

6. THE JUDICIARY

- 6.1 The Judiciary, one of the three pillars of our sovereign democratic State along with the Executive and the Legislature, is vested with the power to administer justice in the Republic of Mauritius. It aims to maintain an independent and competent judicial system which upholds the rule of law, safeguards the rights and freedom of individual and commands domestic and international confidence. The independence of our Judiciary, apart from being vital for the functioning of our democratic system of Government, empowers our Courts to act as guardian of the fundamental rights entrenched in our Constitution, whilst ensuring and enforcing good governance.
- 6.2 Our single-structured judicial system consists of two tiers namely, the Supreme Court and Subordinate Courts. The Supreme Court is a Superior Court of Record and has unlimited jurisdiction to hear and determine any civil or criminal proceedings. It has a similar original jurisdiction as the High Court of England and is vested with necessary powers and authority to exercise its jurisdiction as a Court of Equity. It also exercises supervisory jurisdiction over Subordinate Courts and is composed of various divisions such as the Master's Court, Family Division, Commercial Division, Criminal Division and Mediation Division. The Subordinate Courts consist of the Intermediate Court; Industrial Court; District Courts; Bail and Remand Court and the Court of Rodrigues. The final Court of Appeal of Mauritius is the Judicial Committee of the Privy Council in London as provided for under the Constitution.
- 6.3 In line with its strategic direction, the New Supreme Court was made operational in year 2020. To ensure better services to all stakeholders, the Judiciary equally intends to focus on the maintenance and upgrading of all District Court premises; reinforce special witness schemes; promote Continuous Professional Development for the Judiciary and all Court Personnel at the level of the Institute for Judicial and Legal Studies; and upgrade its Library System with a state of the art infrastructure that would allow access of information on books and documents available at the Supreme Court Library. An e-judiciary system has also been put in place to improve service delivery and enhance customer satisfaction.
- 6.4 The staffing structure of the Supreme Court consists of the Chief Justice as Head of the Judiciary, the Senior Puisne Judge and such number of Puisne Judges as may be prescribed by Parliament. The Judge in Bankruptcy and Master and Registrar is the supervising and accounting officer and is assisted by a Deputy Master and Registrar and Judge in Bankruptcy who has the power of the Master and Registrar.
- 6.5 The professional structure of the Intermediate Court consists of the President, Vice-Presidents and any such number of Magistrates established under the Civil Establishment Act, while the Industrial Court consists of a President and a Vice-President. The District Courts comprise a Senior District Magistrate and any such number of District Magistrates as may be decided by the Chief Justice; and the Bail and Remand Court is presided by a District Magistrate. Officers in two distinct specialised cadres, namely the Court Officer Cadre and the Court Usher Cadre provide the necessary technical support and backup to the professionals of the Judiciary in

the discharge of their functions. The Judiciary also comprises the grades of Judicial Research Officer (Personal), Judicial Research Assistant, Senior Court Transcriber, Court Transcriber, officers in the Law Library Officer Cadre and other supporting staff.

