

No. 1146 2 December 2010

(Government Gazette 33826)

**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.

(Signed)

**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
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—

- (a) the employee meeting the appointment requirements (i.e. possessing the relevant qualification(s), prescribed years of experience, etc.) and;
- (b) 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

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	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	Grade Progression	2 years' above average performance on LP-3 4 years' average performance on LP-3		
	1	R 125,046								
	2	R 126,921								
	3	R 128,826							Pay Progression	Based on annual Performance Assessment: -1 Notch: Satisfactory Performance
	4	R 130,758								
	5	R 132,720								
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 (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 170,952							
	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			
				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 4 years' average performance on LP-5
	1	R 213,735							
	2	R 216,942							
	3	R 220,197							
	4	R 223,500							
	5	R 324,078	Pay Progression					Based on annual Performance Assessment: - 1 Notch: Satisfactory Performance	
	6	R 328,938							

(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 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		
				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(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**

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						
	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. 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	Pay Progression	Based on annual Performance Assessment: -1 Notch: Satisfactory Performance - 2 Notches: Good Performance (20% of employees per annum) - 3 Notches: Excellent Performance
	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			the higher post	(10% of employees per annum)
	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				

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**THE NATIONAL PROSECUTING AUTHORITY**

Litigation Specialist & Deputy Director of Public Prosecutions (Production)								
Job Title	Salary Level and Scale			Appointment Requirement		Progression Requirement		
				Qualification	Experience	To	Criteria	
Litigation Specialist & Deputy Director of Public Prosecutions (Production)	LP-10	TCP		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)
	1	R 545,703						
	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		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 4 years' average performance on LP-5
	1	R 213,735							
	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	Experience	To	Criteria
Supervisor 1, Grade 2	SU-2	TCP		As determined by the Minister in	No Further grade progression	Pay Progression	Based on annual Performance Assessment:
	1	R 359,673					

(District Court Control & Head Control 2)	2	R 365,070	terms of Section 16(3) of Act 32 of 1998	opportunity. Must apply for higher, vacant post Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for the higher post	-1 Notch: Satisfactory Performance - 2 Notches: Good Performance (20% of employees per annum) - 3 Notches: Excellent Performance (10% of employees per annum)
	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 recognized

**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

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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	CM-1	TCP	As determined by the Minister in terms of Section	At least 8 years' post qualification legal experience	No Further grade progression opportunity.	Pay Progression	Based on annual Performance Assessment:
	1	R 417,411					
	2	R 423,672					



Prosecutor & Senior Maintenance Prosecutor	3	R 430,029	16(3) of Act 32 of 1998	(1.)	Must apply for higher, vacant post Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for the higher post	-1 Notch: Satisfactory Performance - 2 Notches: Good Performance (20% of employees per annum) - 3 Notches: Excellent Performance (10% of employees per annum)
	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

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

<b>PART B:</b>	<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</b>		
	<b>After 1 July 2007 Cost of Living Adjustment</b>	<b>1 July 2007: Revised Dispensation OSD</b>	
<b>Post/Rank</b>	District Court Prosecutor	Prosecutor Grade 1	Prosecutor Grade 2
<b>Salary Level</b>	C4	LP-3	LP-4
<b>Salary Scale</b>	119,115 X Prog - 157,776	125,046 X Prog - 134,712	170,952 X Prog - 223,500
<b>Total Cost Package</b>		324,078 X Prog - 359,673	
<b>Translation</b>	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
g	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**

<b>PART B:</b>		
<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</b>		
	<b>After 1 July 2007 Cost of Living Adjustment</b>	<b>1 July 2007: Revised Dispensation OSD</b>
<b>Post/Rank</b>	<b>Advanced District Court Prosecutor, Maintenance Prosecutor &amp; Head Control 1 *</b>	<b>Prosecutor Grade 2</b>
<b>Salary Level</b>	<b>C5</b>	<b>LP-4</b>
<b>Salary Scale</b>	<b>162,520 X Prog - 201,177</b>	<b>170,952 X Prog - 223,500</b>
<b>Total Cost</b>		<b>324,078 X Prog - 359,673</b>
<b>Package</b>		
<b>Translation</b>	<b>Notch</b>	<b>Notch</b>
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**

