

LEGAL AID BOARD (LAB)

Dispensation explanation: LAB

LEGAL AID BOARD

Candidate Attorney						
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement		
		Qualification	Experience	To		Criteria
Candidate Attorney	TR-1 R81,201 R82,419	<ul style="list-style-type: none"> LLB (or equivalent) 	<ul style="list-style-type: none"> 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	Pay Progression	<ul style="list-style-type: none"> 1 Notch increment based on Performance Assessment

LEGAL AID BOARD

High Court Unit Manager, Justice Center Executive and Regional Professional Assistant						
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement		
		Qualification	Experience	To		Criteria
High Court Unit Manager, Justice Center Executive and Regional Professional Assistant	CM-1	<ul style="list-style-type: none"> • LLB (or equivalent) 	<ul style="list-style-type: none"> • At least 10 years' post graduate legal experience, of which 4 years court experience 	No further grade progression opportunity - apply for higher, vacant post Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for the higher post	Pay Progression	Based on annual Performance Assessment: <ul style="list-style-type: none"> • 1 Notch: Satisfactory Performance • 2 Notches: Good Performance (20% of employees per annum) • 3 Notches: Excellent Performance (10% of employees per annum)
	R359,673					
	R365,070					
	R370,548					
	R376,107					
	R381,747					
	R387,471					
	R393,282					
	R399,180					
	R405,168					
	R411,243					
	R417,411					
	R423,672					
	R430,029					
	R436,479					
R443,028						
R449,420						



High Court Unit Manager, Justice Center Executive and Regional Professional Assistant

Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
	R463,263				
	R470,422				
	R491,688				
	R499,062				
	R506,550				
	R514,149				
	R521,862				
	R529,692				
	R537,639				
	R545,703				
	R553,890				
	R562,200				
	R570,633				
	R579,192				
	R587,880				
	R596,700				
	R605,649				
	R614,733				
	R623,958				

High Court Unit Manager, Justice Center Executive and Regional Professional Assistant					
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
	R633,318 R642,819 R652,461				

LEGAL AID BOARD

Professional Assistant							
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement			
		Qualification	Experience	To			Criteria
Professional Assistant, Grade 1	LP-1 R125,046 - R126,921 R128,826 R130,758 R132,720 R134,712 R136,734	• LLB (or equivalent)	• At least 2 years' post graduate legal experience ¹	Professional Assistant, Grade 2	LP-2, first notch	Grade Progression	<ul style="list-style-type: none"> • 2 Years' consistent above average performance on LP-1; or • 4 Years' average performance – 4 years' legal experience on LP-1
						Pay Progression	<ul style="list-style-type: none"> • 1 Notch increment based on Performance Assessment
Professional Assistant, Grade 2	LP-2 R170,952 R173,517 R176,121 R178,764 R181,446 R184,167	• LLB (or equivalent)	• At least 6 years' post graduate legal experience	Professional Assistant, Grade 3	LP-3	Grade Progression	<ul style="list-style-type: none"> • 3 Years' consistent above average performance on LP-2; or • 6 Years' average performance on LP-2

¹ Experience gained during post graduate training, is recognized.

Professional Assistant							
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement			
		Qualification	Experience	To			Criteria
	R186,930 R189,735 R192,582 R195,471 R198,402						

Professional Assistant						
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement		
		Qualification	Experience	To		Criteria
						Pay Progression <ul style="list-style-type: none"> 1 Notch increment based on Performance Assessment
Professional Assistant, Grade 3	LP-3 R324,076 R328,938 R333,870 R338,880 R343,962 R349,122 R354,360 R359,673	<ul style="list-style-type: none"> LLB (or equivalent) 	<ul style="list-style-type: none"> At least 12 years' post graduate legal experience 	No further grade progression opportunity - apply for higher, vacant post Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for the higher post	Pay Progression	Based on annual Performance Assessment: <ul style="list-style-type: none"> 1 Notch: Satisfactory Performance 2 Notches: Good Performance (20% of employees per annum) 3 Notches: Excellent Performance (10% of employees per annum)

Professional Assistant					
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
	R365,070				
	R370,548				
	R376,107				
	R381,747				
	R387,471				
	R393,282				
	R399,180				
	R405,168				
	R411,243				
	R417,411				
	R423,672				
	R430,029				
	R436,479				
	R443,028				
	R449,420				
	R463,263				
	R470,422				
	R491,688				
	R499,062				

Professional Assistant						
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement		
		Qualification	Experience	To		Criteria
	R506,550					

