11	R 144,678	-	R 170,952
12	R 147,294	-	R 170,952
13	R 149,916	-	R 170,952
14	R 152,538	-	R 170,952
15	R 155,157	-	R 170,952
16	R 157,776	-	R 170,952

National Prosecuting Authority

Occupational Class: District Court Prosecutor, Advanced District Court Prosecutor and Head Control 1

GENERAL LEGALLY QUALIFIED PROFESSIONAL

PART B: TRANSLATION OF DISTRICT COURT PROSECUTOR, ADVANCED DISTRICT COURT PROSECUTOR, MAINTENANCE PROSECUTOR AND HEAD CONTROL 1 ON SALARY LEVELS C4 AND C5 TO DISTRICT COURT PROSECUTOR GRADES 1 OR 2		
	After 1 July 2007 Cost of Living Adjustment	1 July 2007: Revised Dispensation OSD
<u>Post/Rank</u>	Advanced District Court Prosecutor, Maintenance Prosecutor & Head Control 1	Prosecutor Grade 2
<u>Salary Level</u>	C5	LP-4
<u>Salary Scale</u>	162,520 X Prog - 201,177	170,952 X Prog - 223,500
<u>Total Cost Package</u>		324,078 X Prog - 359,673
<u>Translation</u>	Notch	Notch
1	R 162,510	R 170,952
2	R 164,622	R 170,952
3	R 167,235	R 170,952
4	R 169,842	R 170,952
5	R 172,449	R 173,517
6	R 175,065	R 176,121
7	R 177,678	R 178,764
8	R 180,291	R 181,446
9	R 182,904	R 184,167
10	R 185,505	R 186,930
11	R 188,121	R 189,735
12	R 190,734	R 192,582
13	R 193,344	R 195,471
14	R 195,954	R 198,402
15	R 198,564	R 201,378
16	R 201,177	R 201,378

National Prosecuting Authority

Occupational Class: Regional Court Prosecutor, Relief Prosecutor, Advanced Regional Court Prosecutor

GENERAL LEGALLY QUALIFIED PROFESSIONAL

PART C: TRANSLATION OF REGIONAL COURT PROSECUTOR, RELIEF PROSECUTOR, ADVANCED REGIONAL COURT PROSECUTOR ON SALARY LEVELS D1 and D2 to REGIONAL COURT PROSECUTOR GRADES 1 OR 2			
	After 1 July 2007 Cost of Living Adjustment	1 July 2007: Revised Dispensation OSD	
Post/Rank	Regional Court & Relief Prosecutor	Regional Court/Relief Prosecutor Grade 1	Regional Court/Relief Prosecutor Grade 2
Salary Level	D1	LP-5	LP-6
Salary Scale	211,242 X Prog - 249,903	213,735 X Prog - 223,500	
Total Cost		324,078 X Prog - 328,938	359,673 X Prog - 506,550
Translation	Notch	Notch	Total Cost Package
1	R 211,242	R 213,735	-
2	R 213,438	R 213,735	-
3	R 216,048	R 216,942	-
4	R 218,655	R 220,197	-
5	R 221,250	R 223,500	-
6	R 223,860	-	R 359,673
7	R 226,464	-	R 359,673
8	R 229,065	-	R 359,673
9	R 231,672	-	R 359,673
10	R 234,273	-	R 359,673
11	R 236,883	-	R 359,673
12	R 239,484	-	R 359,673
13	R 242,088	-	R 359,673
14	R 244,701	-	R 359,673
15	R 247,302	-	R 359,673
16	R 249,903	-	R 359,673

National Prosecuting Authority

Occupational Class: Regional Court Prosecutor, Relief Prosecutor, Advanced Regional Court Prosecutor