<b>PART C:</b>			
<b>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 -</b>			
	<b>After 1 July 2007 Cost of Living - Adjustment</b>	<b>1 July 2007: Revised Dispensation OSD</b>	
<b>Post/Rank</b>	<b>Regional Court &amp; Relief Prosecutor D1</b>	<b>Regional Court/Relief Prosecutor Grade 1 LP-5</b>	<b>Regional Court/Relief Prosecutor Grade 2 LP-6</b>
<b>Salary Level</b>	<b>D1</b>	<b>LP-5</b>	<b>LP-6</b>
<b>Salary Scale</b>	<b>211,242 X Prog - 249,903</b>	<b>213,735 X Prog - 223,500</b>	<b>359,673 X Prog - 506,550</b>
<b>Total Cost</b>		<b>324,078 X Prog - 328,938</b>	
<b>Translation</b>	<b>Notch</b>	<b>Notch</b>	<b>Total Cost Package</b>
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**

<b>PART C:</b>		
<b>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</b>		
	<b>After 1 July 2007 Cost of Living Adjustment</b>	<b>1 July 2007: Revised Dispensation OSD</b>
<b>Post/Rank</b>	<b>Advanced Regional Court Prosecutor</b>	<b>Regional Court/Relief Prosecutor Grade 2</b>
<b>Salary Level</b>	<b>D2</b>	<b>LP-6</b>
<b>Total Cost</b>	<b>356,886 X Prog - 404,574</b>	<b>359,673 X Prog - 506,550</b>
<b>Translation</b>	<b>Total Cost Package</b>	<b>Total Cost Package</b>
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)	
	<u>After 1 July 2007 Cost of Living Adjustment</u>	<u>1 July 2007: Revised Dispensation OSD</u>
<u>Post/Rank</u>	<u>Senior Public Prosecutor (Production) &amp; Tutor</u>	<u>Senior Public Prosecutor (Production) &amp; Tutor</u>
<u>Salary Level</u>	<u>D3</u>	<u>LP-9</u>
<u>Total Cost</u>	<u>438,732 X Prog - 486,423</u>	<u>417,411 X Prog - 652,461</u>
<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: 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		
	<u>After 1 July 2007 Cost of Living Adjustment</u>	<u>1 July 2007: Revised Dispensation OSD</u>	
<u>Post/Rank</u>	<u>Head Control 2 &amp; District Court Control Prosecutors</u>	<u>Supervision 1 Grade 1</u>	<u>Supervision 1 Grade 2</u>
<u>Salary Level</u>	<u>D1</u>	<u>SU-1</u>	<u>SU-2</u>
<u>Salary Scale</u>	<u>211,242 X Prog - 249,903</u>	<u>213,735 X Prog - 223,500</u>	<u>359,673 X Prog - 506,550</u>
<u>Total Cost</u>		<u>324,078 X Prog - 328,938</u>	
<u>Translation</u>	<u>Notch</u>	<u>Notch</u>	<u>Total Cost Package</u>
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

<b>PART E:</b>	<b>TRANSLATION OF HEAD CONTROL 2 &amp; 3, DISTRICT COURT CONTROL and REGIONAL COURT CONTROL ON SALARY LEVELS D1 and D2 to COURT SUPERVISION SU -1 SU-2 &amp; SU - 3</b>	
	<b>After 1 July 2007 Cost of Living Adjustment</b>	<b>1 July 2007: Revised Dispensation OSD</b>
<b>Post/Rank</b>	<b>Head Control 3 &amp; Regional Court Control Prosecutor</b>	<b>Supervision 2</b>
<b>Salary Level</b>	<b>D2</b>	<b>SU-3</b>
<b>Total Cost</b>	<b>356,886 X Prog - 404,574</b>	<b>359,673 X Prog - 587,880</b>
<b>Translation</b>	<b>Total Cost Package</b>	<b>Total Cost Package</b>
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

<b>PART F:</b>	<b>TRANSLATION OF SENIOR PROSECUTOR AND SENIOR MAINTENANCE PROSECUTOR ON LEVEL D3 TO COURT MANAGEMENT</b>	
	<b>After 1 July 2007 Cost of Living Adjustment</b>	<b>1 July 2007: Revised Dispensation OSD</b>
<b>Post/Rank</b>	<b>Senior Prosecutor (Non-production) &amp; Senior Maintenance Prosecutor</b>	<b>Court Management</b>
<b>Salary Level</b>	<b>D3</b>	<b>CM-1</b>
<b>Total Cost</b>	<b>438,732 X Prog - 486,423</b>	<b>417,411 X Prog - 652,461</b>
<b>Translation</b>	<b>Total Cost Package</b>	<b>Total Cost Package</b>
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