LEGAL AID BOARD

Professional Assistant in the High Court / Advocate							
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement			
		Qualification	Experience	To		Criteria	
Professional Assistant in the High Court / Advocate, Grade1	LP-1	<ul style="list-style-type: none"> • LLB (or equivalent) 	<ul style="list-style-type: none"> • At least 2 years' post graduate legal experience¹ 	Professional Assistant in the High Court / Advocate, Grade 2	LP-2, first notch	Grade Progression	<ul style="list-style-type: none"> • 2 Years' consistent above average performance on LP-1; or • 4Years' average performance – 4 years' legal experience on LP-1
	Pay Progression					<ul style="list-style-type: none"> • 1 Notch increment based on Performance Assessment 	
	R125,046 - R126,921 R128,826 R130,758 R132,720 R134,712 R136,734						

¹ Legal experience gained during post graduate training, is recognized.

Professional Assistant in the High Court / Advocate

Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement			
		Qualification	Experience	To		Criteria	
Professional Assistant in the High Court / Advocate, Grade 2	LP-2 R170,952 R173,517 R176,121 R178,764 R181,446 R184,167 R186,930 R189,735 R192,582 R195,471 R198,402	<ul style="list-style-type: none"> • LLB (or equivalent) 	<ul style="list-style-type: none"> • At least 6 years' post graduate legal experience 	Professional Assistant in the High Court / Advocate, Grade 3	LP-3	Grade Progression	<ul style="list-style-type: none"> • 3 Years' consistent above average performance on LP-2; or • 6 Years' average performance on LP-2
Professional Assistant in the High Court / Advocate, Grade 3	LP-3 R324,076 R328,938 R333,870 R338,880	<ul style="list-style-type: none"> • LLB (or equivalent) 	<ul style="list-style-type: none"> • At least 12 years' post graduate legal experience 	No further grade progression opportunity - apply for higher, vacant post Compliance with the educational qualifications, statutory requirements, competencies, skills and		Pay Progression	Based on annual Performance Assessment: <ul style="list-style-type: none"> • 1 Notch: Satisfactory Performance • 2 Notches: Good Performance (20% of employees per annum)

Professional Assistant in the High Court / Advocate					
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
	R343,962			experiential competency for the higher post	<ul style="list-style-type: none"> 3 Notches: Excellent Performance (10% of employees per annum)
	R349,122				
	R354,360				
	R359,673				
	R365,070				
	R370,548				
	R376,107				
	R381,747				
	R387,471				
	R393,282				
	R399,180				
	R405,168				
	R411,243				
	R417,411				
	R423,672				
	R430,029				
	R436,479				
	R443,028				
	R449,420				

Professional Assistant in the High Court / Advocate						
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement		
		Qualification	Experience	To		Criteria
	R463,263 R470,422 R491,688 R499,062 R'506,550					
Senior Professional Assistant in the High Court / Advocate, LP-4	LP-4 R359,673 R365,070 R370,548 R376,107 R381,747 R387,471 R393,282 R399,180 R405,168 R411,243 R417,411 R423,672 R430,029	<ul style="list-style-type: none"> • LLB (or equivalent) 	<ul style="list-style-type: none"> • At least 8 years' post graduate legal experience in court work • Must have the right to appear in all courts 	<p>No further grade progression opportunity - apply for higher, vacant post</p> <p>Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for the higher post</p>	Pay Progression	<p>Based on annual Performance Assessment:</p> <ul style="list-style-type: none"> • 1 Notch: Satisfactory Performance (70% per annum) • 2 Notches: Good Performance (20% per annum) • 3 Notches: Excellent Performance (10% per annum)

Professional Assistant in the High Court / Advocate					
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
	R436,479				
	R443,028				
	R449,420				
	R463,263				
	R470,422				
	R491,688				
	R499,062				
	R506,550				
	R514,149				
	R521,862				
	R529,692				
	R537,639				
	R545,703				
	R553,890				
	R562,200				
	R570,633				
	R579,192				
	R587,880				

LEGAL AID BOARD

Supervisory Professional Assistant & Principal Attorney (Supervision) & Regional Professional Assistant						
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement		
		Qualification	Experience	To	Criteria	
Supervisory Professional Assistant	SU-1 R324,076 R328,938 R333,870 R338,880 R343,962 R349,122 R354,360 R359,673 R365,070 R370,548 R376,107 R381,747 R387,471 R393,282 R399,180	<ul style="list-style-type: none"> LLB (or equivalent) 	<ul style="list-style-type: none"> At least 5 years' post graduate experience¹ of which 3 years court experience 	No further grade progression opportunity - apply for higher, vacant post Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for the higher post	Pay Progression	Based on annual Performance Assessment: <ul style="list-style-type: none"> 1 Notch: Satisfactory Performance 2 Notches: Good Performance (20% of employees per annum) 3 Notches: Excellent Performance (10% of employees per annum)

¹ Experience gained during post graduate training, is recognized.