GENERAL LEGALLY QUALIFIED PROFESSIONAL

PART C: TRANSLATION OF REGIONAL COURT PROSECUTOR, RELIEF PROSECUTOR, ADVANCED REGIONAL COURT PROSECUTOR ON SALARY LEVELS D1 and D2 to REGIONAL COURT PROSECUTOR GRADES 1 OR 2		
	After 1 July 2007 Cost of Living Adjustment	1 July 2007: Revised Dispensation OSD
<u>Post/Rank</u>	Advanced Regional Court Prosecutor	Regional Court/Relief Prosecutor Grade 2
<u>Salary Level</u>	D2	LP-6
<u>Total Cost</u>	356,886 X Prog - 404,574	359,673 X Prog - 506,550
<u>Translation</u>	Total Cost Package	Total Cost Package
1	R 356,886	R 393,282
2	R 359,685	R 393,282
3	R 362,892	R 399,180
4	R 366,105	R 405,168
5	R 369,303	R 405,168
6	R 372,513	R 411,243
7	R 375,723	R 411,243
8	R 382,131	R 423,672
9	R 385,335	R 423,672
10	R 388,545	R 430,029
11	R 389,670	R 430,029
12	R 391,749	R 430,029
13	R 394,959	R 436,479
14	R 398,166	R 436,479
15	R 401,373	R 443,028
16	R 404,574	R 443,028

National Prosecuting Authority
Occupational Class: Senior Prosecutor(Production) & Tutor
GENERAL LEGALLY QUALIFIED PROFESSIONAL

PART D:	TRANSLATION OF SENIOR PROSECUTOR(PRODUCTION) AND TUTOR ON LEVEL D3 TO SENIOR PROSECUTOR (PRODUCTION)	
	After 1 July 2007 Cost of Living Adjustment	1 July 2007: Revised Dispensation OSD
<u>Post/Rank</u>	Senior Public Prosecutor (Production) & Tutor	Senior Public Prosecutor (Production) & Tutor
<u>Salary Level</u>	D3	LP - 9
<u>Total Cost</u>	438,732 X Prog - 486,423	417,411 X Prog - 652,461
<u>Translation</u>	Total Cost Package	Total Cost Package
1	R 438,732	R 491,688
2	R 441,609	R 491,688
3	R 444,801	R 499,062
4	R 448,008	R 499,062
5	R 451,206	R 506,550
6	R 454,407	R 506,550
7	R 457,611	R 514,149
8	R 460,815	R 514,149
9	R 464,016	R 514,149
10	R 467,214	R 521,862
11	R 470,418	R 521,862
12	R 473,625	R 529,692
13	R 476,820	R 529,692
14	R 480,021	R 537,639
15	R 483,219	R 537,639
16	R 486,423	R 545,703

National Prosecuting Authority

Occupational Class: Head Control 2 & 3, District Court Control and Regional Court Control

GENERAL LEGALLY QUALIFIED PROFESSIONAL

PART E:	TRANSLATION OF HEAD CONTROL 2 & 3, DISTRICT COURT CONTROL and REGIONAL COURT CONTROL ON SALARY LEVELS D1 and D2 to COURT SUPERVISION SU-1 SU-2 & SU-3		
	After 1 July 2007 Cost of Living Adjustment	1 July 2007: Revised Dispensation OSD	
Post/Rank	Head Control 2 & District Court Control Prosecutors	Supervision 1 Grade 1	Supervision 1 Grade 2
Salary Level	D1	SU-1	SU-2
Salary Scale	211,242 X Prog - 249,903	213,735 X Prog - 223,500	
Total Cost		324,078 X Prog - 328,938	359,673 X Prog - 506,550
Translation	Notch	Notch	Total Cost Package
1	R 211,242	R 213,735	-
2	R 213,438	R 213,735	-
3	R 216,048	R 216,942	-
4	R 218,655	R 220,197	-
5	R 221,250	R 223,500	-
6	R 223,860	-	R 359,673
7	R 226,464	-	R 359,673
8	R 229,065	-	R 359,673
9	R 231,672	-	R 359,673
10	R 234,273	-	R 359,673
11	R 236,883	-	R 359,673
12	R 239,484	-	R 359,673
13	R 242,088	-	R 359,673
14	R 244,701	-	R 359,673
15	R 247,302	-	R 359,673
16	R 249,903	-	R 359,673

National Prosecuting Authority

Occupational Class: Head Control 2 & 3, District Court Control and Regional Court Control