<b>PART G:</b>	<b>TRANSLATION OF JUNIOR STATE ADVOCATE AND SENIOR STATE ADVOCATE ON SALARY LEVELS D2 and D3 TO STATE ADVOCATE AND SENIOR STATE ADVOCATE</b>	
	<b>After 1 July 2007 Cost of Living Adjustment</b>	<b>1 July 2007: Revised Dispensation OSD</b>
<b>Post/Rank</b>	<b>Junior State Advocate -</b>	<b>State Advocate</b>
<b>Salary Level</b>	<b>D2</b>	<b>State Advocate LP-8</b>
<b>Total Cost</b>	<b>356,886 X Prog - 404,574</b>	<b>381,747 X Prog - 537,639</b>
<b>Translation</b>	<b>Total Cost Package</b>	<b>Total Cost Package</b>
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 Salary Level</u>	Senior State Advocate D3	Senior State Advocate Senior State Advocate LP-9
<u>Total Cost</u>	438,732 X Prog - 486,423	417,411 X Prog - 652,461
<u>Translation</u>	<b>Total Cost Package</b>	<b>Total Cost Package</b>
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

- 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:
  - Part A - District Court Prosecutor, Advanced District Court Prosecutor, Maintenance Prosecutor and Head Control Prosecutor 1.
  - Part B - Regional Court Prosecutor, Advanced Regional Court Prosecutor and Relief Prosecutor.
  - Part C - Senior Public Prosecutor (Production) and Tutor.
  - Part D - Senior Public Prosecutor and Senior Maintenance Prosecutor.
  - Part E - Head Control Prosecutor 2 and District Court Control Prosecutors.
  - Part F - Head Control Prosecutor 3 and Regional Court Control Prosecutor.
  - Part G - Junior State Advocate.
  - Part H - Senior State Advocate.
- 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.
- 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.
- 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.

<b>Service/experience profile on 31 March 2007</b>	<b>Revised production grade</b>	<b>Scale (Rpa) - Notch</b>	<b>Notch</b>
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
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
<b>Service/experience profile on 31 March 2007</b>	<b>Revised production grade</b>	<b>Scale (Rpa) - Total Cost Package</b>	<b>Total Cost Package</b>
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 BASES**

<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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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

Appropriate service/ experience are recognised on a basis of 100% of actual service/experience to a maximum of 30 years' actual service/experience.

<b>Service/experience profile on 31 March 2007</b>	<b>Revised production grade</b>	<b>Scale (Rpa) – Notch</b>	<b>Notch</b>
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
<b>Service/experience profile on 31 March 2007</b>	<b>Revised production grade</b>	<b>Scale (Rpa) - Total Cost Package</b>	<b>Total Cost Package</b>
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
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 recognized

**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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All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007

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	R417,411
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			R470,211
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
Full 21 years' post graduate service and experience			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	LP-9	417,411 X Prog - 652,461	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 recognized

#### 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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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

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
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			R514,149
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 recognized

#### 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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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

Appropriate service/ experience are recognised on a basis of 100% of actual service/experience to a maximum of 30 years' actual service/experience.

<b>Service/experience profile on 31 March 2007</b>	<b>Revised production grade</b>	<b>Scale (Rpa) – Notch</b>	<b>Notch</b>
Full 4 years' post graduate service and experience	SU-1	213,735 X Prog - 223,500	R213 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
<b>Service/experience profile on 31 March 2007</b>	<b>Revised production grade</b>	<b>Scale (Rpa) -Total Cost Package</b>	<b>Total Cost Package</b>
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
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 recognized

**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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- 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
- 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		
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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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

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
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
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Experience gained during post graduate training, is recognized

## RECOGNITION BASIS

<b>H</b>	<b>TRANSLATION OF SENIOR STATE ADVOCATE ON SALARY LEVEL D3 to SENIOR STATE ADVOCATE ON LP-9</b>
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All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007 - after obtaining a qualification as determined by the Minister in terms of Section 16(3) of Act 32 of 1998

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
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