Supervisory Professional Assistant & Principal Attorney (Supervision) & Regional Professional Assistant						
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement		
		Qualification	Experience	To		Criteria
	R405,168 R411,243 R417,411 R423,672 R430,029 R436,479 R443,028 R449,420 R463,263 R470,422 R491,688 R499,062 R506,550					
Principal Attorney & Regional Senior Professional Assistant (Supervision)	SU-2 R359,673 R365,070 R370,548	<ul style="list-style-type: none"> • LLB (or equivalent) 	<ul style="list-style-type: none"> • At least 8 years' post graduate experience² of which 4 years court experience 	No further grade progression opportunity - apply for higher, vacant post Compliance with the educational qualifications, statutory requirements,	Pay Progression	Based on annual Performance Assessment: <ul style="list-style-type: none"> • 1 Notch: Satisfactory Performance • 2 Notches: Good Performance

² Experience gained during post graduate training, is recognized.

Supervisory Professional Assistant & Principal Attorney (Supervision) & Regional Professional Assistant

Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
	R376,107			competencies, skills and experiential competency for the higher post	(20% of employees per annum) • 3 Notches: Excellent Performance (10% of employees per annum)
	R381,747				
	R387,471				
	R393,282				
	R399,180				
	R405,168				
	R411,243				
	R417,411				
	R423,672				
	R430,029				
	R436,479				
	R443,028				
	R449,420				
	R463,263				
	R470,422				
	R491,688				
	R499,062				
	R506,550				
	R514,149				



Supervisory Professional Assistant & Principal Attorney (Supervision) & Regional Professional Assistant					
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
	R521,862				
	R529,692				
	R537,639				
	R545,703				
	R553,890				
	R562,200				
	R570,633				
	R579,192				
	R587,880				

LEGAL AID BOARD

Senior Litigator						
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement		
		Qualification	Experience	To		Criteria
Senior Litigator	LP-5 R359,673 R365,070 R370,548 R376,107 R381,747 R387,471 R393,282 R399,180 R405,168 R411,243 R417,411 R423,672 R430,029 R436,479 R443,028 R449,420	<ul style="list-style-type: none"> LLB (or equivalent) 	<ul style="list-style-type: none"> At least 10 years' post graduate legal experience, of which 4 years court experience 	No further grade progression opportunity - apply for higher, vacant post Compliance with the educational qualifications, statutory requirements, competencies, skills and experiential competency for the higher post	Pay Progression	Based on annual Performance Assessment: <ul style="list-style-type: none"> 1 Notch: Satisfactory Performance 2 Notches: Good Performance (20% of employees per annum) 3 Notches: Excellent Performance (10% of employees per annum)

Senior Litigator						
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement		
		Qualification	Experience	To		Criteria
	R463,263					
	R470,422					
	R491,688					
	R499,062					
	R506,550					
	R514,149					
	R521,862					
	R529,692					
	R537,639					
	R545,703					
	R553,890					
	R562,200					
	R570,633					
	R579,192					
	R587,880					
	R596,700					
	R605,649					
	R614,733					
	R623,958					

Senior Litigator					
Job Title	Salary Level and Scale	Appointment Requirement		Progression Requirement	
		Qualification	Experience	To	Criteria
	R633,318 R642,819 R652,461				

1st Phase Translation: LAB

Occupational Class: Candidate Attorney

GENERAL LEGALLY QUALIFIED PROFESSIONAL

PART A: TRANSLATION OF CANDIDATE ATTORNEY TO CANDIDATE ATTORNEY GRADE 1

After 1 July 2007 Cost of Living Adjustment	1 July 2007: Revised Dispensation (OSD)
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<u>Post/Rank:</u>	Candidate Attorney	Candidate Attorney, Grade 1
<u>Salary Level:</u>		TR-1
<u>Salary Scale:</u>	40,930 X Prog - 50,873	81,201 x Prog- 82,419
<u>Translation:</u>	Notch	Notch
	40,930	81,201
	44,204	81,201
	49,116	81,201
	50,873	81,201