- 6.6 The Bureau has been apprised that for the year 2020, against a total of around 610 established posts at the Judiciary in the different grades, 497 were filled substantively. A total of 45 judicial appointments were made in the same year in the grades of District Magistrate; Senior District Magistrate; Magistrate, Intermediate Court; Vice-President, Intermediate Court; President, Intermediate Court, among others, out of which five Puisne Judges were appointed. We also observed that vacancies in promotional grades were mainly filled from qualified serving judicial officers in lieu of the open recruitment mode. Moreover, according to Management, since the publication of the last PRB Report, the Judiciary did not experience any major departure of a judicial officer for better remuneration elsewhere and those who left the Judiciary mainly did so on ground of retirement.
- 6.7 As regards workload, based on information obtained, the number of outstanding cases at the level of the different Courts remained relatively high for the past few years, while the number of cases lodged showed a downward trend. However, caseload figures alone do not reflect the actual workload of judicial officers given that the complexity of the cases impacts highly on the time and effort required by the officers to deal with the cases.
- 6.8 Owing to a few unique features of the judicial service, Judges are entitled to certain enhanced benefits and allowances, in addition to their monthly salary, as an integral part of their remuneration package. These privileges/fringe benefits have helped to attract capable and experienced serving officers to join the bench. It is further to be noted that conventionally Judges do not return to private practice. However, they enjoy security of tenure of office and can have a long career span given their retiring age of 67 years, as provided for in the Constitution and the Courts Act. Moreover, the enhanced pension benefits along the prestigious status and high esteem of the profession are, among others, the appealing factors for serving officers to join the Judiciary.
- 6.9 In the context of this review exercise, the Union of the support staff made representations, among others, to: extend certain allowances obtainable in other quarters to officers concerned; enhance salary scale of core grades; increase establishment size of some key positions; revise significantly the quantum of a few specific allowances; and review the mode of appointment of certain grades coupled with an upgrading in qualifications requirement. The staff side equally requested to create supervisory grades to cater for lack of career prospects; pay a disturbance allowance to officers of the Court Usher Cadre in cases of Assizes; demerge certain grades; grant an appropriate allowance to the Chief Court Officer/Court Manager on account of the high load of work and complexity of cases at the level of the Intermediate Court in comparison to other Subordinate Courts; and provide enhanced conditions of service to officers of the Judiciary.

- 6.10 Following a request from officers of the Law Library Officer Cadre, the Bureau carried out a site visit at the Supreme Court Library to take stock of any increase in their workload and complexity with the introduction of the online library system. During the visit, the officers made a few requests regarding a review of their salary scale together a restyling of the cadre; and payment of an allowance for performing scanning duties, amongst others.
- 6.11 Management of the Judiciary has mainly requested to extend the payment of the black jacket allowance to officers of certain grades who are required to appear in Court in black jacket with tie; abolish the grade of Trainee Court Officer such that recruitment could be made directly in the grade of Court Officer; and create a grade of Head Court Usher whereby incumbent would be responsible for the managerial and technical levels in the Court Usher Cadre.
- 6.12 The Chief Justice and Judges of the Supreme Court on their side represented that: their salaries and conditions of service should reflect their constitutional status; due consideration be given to the nature and level of their functions and responsibilities; and the Special Judicial Service Allowance be made pensionable for experienced Judges so as to retain their services until retirement age of 67 years. They equally compared the salary relativity that exists between a member of the Judiciary and Prime Minister in a few foreign jurisdictions; and requested for: the payment of a monthly security allowance; facilities and benefits granted to retired Presidents and Vice-Presidents of the Republic be extended to a retired Chief Justice; and that Judges should be allowed to renew the duty exempted car for private and family use every five years or at least once following retirement. During their submissions, the Federations remarked that Judges are provided with gold-plated pension benefits.
- 6.13 During the consultative meetings, the different parties were apprised of the outcome of most of their representations. After examining all the demands for benefits and allowances in addition to salary and their concomitant effects across the public sector, we consider that: proposal to make certain allowances pensionable are not tenable considering the adequacy of the existing privileges already accruing to the officers and the correspondingly higher cost of pensions for the high earners; as recruitment of Judges is largely from serving officers, their pay increases are normally based on internal comparison with other senior level positions and a few demands of Judges relating to facilities and benefits go somewhat beyond the scope of this Report.
- 6.14 However, when viewed from a total reward perspective, we consider the remuneration package for members of the Judiciary to be attractive enough for both serving officers and outside talents who would wish to join the Judiciary.
- 6.15 It is also noteworthy that a grade is created based on its operational need; demerging of grades would not be appropriate in cases where there is no functional need for a supervisory level; and job appellations should be in consonance with the level of duties devolving upon incumbents. Moreover, reviewing of schemes of service rests with Management after consulting all stakeholders concerned; certain requests pertain to internal issues, which should be dealt with administratively namely, with

regard to effective implementation of the recommendations and payment of *ad hoc* allowances to shoulder higher/additional duties for short periods; and the Bureau has made general provisions in respect of conditions of service, which are meant to be applied in a consistent manner in the public sector.

