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## GOVERNMENT NOTICE GOEWERMENTSKENNISGEWING

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### 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.



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**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) **1<sup>st</sup> 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) **2<sup>nd</sup> 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 (1<sup>st</sup>) 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 (1<sup>st</sup>) and second (2<sup>nd</sup>) 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	
			Qualification	Experience
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.)
				<p>No grade progression</p> <p>Opportunity - apply for higher vacant post</p> <p>Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for the higher post</p>

# 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	Notch	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	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				Pay Progression	Based on annual Performance Assessment: - 1 Notch: Satisfactory Performance
	6	R 134,712					

(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			
				Qualification	Experience	To	Criteria		
District Court Prosecutor Grade 2	LP-4	Notch	TCP	As determined by the Minister in terms of Section 16(3) of Act 32 of 1998	At least 5 years' post qualification legal experience <sup>(1.)</sup>	No Further grade progression opportunity.	Pay Progression	Based on annual Performance Assessment:	
	1	R 170,952						- 1 Notch: Satisfactory Performance	
	2	R 173,517							- 2 Notches: Good Performance (20% of employees per annum)
	3	R 176,121							- 3 Notches: Excellent Performance (10% of employees per annum)
	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			
				Qualification	Experience	To		Criteria	
Regional Court Prosecutor Grade 1	LP-5	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.)	Regional Court Prosecutor Grade 2	LP-6, 1st Notch	Grade Progression	2 years' above average performance on LP-5
	1	R 213,735	R 324,078 R 328,938						4 years' average performance on LP-5
	2	R 216,942							
	3	R 220,197							
	4	R 223,500							
	5								
	6						Pay Progression	Based on annual Performance Assessment: - 1 Notch: Satisfactory Performance	

(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.	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		Must apply for higher, vacant post	
	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		
			Qualification	Experience	To		Criteria
Senior Prosecutor (Production) and Tutor	LP-9	TCP	As determined by the Minister in terms of Section 16(3) of Act 32 of 1998	At least 8 years' legal experience <sup>(1)</sup> post qualification as determined by Minister in terms of Section 16(3) of Act 32 of 1998	No Further grade progression opportunity.	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

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 <sup>(1.)</sup> 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						
	3	R 333,870						
	4	R 338,880						
	5	R 343,962						
	6	R 349,122						Pay Progression

(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.	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		Must apply for higher, vacant post	
	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 <sup>(1)</sup> 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 <sup>(1.)</sup> 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 <sup>(1.)</sup>	Supervisor 1, Grade 2	SU-2, 1st Notch	Grade Progression
	1	R 213,735						2 years' above average performance on LP-5
	2	R 216,942						4 years' average performance on LP-5
	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.	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		Must apply for higher, vacant post		
	5	R 381,747				
	6	R 387,471				
	7	R 393,282		Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for the higher post		
	8	R 399,180				
	9	R 405,168				
	10	R 411,243				
	11	R 417,411				
	12	R 423,672				
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	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.	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			Must apply for higher, vacant post  Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for the higher post		
	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.	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			Must apply for higher, vacant post  Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for the higher post		
	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”:**

## **1<sup>st</sup> 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) &amp; 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 &amp; 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	359,673 X Prog - 506,550
Total Cost		324,078 X Prog - 328,938	
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 &amp; 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 &amp; 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>	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: 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>	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

# **Annexure “C”:**

## **2<sup>nd</sup> 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**

<b>A</b>	<b>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 &amp; LP-4</b>
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- 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>B</b>	<b>REGIONAL COURT PROSECUTOR, ADVANCED REGIONAL COURT PROSECUTOR AND RELIEF PROSECUTOR ON SALARY LEVELS D1 and D2 to REGIONAL COURT/RELIEF PROSECUTOR GRADE 1 &amp; 2 ON LP-5 &amp; LP-6</b>
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- 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	<b>LP-5</b>	<b>213,735 X Prog - 223,500</b>	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	<b>LP-6</b>	<b>359,673 X Prog - 506,550</b>	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**

<b>C</b>	<b>TRANSLATION OF SENIOR PUBLIC PROSECUTOR (PRODUCTION) AND TUTOR ON SALARY LEVEL D3 to SENIOR PUBLIC PROSECUTOR (PRODUCTION) ON LP-9</b>
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- 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**

<b>D</b>	<b>TRANSLATION OF SENIOR PUBLIC PROSECUTOR AND SENIOR MAINTENANCE PROSECUTOR ON SALARY LEVEL D3 to SENIOR PUBLIC PROSECUTOR ON CM-1</b>
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- 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**

<b>E</b>	<b>TRANSLATION OF HEAD CONTROL PROSECUTOR 2 AND DISTRICT COURT CONTROL PROSECUTOR ON SALARY LEVEL D1 to SUPERVISOR 1, GRADE 1 &amp; 2 (SU-1 &amp; SU-2)</b>
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- 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	<b>SU-1</b>	<b>213,735 X Prog - 223,500</b>	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	<b>SU-2</b>	<b>359,673 X Prog - 506,550</b>	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**

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

<b>G</b>	<b>TRANSLATION OF JUNIOR STATE ADVOCATE ON SALARY LEVEL D2 to STATE ADVOCATE ON LP-7 &amp; LP-8</b>
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- 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	<b>LP-7</b>	<b>324,078 X Prog - 349,122</b>	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	<b>LP-8</b>	<b>381,747 X Prog -537,639</b>	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
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- 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
81,201	Contract Appointment LP-1 Contract Appointment ...to with no experience				
82,844	LP-2 1 years legal/ litigation experience (post qualification)				
84,238					
85,879					
87,493					
89,111	LP-3 (Post) Appointment Requirement: 2 years legal/ litigation experience (post qualification) or successful completion of Apprentice Prosecutor Program	126,046 LP-3 Accelerated Progression (GP above ave perf - 2 yrs; GP ave perf - 4 yrs)			
90,734					
92,358					
93,982					
95,606					
97,230					
98,854					
100,478					
102,102					
103,726					
105,350					
106,974					
108,598					
110,222					
111,846					
113,470					
115,094					
116,718					
118,342					
119,966					
121,590					
123,214					
124,838					
126,462					
128,086					
129,710					
131,334					
132,958					
134,582					
136,206					
137,830					
139,454					
141,078					
142,702					
144,326					
145,950					
147,574					
149,198					
150,822					
152,446					
154,070					
155,694					
157,318					
158,942					
160,566					
162,190					
163,814					
165,438					
167,062					
168,686					
170,310					
171,934					
173,558					
175,182					
176,806					
178,430					
180,054					
181,678					
183,302					
184,926					
186,550					
188,174					
189,798					
191,422					
193,046					
194,670					
196,294					
197,918					
199,542					
201,166					
202,790					
204,414					
206,038					
207,662					
209,286					
210,910					
212,534					
214,158					
215,782					
217,406					
219,030					
220,654					
222,278					
223,902					
225,526					
227,150					
228,774					
230,398					
232,022					
233,646					
235,270					
236,894					
238,518					
240,142					
241,766					
243,390					
245,014					
246,638					
248,262					
249,886					
251,510					
253,134					
254,758					
256,382					
258,006					
259,630					
261,254					
262,878					
264,502					
266,126					
267,750					
269,374					
270,998					
272,622					
274,246					
275,870					
277,494					
279,118					
280,742					
282,366					
283,990					
285,614					
287,238					
288,862					
290,486					
292,110					
293,734					
295,358					
296,982					
298,606					
300,230					
301,854					
303,478					
305,102					
306,726					
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