GENERAL LEGALLY QUALIFIED PROFESSIONAL

PART E	TRANSLATION OF HEAD CONTROL 2 & 3, DISTRICT COURT CONTROL and REGIONAL COURT CONTROL ON SALARY LEVELS D1 and D2 to COURT SUPERVISION SU- 1 SU-2 & SU - 3	
	After 1 July 2007 Cost of Living Adjustment	1 July 2007: Revised Dispensation OSD
<u>Post/Rank</u>	Head Control 3 & Regional Court Control Prosecutor	Supervision 2
<u>Salary Level</u>	D2	SU - 3
<u>Total Cost</u>	356,886 X Prog - 404,574	359,673 X Prog - 587,880
<u>Translation</u>	Total Cost Package	Total Cost Package
1	R 356,886	R 393,282
2	R 359,685	R 393,282
3	R 362,892	R 399,180
4	R 366,105	R 405,168
5	R 369,303	R 405,168
6	R 372,513	R 411,243
7	R 375,723	R 411,243
8	R 382,131	R 423,672
9	R 385,335	R 423,672
10	R 388,545	R 430,029
11	R 389,670	R 430,029
12	R 391,749	R 430,029
13	R 394,959	R 436,479
14	R 398,166	R 436,479
15	R 401,373	R 443,028
16	R 404,574	R 443,028

National Prosecuting Authority

Occupational Class: Senior Prosecutor, Senior Maintenance Prosecutor & Tutor

GENERAL LEGALLY QUALIFIED PROFESSIONAL

PART F:	TRANSLATION OF SENIOR PROSECUTOR AND SENIOR MAINTENANCE PROSECUTOR ON LEVEL D3 TO COURT MANAGEMENT	
	After 1 July 2007 Cost of Living Adjustment	1 July 2007: Revised Dispensation OSD
<u>Post/Rank</u>	Senior Prosecutor (Non-production) & Senior Maintenance Prosecutor	Court Management
<u>Salary Level</u>	D3	CM-1
<u>Total Cost</u>	438,732 X Prog - 486,423	417,411 X Prog - 652,461
<u>Translation</u>	<u>Total Cost Package</u>	<u>Total Cost Package</u>
1	R 438,732	R 491,688
2	R 441,609	R 491,688
3	R 444,801	R 499,062
4	R 448,008	R 499,062
5	R 451,206	R 506,550
6	R 454,407	R 506,550
7	R 457,611	R 514,149
8	R 460,815	R 514,149
9	R 464,016	R 514,149
10	R 467,214	R 521,862
11	R 470,418	R 521,862
12	R 473,625	R 529,692
13	R 476,820	R 529,692
14	R 480,021	R 537,639
15	R 483,219	R 537,639
16	R 486,423	R 545,703

National Prosecuting Authority
Occupational Class: Junior State Advocate and Senior State Advocate
GENERAL LEGALLY QUALIFIED PROFESSIONAL

PART G: TRANSLATION OF JUNIOR STATE ADVOCATE AND SENIOR STATE ADVOCATE ON SALARY LEVELS D2 and D3 TO STATE ADVOCATE AND SENIOR STATE ADVOCATE		
	After 1 July 2007 Cost of Living Adjustment	1 July 2007: Revised Dispensation OSD
<u>Post/Rank</u>	Junior State Advocate	State Advocate
<u>Salary Level</u>	D2	State Advocate LP-8
<u>Total Cost</u>	356,886 X Prog - 404,574	381,747 X Prog - 537,639
<u>Translation</u>	Total Cost Package	Total Cost Package
1	R 356,886	R 393,282
2	R 359,685	R 393,282
3	R 362,892	R 399,180
4	R 366,105	R 405,168
5	R 369,303	R 405,168
6	R 372,513	R 411,243
7	R 375,723	R 411,243
8	R 382,131	R 423,672
9	R 385,335	R 423,672
10	R 388,545	R 430,029
11	R 389,670	R 430,029
12	R 391,749	R 430,029
13	R 394,959	R 436,479
14	R 398,166	R 436,479
15	R 401,373	R 443,028
16	R 404,574	R 443,028

National Prosecuting Authority

Occupational Class: Junior State Advocate and Senior State Advocate

GENERAL LEGALLY QUALIFIED PROFESSIONAL

PART G: TRANSLATION OF JUNIOR STATE ADVOCATE AND SENIOR STATE ADVOCATE ON SALARY LEVELS D2 and D3 TO STATE ADVOCATE AND SENIOR STATE ADVOCATE		
	After 1 July 2007 Cost of Living Adjustment	1 July 2007: Revised Dispensation OSD
<u>Post/Rank</u>	Senior State Advocate	Senior State Advocate
<u>Salary Level</u>	D3	Senior State Advocate LP-9
<u>Total Cost</u>	438,732 X Prog - 486,423	417,411 X Prog - 652,461
<u>Translation</u>	<u>Total Cost Package</u>	<u>Total Cost Package</u>
1	R 438,732	R 491,688
2	R 441,609	R 491,688
3	R 444,801	R 499,062
4	R 448,008	R 499,062
5	R 451,206	R 506,550
6	R 454,407	R 506,550
7	R 457,611	R 514,149
8	R 460,815	R 514,149
9	R 464,016	R 514,149
10	R 467,214	R 521,862
11	R 470,418	R 521,862
12	R 473,625	R 529,692
13	R 476,820	R 529,692
14	R 480,021	R 537,639
15	R 483,219	R 537,639
16	R 486,423	R 545,703