- 6.16 We equally consider that Management of the Judiciary needs to carry out a Human Resource Planning (HRP) exercise as provided under the Chapter Recruitment, Promotion and Retention in Volume 1 of this Report, to ensure that there is the right supply of manpower in terms of numbers at the appropriate levels so as to cope with the increasing load of work at the level of the different Courts for an effective and efficient service delivery. In the same breath and pending the carrying out of the HRP exercise, Management may consider the payment of an *ad hoc* allowance, with the approval of the MPSAIR, to officers of the Court Officer Cadre who are entrusted additional duties and responsibilities on account of shortage of staff and who are called upon to deal with more complex cases and demanding work situation, depending upon their posting.
- 6.17 We are, therefore, in this Report, making relevant recommendations for proposals which are meritorious. To this end, we are, abolishing the grade of Trainee Court Officer; reviewing the scheme of service of the grade of Court Officer; creating a grade of Head, Court Usher; providing for the payment of an allowance to officers of the Court Usher Cadre; upgrading the salary of the grade of Principal Court Officer and restyling the grade of Judicial Research Assistant coupled with enhanced career earnings while maintaining the provision of the different job-related allowances to officers in a few positions.
- 6.18 As regards recruitment and retention problems in the Judiciary, based on our survey findings, no major difficulty is being encountered by the Judiciary in this respect and as such, a few provisions have been waived, as they have outlived their utility.

Special Judicial Service Allowance

- 6.19 A Special Judicial Service Allowance (SJSA) is currently paid to officers in certain positions at the Judiciary in line with the recommendation made in 2016 PRB Report. The payment of the SJSA was meant as a temporary measure to retain the services of experienced officers who tend to leave the service. The continued payment of the allowance is generally subject to findings of a survey on recruitment and retention carried out by the Bureau.
- 6.20 For this review exercise, the Bureau has carried out the survey anew to assess whether there are still Recruitment and Retention Problems in the Judiciary.
- 6.21 For the purpose of the survey, Management did not report any major recruitment and retention difficulty for Judicial Officers. Moreover, in terms of retention, we did not find any significant outflow from the Judiciary nor a high resignation rate. Considering the underlying philosophy of a SJSA, and given the prevailing situation, we regard that any request for the payment of the allowance should be carefully examined on the

basis of valid and reliable data in respect of recruitment, retention, attrition and the needs of the service, among others.

Recommendation 1

6.22 We recommend that with effect from 01 January 2021 and up to the next Overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector, officers in grades mentioned in the table below, in post as at the eve of publication of the 2021 Report and on their promotion within their respective cadre, should continue to be paid a monthly Special Judicial Service Allowance on a personal basis:

Grade	Special Judicial Service Allowance (% of monthly salary)
District Magistrates reckoning at least 5 years' service in the grade and Senior District Magistrates	7
Magistrate, Intermediate Court; Vice-President, Industrial Court; Vice-President, Intermediate Court; President, Industrial Court; President, Intermediate Court; and Deputy Master and Registrar and Judge in Bankruptcy	10
Judge in Bankruptcy and Master and Registrar; Puisne Judge; and Senior Puisne Judge reckoning less than 10 years' service in the respective grade	15
Judge in Bankruptcy and Master and Registrar; Puisne Judge; Senior Puisne Judge and Chief Justice reckoning more than 10 years' service in the respective grade but less than 30 years' service	20
Judge in Bankruptcy and Master and Registrar; Puisne Judge; Senior Puisne Judge and Chief Justice reckoning more than 30 years' service	30

6.23 We further recommend that:

- (i) henceforth, any request from Management of the Judiciary for the payment of a Special Judicial Service Allowance should be subject to the approval of the High Powered Committee; and
- (ii) in considering each case on its merit, the High Powered Committee may convey its approval for the payment of a time-bound Special Judicial Service Allowance on such terms and conditions as it may determine.

- 6.24** The above recommendations are made on the understanding that no additional remuneration, over and above the recommended package, will be considered until the next Overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector.