Occupational Class: Professional Assistant

GENERAL LEGALLY QUALIFIED PROFESSIONAL

PART B: TRANSLATION OF PROFESSIONAL ASSISTANT ON NOTCHES OF SALARY LEVELS 8,9,10 and 11 TO PROFESSIONAL ASSISTANT GRADES 1,2 OR 3

After 1 July 2007 Cost of Living Adjustment	1 July 2007: Revised Dispensation (OSD)
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1

<u>Post/Rank:</u>	Professional Assistant	Professional Assistant, Grade 1	Professional Assistant, Grade 2	Professional Assistant, Grade 3
<u>Salary Level:</u>	8,9,10 and 11	LP-1	LP-2	LP-3
<u>Salary Scale:</u>	88,725 X Prog -338,601	125,046 x Prog-136,734	170,952 x Prog-198,402	324,078 x Prog-506,550
<u>Translation:</u>	Notch and Total Cost Packages	Notch	Notch	Total Cost Package
	88,725	125,046	-	-
	131,869	-	170,952	-
	166,795	-	170,952	-
	175,269	-	176,121	-
	181,123	-	181,446	-
	184,691	-	-	324,078
	190,483	-	-	324,078
	196,812	-	-	324,078
	205,293	-	-	324,078
	213,765	-	-	324,078
	221,407	-	-	324,078
	300,036	-	-	324,078
	319,310	-	-	343,962
	338,604	-	-	365,070
		-	-	-

Occupational Class: Supervisory Professional Assistant

GENERAL LEGALLY QUALIFIED PROFESSIONAL

PART D: SUPERVISORY PROFESSIONAL ASSISTANT ON SALARY LEVELS 8,9 AND 11 TO SUPERVISORY

1

After 1 July 2007 Cost of Living Adjustment	1 July 2007: Revised Dispensation (OSD)
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1

<u>Post/Rank:</u>	Supervisory Professional Assistant	Supervisory 1
<u>Salary Level:</u>	8,9 and 11	SU-1
<u>Salary Scale:</u>	88,725 X Prog -357,960	324,078 x Prog- 506,550
<u>Translation:</u>	Notch and Total Cost Package	Total Cost Package
	88,725	324,078
	131,869	324,078
	166,795	324,078
	175,268	324,078
	181,123	324,078
	184,691	324,078
	190,483	324,078
	196,812	324,078
	205,293	324,078
	213,765	324,078
	221,605	324,078
	300,036	324,078
	319,310	343,962
	338,601	365,070
	348,425	376,107
	357,960	387,471

Occupational Class: Senior Litigator

GENERAL LEGALLY QUALIFIED PROFESSIONAL

PART F: TRANSLATION OF SENIOR LITIGATOR ON SALARY LEVEL 12 TO SENIOR LITIGATOR LP-5

After 1 July 2007 Cost of Living Adjustment	1 July 2007: Revised Dispensation (OSD)
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1

<u>Post/Rank:</u>	Senior Litigator	Senior Litigator
<u>Salary Level:</u>	12	LP-5
<u>Salary Scale:</u>	526,597 X Prog -526,597	417,411 x Prog- 652,461
<u>Translation:</u>	Total Cost Package	Total Cost Package
	526,597	579,192

Occupational Class: Professional Assistant in the High Court

GENERAL LEGALLY QUALIFIED PROFESSIONAL

PART C: TRANSLATION OF PROFESSIONAL ASSISTANT IN THE HIGH COURT ON NOTCHES OF SALARY LEVELS 9,10 and 11 TO PROFESSIONAL ASSISTANT IN THE HIGH COURT GRADES 1,2, 3 OR WITH MORE THAN 8 YEARS' AS SENIOR ADVOCATES TO GRADE 4

After 1 July 2007 Cost of Living Adjustment	1 July 2007: Revised Dispensation (OSD)
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<u>Post/Rank:</u>	Professional Assistant in the High Court	HCPA, Grade 1	HCPA, Grade 2	HCPA, Grade 3	Senior HCPA, Grade 1
<u>Salary Level:</u>	9,10 and 11	LP-1	LP-2	LP-3	LP-4 (Ratio 1:4)
<u>Salary Scale:</u>	175,269 X Prog -338,601	125,046 x Prog-136,734	170,952 x Prog-198,402	324,078 x Prog-506,550	359,673 x Prog-587,680
<u>Translation:</u>	Notch and Total Cost Packages	Notch	Notch	Total Cost Package	Total Cost Package
	175,269	-	176,121	-	-
	181,123	-	181,446	-	-
	184,691	-	-	324,078	-
	190,483	-	-	324,078	-
	196,812	-	-	324,078	-
	205,293	-	-	324,078	-
	213,765	-	-	324,078	-
	221,407	-	-	324,078	-
	300,036	-	-	359,673	359,673
	319,310	-	-	359,673	359,673
	338,604	-	-	365,070	365,070
	348,425	-	-	376,107	376,107
	357,960	-	-	387,471	387,471
		-	-	-	-