Annexure “C”:

2nd Phase Translation

PHASE 2 OF TRANSLATION PROCESS - RECALCULATION OF SALARY INTRODUCTION

1. This is a **once-off** translation that is only applicable to legally qualified employees employed in the NPA **who were in service on 30 June 2007** and who were translated from the following posts by means of the Phase 1 translation process:
 - (a) Part A - District Court Prosecutor, Advanced District Court Prosecutor, Maintenance Prosecutor and Head Control Prosecutor 1.
 - (b) Part B - Regional Court Prosecutor, Advanced Regional Court Prosecutor and Relief Prosecutor.
 - (c) Part C – Senior Public Prosecutor (Production) and Tutor.
 - (d) Part D – Senior Public Prosecutor and Senior Maintenance Prosecutor.
 - (e) Part E - Head Control Prosecutor 2 and District Court Control Prosecutors.
 - (f) Part F - Head Control Prosecutor 3 and Regional Court Control Prosecutor.
 - (g) Part G - Junior State Advocate.
 - (h) Part H - Senior State Advocate.
2. Only full year's service and experience gained after complying with the experience requirement set for the lowest grade attached to the post **as on 31 March 2007**, staggered in increments of 1 year, are recognized 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.

RECOGNITION BASIS

A	DISTRICT COURT PROSECUTOR, ADVANCED DISTRICT COURT PROSECUTOR, MAINTENANCE PROSECUTOR AND HEAD CONTROL 1 ON SALARY LEVELS C4 AND C5 to DISTRICT COURT PROSECUTOR GRADES 1 OR 2 ON LP-3 & LP-4
----------	--

- o All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007 - after obtaining a qualification as determined by the Minister in terms of Section 16(3) of Act 32 of 1998
- o 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	Notch
Full 1 year post graduate service and experience	LP-3	125,046 X Prog - 134,712	R 125,046
Full 2 years' post graduate service and experience			R 126,921
Full 3 years' post graduate service and experience			R 128,826
Full 4 years' post graduate service and experience			R 130,758
Full 5 years' post graduate service and experience	LP-4	170,952 X Prog - 223,500	R 170,952
Full 6 years' post graduate service and experience			R 173,517
Full 7 years' post graduate service and experience			R 176,121
Full 8 years' post graduate service and experience			R 178,764
Full 9 years' post graduate service and experience			R 181,446
Full 10 years' post graduate service and experience			R 184,167
Full 11 years' post graduate service and experience			R 186,930
Full 12 years' post graduate service and experience			R 189,735
Full 13 years' post graduate service and experience			R 192,582
Full 14 years' post graduate service and experience			R 195,471
Full 15 years' post graduate service and experience			R 198,402
Full 16 years' post graduate service and experience			R 201,378
Full 17 years' post graduate service and experience			R 204,399
Full 18 years' post graduate service and experience			R 207,465
Full 19 years' post graduate service and experience			R 210,576
Full 20 years' post graduate service and experience			R 213,735

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa) - Notch	Notch
Full 21 years' post graduate service and experience	LP-4	170,952 X Prog - 223,500	R 216,942
Full 22 years' post graduate service and experience			R 220,197
Full 23 years' post graduate service and experience			R 223,500
Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa) - Total Cost Package	Total Cost Package
Full 24 years' post graduate service and experience	LP-4	324,078 X Prog - 359,673	R 324,078
Full 25 years' post graduate service and experience			R 328,938
Full 26 years' post graduate service and experience			R 333,870
Full 27 years' post graduate service and experience			R 338,880
Full 28 years' post graduate service and experience			R 343,962
Full 29 years' post graduate service and experience			R 349,122
Full 30 years' post graduate service and experience			R 354,360

Experience gained during post graduate training, is recognised

RECOGNITION BASIS

B	REGIONAL COURT PROSECUTOR, ADVANCED REGIONAL COURT PROSECUTOR AND RELIEF PROSECUTOR ON SALARY LEVELS D1 and D2 to REGIONAL COURT/RELIEF PROSECUTOR GRADE 1 & 2 ON LP-5 & LP-6
----------	--