Judicial and Legal Allowance

- 6.25 Officers in certain positions at the Judiciary are presently paid a yearly Judicial and Legal Allowance to cover certain items of expenditure related to the exercise of the profession. We are maintaining the continued payment of the allowance whilst revising its quantum.

Recommendation 2

- 6.26** We recommend that officers in grades mentioned in the table below, be paid a yearly Judicial and Legal Allowance:

Grade	Quantum (Rs)
Chief Justice; Senior Puisne Judge; Puisne Judge; Judge in Bankruptcy and Master Registrar; and Deputy Master and Registrar and Judge in Bankruptcy	38690
President, Industrial Court; President, Intermediate Court; Vice-President, Industrial Court; Vice-President, Intermediate Court; Magistrate, Intermediate Court; Senior District Magistrate; and District Magistrate	24255

Housing Allowance

- 6.27 The Chief Justice, Senior Puisne Judge, and Puisne Judges are at present entitled to the payment of a Housing Allowance which is wholly reckoned for pension purpose, notwithstanding the provisions made on "Pensionable Value of Rent Allowance". Given the allowance is meant to cover expenses incurred for housing facilities and security measures, we are recommending its continued payment.

Recommendation 3

- 6.28** We recommend that the Chief Justice, Senior Puisne Judge and Puisne Judges of the Supreme Court be paid a monthly Housing Allowance as hereunder:

Grade	Quantum (Rs)
Chief Justice	22000
Senior Puisne Judge Puisne Judge	11000

- 6.29** We further recommend that the above allowance should be wholly reckoned for pension purposes, notwithstanding the provisions of this Report on "Pensionable Value of Rent Allowance".

Bail and Remand Court and Weekend Court

Recommendation 4

6.30 We recommend that officers of the Judiciary, Court Officer Cadre and Court Usher Cadre, who are required to work beyond normal working hours, during Weekends and Public Holidays for the grant of release on bail to persons arrested during Weekends and Public Holidays, be paid a monthly allowance as follows:

Eligible Officers	Quantum (Rs)
Senior District Magistrate (Team Leader)	25000
District Magistrate	23000
Officers of the Court Officer Cadre and Court Usher Cadre	9700

Court Officer

6.31 At present, the grade of Trainee Court Officer is filled by selection from among candidates possessing a Cambridge Higher School Certificate or passes in at least two subjects obtained on one Certificate at the General Certificate of Education 'Advanced Level'. Trainee Court Officers are then required to undergo training for a period of at least one year, both theoretical and practical including on-the-job training in all aspects of the work of a Court Officer. On satisfactory completion of same and on being favourably reported upon, they are appointed in the grade of Court Officer, as and when vacancies occur.

6.32 For this Report, Management has requested to abolish the grade of Trainee Court Officer so that recruitment to the grade of Court Officer be made directly from outside candidates with a view to eliminating a few problems associated with the bonding of officers.

6.33 We have examined the proposal and consider that there is merit in the case. However, the Bureau holds that newly recruited Court Officers should undergo on-the-job training, as was previously required for Trainee Court Officers.

Recommendation 5

6.34 We recommend that:

- (i) the grade of Trainee Court Officer be made personal and abolished on vacancy;**
- (ii) upon the appointment of all Trainee Court Officers, the grade of Court Officer should be filled, by selection from among candidates possessing a Cambridge Higher School Certificate or passes in at least two subjects obtained on one Certificate at the General Certificate of Education 'Advanced Level'; and who are computer literate; and**

- (iii) **the scheme of service of the grade of Court Officer be amended to include a proviso requiring the new entrants to undergo on-the-job training, both theoretical and practical, in all aspects of the work of a Court Officer for a period of at least one year. Appointment thereto in a substantive capacity should be made upon satisfactory completion of the training and on incumbents being favourably reported upon.**