Occupational Class: Principal Attorney and Regional Supervisory Professional Assistant

GENERAL LEGALLY QUALIFIED PROFESSIONAL

PART E: PRINCIPAL ATTORNEY ON SALARY LEVELS 11, 12 AND REGIONAL SUPERVISORY PROFESSIONAL ASSISTANT ON SALARY LEVELS 8 TO 11 TO COURT CONTROL, GRADE 2

<u>Post/Rank:</u>	Principal Attorney	Regional Supervisory Professional Asisstant	Supervison 2
<u>Salary Level:</u>	11 and 12	8,9 and 11	SU-2
<u>Salary Scale:</u>	348,426 X Prog - 526,597	88,725 X Prog -357,960	359,673 x Prog- 587,880
<u>Translation:</u>	Total Cost Package	Notch and Total Cost Package	Total Cost Package
-		88,725	359,673
-		131,869	359,673
-		166,795	359,673
-		175,268	359,673
-		181,123	359,673
-		184,691	359,673
-		190,483	359,673
-		196,812	359,673
-		205,293	359,673
-		213,765	359,673
-		221,605	359,673
-		300,036	359,673
-		319,310	359,673
-		338,601	365,070
-		348,425	376,107
-		357,960	387,471
<u>Post/Rank:</u>	Principal Attorney	Regional Supervisory Professional Asisstant	Supervison 2
<u>Salary Level:</u>	11 and 12	8,9 and 11	SU-2
<u>Salary Scale:</u>	348,426 X Prog - 526,597	88,725 X Prog -357,960	359,673 x Prog- 587,880
<u>Translation:</u>	Total Cost Package	Notch and Total Cost Package	Total Cost Package
348,426			376,107
357,960			387,471
356,279			381,747
364,185			393,282
386,390			417,411
408,604		-	443,028
430,239		-	463,263
451,981		-	484,422
475,534		-	514,149
500,384		-	537,639
526,597		-	570,633

1

Legal Aid Board

Occupational Class: Justice Centre Executive, High Court Unit Manager and Regional Principal Attorney

GENERAL LEGALLY QUALIFIED PROFESSIONAL

PART G: TRANSLATION OF JUSTICE CENTRE EXECUTIVE, HIGH COURT UNIT MANAGER AND REGIONAL PRINCIPAL ATTORNEY ON SALARY LEVELS 8 TO 12 TO COURT MANAGEMENT

After 1 July 2007 Cost of Living Adjustment	1 July 2007: Revised Dispensation (OSD)
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	JUSTICE CENTRE EXECUTIVE AND HIGH COURT UNIT MANAGER	REGIONAL PRINCIPAL ATTORNEY	Court Management
Post/Rank:	D3	11 and 12	CM-1
Salary Level:	D3	11 and 12	CM-1
Salary Scale:	438,732 X Prog -600,180	348,426 X Prog - 526,597	417,411 x Prog- 652,461
Translation:	Total Cost Package	Total Cost Package	Total Cost Package
	-	348,426	417,411
	-	357,960	417,411
	-	356,279	417,411
	-	364,185	417,411
	-	386,390	417,411
	-	408,604	433,028
	-	430,239	463,263
	-	451,981	484,422
	-	475,534	514,149
	-	500,384	537,639
	-	526,597	570,633
Post/Rank:	JUSTICE CENTRE EXECUTIVE AND HIGH COURT UNIT MANAGER	Prosecutor, Grade 1	Court Management
Salary Level:	D3	LP-1	CM-1
Salary Scale:	438,732 X Prog -600,180	125,046 x Prog- 136,734	417,411 x Prog- 652,461
Translation:	Total Cost Package	Notch	Total Cost Package
	356,279	-	417,411
	364,185	-	417,411
	386,390	-	417,411
	408,604	-	443,028
	430,239	-	463,263
	451,981	-	484,422
	475,534	-	514,149
	500,384	-	537,639
	526,597	-	570,633