- o All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007 - after obtaining a qualification as determined by the Minister in terms of Section 16(3) of Act 32 of 1998
- o 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	Notch
Full 4 years' post graduate service and experience	LP-5	213,735 X Prog - 223,500	R 213,735
Full 5 years' post graduate service and experience			R 216,942
Full 6 years' post graduate service and experience			R 220,197
Full 7 years' post graduate service and experience			R 223,500
Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa) - Total Cost Package	Total Cost Package
Full 8 years' post graduate service and experience	LP-6	359,673 X Prog - 506,550	R 359,673
Full 9 years' post graduate service and experience			R 365,070
Full 10 years' post graduate service and experience			R 370,548
Full 11 years' post graduate service and experience			R 376,107
Full 12 years' post graduate service and experience			R 381,747
Full 13 years' post graduate service and experience			R 387,471
Full 14 years' post graduate service and experience			R 393,282
Full 15 years' post graduate service and experience			R 399,180
Full 16 years' post graduate service and experience			R 405,168
Full 17 years' post graduate service and experience			R 411,243
Full 18 years' post graduate service and experience			R 417,411
Full 19 years' post graduate service and experience			R 423,672
Full 20 years' post graduate service and experience			R 430,029

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa) - Total Cost Package	Total Cost Package
Full 21 years' post graduate service and experience	LP-6	359,673 X Prog - 506,550	R 436,479
Full 22 years' post graduate service and experience			R 443,028
Full 23 years' post graduate service and experience			R 449,673
Full 24 years' post graduate service and experience			R 456,420
Full 25 years' post graduate service and experience			R 463,263
Full 26 years' post graduate service and experience			R 470,211
Full 27 years' post graduate service and experience			R 477,267
Full 28 years' post graduate service and experience			R 484,422
Full 29 years' post graduate service and experience			R 491,688
Full 30 years' post graduate service and experience			R 499,062

Experience gained during post graduate training, is recognised

RECOGNITION BASIS

C	TRANSLATION OF SENIOR PUBLIC PROSECUTOR (PRODUCTION) AND TUTOR ON SALARY LEVEL D3 to SENIOR PUBLIC PROSECUTOR (PRODUCTION) ON LP-9
----------	---

- o All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007 - after obtaining a qualification as determined by the Minister in terms of Section 16(3) of Act 32 of 1998
- o 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) - Total Cost Package	Total Cost Package
Full 8 years' post graduate service and experience	LP - 9	417,411 X Prog - 652,461	R 417,411
Full 9 years' post graduate service and experience			R 423,672
Full 10 years' post graduate service and experience			R 430,029
Full 11 years' post graduate service and experience			R 436,479
Full 12 years' post graduate service and experience			R 443,028
Full 13 years' post graduate service and experience			R 449,673
Full 14 years' post graduate service and experience			R 456,420
Full 15 years' post graduate service and experience			R 463,263
Full 16 years' post graduate service and experience			R 470,211
Full 17 years' post graduate service and experience			R 477,267
Full 18 years' post graduate service and experience			R 484,422
Full 19 years' post graduate service and experience			R 491,688
Full 20 years' post graduate service and experience			R 499,062

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa) - Total Cost Package	Total Cost Package
Full 21 years' post graduate service and experience	LP - 9	417,411 X Prog - 652,461	R 506,550
Full 22 years' post graduate service and experience			R 514,149
Full 23 years' post graduate service and experience			R 521,862
Full 24 years' post graduate service and experience			R 529,692
Full 25 years' post graduate service and experience			R 537,639
Full 26 years' post graduate service and experience			R 545,703
Full 27 years' post graduate service and experience			R 553,890
Full 28 years' post graduate service and experience			R 562,200
Full 29 years' post graduate service and experience			R 570,633
Full 30 years' post graduate service and experience			R 579,192

Experience gained during post graduate training, is recognised

RECOGNITION BASIS

D	TRANSLATION OF SENIOR PUBLIC PROSECUTOR AND SENIOR MAINTENANCE PROSECUTOR ON SALARY LEVEL D3 to SENIOR PUBLIC PROSECUTOR ON CM-1
----------	---