Diploma in Legal Studies and Court Administration

- 6.35 As per existing provision, officers of the Court Officer Cadre are sponsored by Management of the Judiciary to follow the Diploma Course in Legal Studies and Court Administration given it is a requirement for appointment to the grade of Principal Court Officer. On successful completion of the course, the officers concerned are allowed to move incrementally beyond their respective top salary by one additional increment. This provision, however, does not apply to Principal Court Officers who have already benefited from the additional increment.
- 6.36 In the context of this Report, the Bureau carried out a comparative exercise on grades requiring a Diploma qualification in the Public Sector and where subsequently officers in post are sponsored by Management to follow same. Based on the findings of the survey, we consider that consistency should prevail across the Public Sector on the grant of additional increment for possession of higher qualifications. We are, therefore, making an appropriate provision for officers in the grades of Senior Court Officer and Court Officer who have already enrolled to follow the Diploma Course.

Recommendation 6

- 6.37 **We recommend that as from the date of publication of the 2021 Report, officers in the grades of Senior Court Officer and Court Officer who have already enrolled to follow the Diploma course in Legal Studies and Court Administration should, on successful completion of the course, be granted one increment at the salary point reached in their respective salary scale, subject to the top salary of the grade.**
- 6.38 **The requirement for possession of a Diploma in Legal Studies and Court Administration or an equivalent qualification for appointment to the grade of Principal Court Officer, has been taken into consideration in arriving at the recommended salary of the grade.**

Posting of Court Officers, Court Ushers and Judicial Research Assistants

- 6.39 Representations from Management of different Tribunals/Commissions were geared towards the creation of the grades of Court Officer, Tribunal Usher and Judicial Research Assistant on their establishment on account of the quasi-judicial nature of work at the Tribunal/Commission and to enable a smooth running of day-to-day activities.

6.40 Following consultation with Management of the Tribunals/Commissions concerned and after examining the various requests, we consider that since the grades of Court Officer, Court Usher and Judicial Research Assistant already exist on the establishment of the Judiciary and to limit the creation of dead-end positions, it would be more appropriate for officers in these grades to be seconded to the Tribunals/Commissions on a rotational basis.

Recommendation 7

6.41 We recommend that Management of the Judiciary should carry out a Human Resource Planning exercise as per recommendation made under the Chapter Recruitment, Promotion and Retention in Volume 1 of this Report prior to considering an increase in the establishment size of the grades of Court Officer, Court Usher and Judicial Research Assistant to enable the posting of an officer in these grades, on a rotational basis, at the Environment and Land Use Appeal Tribunal, Employment Relations Tribunal and any other Tribunal/Commission, wherever the need arises.

Black Jacket Allowance

6.42 Officers of the Court Officer Cadre and Court Usher Cadre who are required by the rules of the Court to appear in black jacket with tie, are currently eligible for the payment of a yearly Black Jacket Allowance. We are maintaining its payment.

Recommendation 8

6.43 We recommend that officers of the Court Officer Cadre and Court Usher Cadre, who are required by the rules of the Court to appear in black jacket with tie, be paid a yearly Black Jacket Allowance of Rs 5100.

Witness Attendance Allowance

6.44 Public Officers who attend Court as witnesses on behalf of their Ministries/ Departments and professionals who attend Court as expert witnesses are paid an Attendance Allowance, on account of their disturbance and related travelling expenses. We are maintaining the continued payment of the allowance, whilst revising the quanta.

Recommendation 9

6.45 We recommend that:

- (i) public officers who attend Court as witnesses on behalf of their Ministries/ Departments be paid an Attendance Allowance of Rs 110; and**
- (ii) professionals such as Architect, Attorney-at-Law, Engineer, Forensic Scientist, Medical Practitioner, Land Surveyor, amongst others, who attend Court as expert witnesses be paid an Attendance Allowance of Rs 220.**

Head, Court Usher (New Grade)

- 6.46 The Court Usher Cadre presently comprises the grades of Court Usher, Senior Court Usher, Principal Court Usher and Chief Court Usher. Whilst Management has submitted that there is a need for the creation of a grade of Head, Court Usher, the Union requested for the creation of a grade of Director Court Usher owing to a considerable increase in the number of criminal and civil cases at the level of the different Courts coupled with the creation of various divisions.
- 6.47 After examining the request of both parties, we opine that there is need for a managerial position to administer and supervise the technical levels of the Court Usher Cadre for a smoother running of activities. We are, therefore, recommending accordingly.