2nd Phase Translation: LAB

PHASE 2 OF THE TRANSLATION PROCESS – RECALCULATION OF SALARY

INTRODUCTION

1. This is a **once-off** translation that is only applicable to legally qualified employed in the Legal Aid Board who were in service on 30 June 2007 and who were translated to the following production posts (any grades attached to these posts) by means of the Phase 1 translation process:
 - 1.1 Part A – Candidate Attorney translation to Trainee, Grade 1
 - 1.2 Part B – Professional Assistant and Professional Assistant in the High court translation to Professional Assistant Grades 1,2 and 3
 - 1.3 Part C – Senior Litigator translation to Senior Litigator LP-5
2. Only full year's service and experience gained after complying with the experience requirement set for the lowest grade attached to the production post **as on 31 March 2007**, staggered in increments of 2 years, are recognised for salary purposes.
3. If the notch in terms of the Phase 2 process is **higher** than the notch awarded in terms of the Phase 1 translation process, then the salary notch determined in terms of the Phase 2 process applies with effect from 1 July 2007.
4. If the notch in terms of the Phase 2 process is **equal** to or **lower** than the notch awarded in terms of the Phase 1 translation process, then the salary notch determined in terms of the Phase 1 translation process applies.

RECOGNITION BASIS

Part A: Candidate Attorney translation to Trainee, Grade 1

- All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007 after -
 - obtaining a LLB (or equivalent qualification).
- Appropriate service/ experience is recognised on a basis of 100% of actual service/experience to a maximum of 20 years'

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Less than one service & experience ¹	TR-1	81,210 X Prog – 82,419	R81,201
Full 1 year's service and experience			R82,419

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

Part B: Professional Assistant and Professional Assistant in the High Court translation to Professional Assistant , Grades 1, 2 & 3
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- All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007 after -
- obtaining a LLB (or equivalent qualification); and the
 - successful completion of the relevant training period.
- Appropriate service/ experience are recognised on a basis of 100% of actual service/experience to a maximum of 20 years' actual service/experience.

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Full 2 years' post graduate service and experience ²	LP-1	125,046 X Prog - 136,734	R125,046
Full 3 years' post graduate service and experience			R126,921
Full 4 year's post graduate service and experience			R128,826
Full 5 year's service post graduate and experience			R130,758
Full 6 year's post graduate service and experience	LP-2	170,952 X Prog - 198,402	R170,952
Full 7 year's post graduate service and experience			R173,517
Full 8 year's post graduate service and experience			R176,121
Full 9 year's post graduate service and experience			R178,764
Full 10 year's post graduate service and experience			R181,446
Full 11 year's post graduate service and experience			R184,167
Full 12 year's post graduate service and experience	LP-3	324,078 X Prog - 506,550	R324,078
Full 13 year's post graduate service and experience			R328,938
Full 14 year's post graduate service and experience			R333,870
Full 15 year's post graduate service and experience			R338,880
Full 16 year's post graduate service and experience			R343,952
Full 17 year's post graduate service and experience			R349,122
Full 18 year's post graduate service and experience			R354,360

² The period of experience gained during post graduate training period will be recognised as post graduate service and experience.

Service/experience profile <u>on 31 March 2007</u>	Revised production grade	Scale (Rpa)	Notch (Rpa)
Full 19 year's post graduate service and experience			R359,673
Full 20 year's and more post graduate service and experience			R365,070

Part C: Senior Litigator translation to Senior Litigator LP- 5

- All appropriate service/experience refers to the number of full years' of service/experience gained on 31 March 2007 after -
- obtaining a LLB (or equivalent qualification); and the
 - successful completion of the relevant training period.
- Appropriate service/ experience are recognised on a basis of 100% of actual service/experience to a maximum of 20 years' actual service/experience.

Service/experience profile on 31 March 2007	Revised production grade	Scale (Rpa)	Notch (Rpa)
Full 10 year's legal service and experience	LP-4	417,411XP – 652,461	R359,673
Full 11 year's service and experience			R365,070
Full 12 year's service and experience			R370,548
Full 13 year's service and experience			R376,107
Full 14 year's service and experience			R381,747
Full 15 year's service and experience			R387,471
Full 16 year's service and experience			R393,282
Full 17 year's service and experience			R399,180
Full 18 year's service and experience			R405,168
Full 19 year's service and experience			R411,243
Full 20 year's service and experience			R417,411