- o All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007 - after obtaining a qualification as determined by the Minister in terms of Section 16(3) of Act 32 of 1998
- o 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) - Total Cost Package	Total Cost Package
Full 8 years' post graduate service and experience	CM - 1	417,411 X Prog - 652,461	R 417,411
Full 9 years' post graduate service and experience			R 423,672
Full 10 years' post graduate service and experience			R 430,029
Full 11 years' post graduate service and experience			R 436,479
Full 12 years' post graduate service and experience			R 443,028
Full 13 years' post graduate service and experience			R 449,673
Full 14 years' post graduate service and experience			R 456,420
Full 15 years' post graduate service and experience			R 463,263
Full 16 years' post graduate service and experience			R 470,211
Full 17 years' post graduate service and experience			R 477,267
Full 18 years' post graduate service and experience			R 484,422
Full 19 years' post graduate service and experience			R 491,688
Full 20 years' post graduate service and experience			R 499,062

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa) - Total Cost Package	Total Cost Package
Full 21 years' post graduate service and experience	CM - 1	417,411 X Prog - 652,461	R 506,550
Full 22 years' post graduate service and experience			R 514,149
Full 23 years' post graduate service and experience			R 521,862
Full 24 years' post graduate service and experience			R 529,692
Full 25 years' post graduate service and experience			R 537,639
Full 26 years' post graduate service and experience			R 545,703
Full 27 years' post graduate service and experience			R 553,890
Full 28 years' post graduate service and experience			R 562,200
Full 29 years' post graduate service and experience			R 570,633
Full 30 years' post graduate service and experience			R 579,192

Experience gained during post graduate training, is recognised

RECOGNITION BASIS

E	TRANSLATION OF HEAD CONTROL PROSECUTOR 2 AND DISTRICT COURT CONTROL PROSECUTOR ON SALARY LEVEL D1 to SUPERVISOR 1, GRADE 1 & 2 (SU-1 & SU-2)
----------	---

- o All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007 - after obtaining a qualification as determined by the Minister in terms of Section 16(3) of Act 32 of 1998
- o 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	Notch
Full 4 years' post graduate service and experience	SU-1	213,735 X Prog - 223,500	R 213,735
Full 5 years' post graduate service and experience			R 216,942
Full 6 years' post graduate service and experience			R 220,197
Full 7 years' post graduate service and experience			R 223,500
Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa) - Total Cost Package	Total Cost Package
Full 8 years' post graduate service and experience	SU-2	359,673 X Prog - 506,550	R 359,673
Full 9 years' post graduate service and experience			R 365,070
Full 10 years' post graduate service and experience			R 370,548
Full 11 years' post graduate service and experience			R 376,107
Full 12 years' post graduate service and experience			R 381,747
Full 13 years' post graduate service and experience			R 387,471
Full 14 years' post graduate service and experience			R 393,282
Full 15 years' post graduate service and experience			R 399,180
Full 16 years' post graduate service and experience			R 405,168
Full 17 years' post graduate service and experience			R 411,243
Full 18 years' post graduate service and experience			R 417,411
Full 19 years' post graduate service and experience			R 423,672
Full 20 years' post graduate service and experience	R 430,029		

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa) - Total Cost Package	Total Cost Package
Full 21 years' post graduate service and experience	SU-2	359,673 X Prog - 506,550	R 436,479
Full 22 years' post graduate service and experience			R 443,028
Full 23 years' post graduate service and experience			R 449,673
Full 24 years' post graduate service and experience			R 456,420
Full 25 years' post graduate service and experience			R 463,263
Full 26 years' post graduate service and experience			R 470,211
Full 27 years' post graduate service and experience			R 477,267
Full 28 years' post graduate service and experience			R 484,422
Full 29 years' post graduate service and experience			R 491,688
Full 30 years' post graduate service and experience			R 499,062

Experience gained during post graduate training, is recognised

RECOGNITION BASIS

F	TRANSLATION OF HEAD CONTROL PROSECUTOR 3 AND REGIONAL CONTROL PROSECUTOR ON SALARY LEVEL D2 to SUPERVISOR 2 (SU-3)
----------	---

- o All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007 - after obtaining a qualification as determined by the Minister in terms of Section 16(3) of Act 32 of 1998
- o 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) - Total Cost Package	Total Cost Package
Full 8 years' post graduate service and experience	SU-3	359,673 X Prog - 587,880	R 359,673
Full 9 years' post graduate service and experience			R 365,070
Full 10 years' post graduate service and experience			R 370,548
Full 11 years' post graduate service and experience			R 376,107
Full 12 years' post graduate service and experience			R 381,747
Full 13 years' post graduate service and experience			R 387,471
Full 14 years' post graduate service and experience			R 393,282
Full 15 years' post graduate service and experience			R 399,180
Full 16 years' post graduate service and experience			R 405,168
Full 17 years' post graduate service and experience			R 411,243
Full 18 years' post graduate service and experience			R 417,411
Full 19 years' post graduate service and experience			R 423,672
Full 20 years' post graduate service and experience			R 430,029

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa) - Total Cost Package	Total Cost Package
Full 21 years' post graduate service and experience	SU-3	359,673 X Prog - 587,880	R 436,479
Full 21 years' post graduate service and experience			R 443,028
Full 23 years' post graduate service and experience			R 449,673
Full 24 years' post graduate service and experience			R 456,420
Full 25 years' post graduate service and experience			R 463,263
Full 26 years' post graduate service and experience			R 470,211
Full 27 years' post graduate service and experience			R 477,267
Full 28 years' post graduate service and experience			R 484,422
Full 29 years' post graduate service and experience			R 491,688
Full 30 years' post graduate service and experience			R 499,062

Experience gained during post graduate training, is recognised

RECOGNITION BASIS

G	TRANSLATION OF JUNIOR STATE ADVOCATE ON SALARY LEVEL D2 to STATE ADVOCATE ON LP-7 & LP-8
----------	---

- o All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007 - after obtaining a qualification as determined by the Minister in terms of Section 16(3) of Act 32 of 1998
- o 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) - Total Cost Package	Total Cost Package
Full 5 years' post graduate service and experience	LP-7	324,078 X Prog - 349,122	R 324,078
Full 6 years' post graduate service and experience			R 328,938
Full 7 years' post graduate service and experience			R 333,870
Full 8 years' post graduate service and experience			R 338,880
Full 9 years' post graduate service and experience	LP-8	381,747 X Prog -537,639	R 381,747
Full 10 years' post graduate service and experience			R 387,471
Full 11 years' post graduate service and experience			R 393,282
Full 12 years' post graduate service and experience			R 399,180
Full 13 years' post graduate service and experience			R 405,168
Full 14 years' post graduate service and experience			R 411,243
Full 15 years' post graduate service and experience			R 417,411
Full 16 years' post graduate service and experience			R 423,672
Full 17 years' post graduate service and experience			R 430,029
Full 18 years' post graduate service and experience			R 436,479
Full 19 years' post graduate service and experience			R 443,028
Full 20 years' post graduate service and experience			R 449,673

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa) - Total Cost Package	Total Cost Package
Full 21 years' post graduate service and experience	LP-8	381,747 X Prog -537,639	R 456,420
Full 22 years' post graduate service and experience			R 463,263
Full 23 years' post graduate service and experience			R 470,211
Full 24 years' post graduate service and experience			R 477,267
Full 25 years' post graduate service and experience			R 484,422
Full 26 years' post graduate service and experience			R 491,688
Full 27 years' post graduate service and experience			R 499,062
Full 28 years' post graduate service and experience			R 506,550
Full 29 years' post graduate service and experience			R 514,149
Full 30 years' post graduate service and experience			R 521,862

Experience gained during post graduate training, is recognised

RECOGNITION BASIS

H	TRANSLATION OF SENIOR STATE ADVOCATE ON SALARY LEVEL D3 to SENIOR STATE ADVOCATE ON LP-9
----------	---

- o All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007 - after obtaining a qualification as determined by the Minister in terms of Section 16(3) of Act 32 of 1998
- o 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) - Total Cost Package	Total Cost Package
Full 8 years' post graduate service and experience	LP- 9	417,411 X Prog - 652,461	R 417,411
Full 9 years' post graduate service and experience			R 423,672
Full 10 years' post graduate service and experience			R 430,029
Full 11 years' post graduate service and experience			R 436,479
Full 12 years' post graduate service and experience			R 443,028
Full 13 years' post graduate service and experience			R 449,673
Full 14 years' post graduate service and experience			R 456,420
Full 15 years' post graduate service and experience			R 463,263
Full 16 years' post graduate service and experience			R 470,211
Full 17 years' post graduate service and experience			R 477,267
Full 18 years' post graduate service and experience			R 484,422
Full 19 years' post graduate service and experience			R 491,688
Full 20 years' post graduate service and experience			R 499,062

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa) - Total Cost Package	Total Cost Package
Full 21 years' post graduate service and experience	LP- 9	417,411 X Prog - 652,461	R 506,550
Full 22 years' post graduate service and experience			R 514,149
Full 23 years' post graduate service and experience			R 521,862
Full 24 years' post graduate service and experience			R 529,692
Full 25 years' post graduate service and experience			R 537,639
Full 26 years' post graduate service and experience			R 545,703
Full 27 years' post graduate service and experience			R 553,890
Full 28 years' post graduate service and experience			R 562,200
Full 29 years' post graduate service and experience			R 570,633
Full 30 years' post graduate service and experience			R 579,192

Experience gained during post graduate training, is recognised

Salary Scale	Entry Level Production/District Court	Advanced Production/Regional Court	Advanced Production/High Court	Litigator Specialist/Production DDPP	Court Supervisor /Court Management
81,200	LP-1 Contract Appointment 1.8 with no experience				
82,844	LP-2 Contract Appointment 1 years legal/litigation experience (post qualification)				
84,239					
85,879					
87,519					
89,159					
90,799					
92,439					
94,079					
95,719					
97,359					
98,999					
100,639					
102,279					
103,919					
105,559					
107,199					
108,839					
110,479					
112,119					
113,759					
115,399					
117,039					
118,679					
120,319					
121,959					
123,599					
125,239					
126,879					
128,519					
130,159					
131,799					
133,439					
135,079					
136,719					
138,359					
140,000					
141,640					
143,280					
144,920					
146,560					
148,200					
149,840					
151,480					
153,120					
154,760					
156,400					
158,040					
159,680					
161,320					
162,960					
164,600					
166,240					
167,880					
169,520					
171,160					
172,800					
174,440					
176,080					
177,720					
179,360					
181,000					
182,640					
184,280					
185,920					
187,560					
189,200					
190,840					
192,480					
194,120					
195,760					
197,400					
199,040					
200,680					
202,320					
203,960					
205,600					
207,240					
208,880					
210,520					
212,160					
213,800					
215,440					
217,080					
218,720					
220,360					
222,000					
223,640					
225,280					
226,920					
228,560					
230,200					
231,840					
233,480					
235,120					
236,760					
238,400					
240,040					
241,680					
243,320					
244,960					
246,600					
248,240					
249,880					
251,520					
253,160					
254,800					
256,440					
258,080					
259,720					
261,360					
263,000					
264,640					
266,280					
267,920					
269,560					
271,200					
272,840					
274,480					
276,120					
277,760					
279,400					
281,040					
282,680					
284,320					
285,960					
287,600					
289,240					
290,880					
292,520					
294,160					
295,800					
297,440					
299,080					
300,720					
302,360					
304,000					
305,640					
307,280					
308,920					
310,560					
312,200					
313,840					
315,480					
317,120					
318,760					
320,400					
322,040					
323,680					
325,320					
326,960					
328,600					
330,240					
331,880					
333,520					
335,160					
336,800					
338,440					
340,080					
341,720					
343,360					
345,000					
346,640					
348,280					
349,920					
351,560					
353,200					
354,840					
356,480					
358,120					
359,760					
361,400					
363,040					
364,680					
366,320					
367,960					
369,600					
371,240					
372,880					
374,520					
376,160					
377,800					
379,440					
381,080					
382,720					
384,360					
386,000					
387,640					
389,280					
390,920					
392,560					
394,200					
395,840					
397,480					
399,120					
400,760					
402,400					
404,040					
405,680					
407,320					
408,960					
410,600					
412,240					
413,880					
415,520					
417,160					
418,800					
420,440					
422,080					
423,720					
425,360					
427,000					
428,640					
430,280					
431,920					
433,560					
435,200					
436,840					
438,480					
440,120					
441,760					
443,400					
445,040					
446,680					
448,320					
449,960					
451,600					
453,240					
454,880					
456,520					
458,160					
459,800					
461,440					
463,080					
464,720					
466,360					
468,000					
469,640					
471,280					
472,920					
474,560					
476,200					
477,840					
479,480					
481,120					
482,760					
484,400					
486,040					
487,680					
489,320					
490,960					
492,600					
494,240					
495,880					
497,520					
499,160					
500,800					
502,440					
504,080					
505,720					
507,360					
509,000					
510,640					
512,280					
513,920					
515,560					
517,200					
518,840					
520,480					
522,120					</