Recommendation 10

- 6.48 We recommend the creation of a grade of Head, Court Usher. Appointment thereto should be made by selection from among officers in the grade of Chief Court Usher reckoning at least three years' service in a substantive capacity in the grade and who possess a thorough knowledge of the duties pertaining to the Office of the Judge in Bankruptcy and Master and Registrar.**
- 6.49 Incumbent would be required, *inter alia*, to: work under the general direction of the Chief Justice and the Judge in Bankruptcy and Master and Registrar for the proper performance of the duties devolving upon the Court Usher Cadre; organise refresher courses for all Court Ushers and to implement the provisions of any amendments of the Law Reform Commission; take charge of the e-filing system of the commercial division of the Supreme Court; and receive all registered Ushers and Court Ushers who are bounded by law to have their document to be endorsed.
- 6.50 We further recommend that with a creation of the grade of Head, Court Usher, consequential amendments be brought to the duties of the grade of Chief Court Usher.**

Allowance to officers of the Court Usher Cadre - Assizes Cases

- 6.51 The Union has requested for the payment of an appropriate allowance to officers of the Court Usher Cadre for specific additional duties performed in connection with cases of Assizes, the moreso, nowadays Assizes Courts sit weekly instead of thrice a year. The Bureau has been apprised that in such cases the officers are required to stay with the jurors, at times for days or even weeks in specific locations far from their family. As a result, this practice significantly impacts on their personal and social life, as confirmed by Management during consultative meetings.
- 6.52 While examining the request, we took into account the disruption caused in the social life of the officers and consider that the latter should be additionally compensated in that respect.

Recommendation 11

6.53 We recommend that Management of the Judiciary should consider the payment of an *ad hoc* allowance to officers of the Court Usher Cadre who are required to perform additional duties in connection with cases of Assizes, subject to the approval of the Ministry of Public Service, Administrative and Institutional Reforms.

Additional Compensation to officers of the Court Usher Cadre

6.54 Additional compensation is granted to officers of the Court Usher Cadre for using their cars to perform official travelling, serving court papers and executing court orders beyond normal working hours. We consider that there is ground to maintain the continued payment of the allowances.

Recommendation 12

6.55 We recommend that officers of the Court Usher Cadre:

- (i) be paid a monthly allowance of Rs 840 for using their cars to perform official travelling; and**
- (ii) who are required to put in extra hours in connection with the serving of court papers and execution of court orders beyond normal working hours should be paid a monthly allowance as follows:**

Grade	Quantum (Rs)
Chief Court Usher	5500
Principal Court Usher	5000
Senior Court Usher	4500
Court Usher	3000

Mileage Allowance for officers of the Court Usher Cadre

6.56 Officers of the Court Usher Cadre are presently eligible for 70% duty exemption on the purchase of a car for performing extensive official travelling in the exercise of their functions. Those who are not eligible for travel grant are accordingly refunded mileage as per relevant general provisions.

6.57 In the context of the 2016 PRB Report, the Bureau was apprised that given official travelling is equally performed after normal working hours, it was difficult to assess the mileage effectively covered for every officer of the Court Usher Cadre. To this end, provision was made for Management of the Judiciary to consider the advisability of determining a commuted travelling allowance, subject to the approval of the Ministry of Public Service, Administrative and Institutional Reforms. We view the present arrangement to be appropriate and are, therefore, maintaining the existing provision.

Recommendation 13

- 6.58 We recommend that the Judiciary considers the advisability of determining a monthly commuted travelling allowance to officers of the Court Usher Cadre, subject to the approval of the Ministry of Public Service, Administrative and Institutional Reforms.**

Supreme Court Library

- 6.59 As mentioned earlier, the Bureau carried out a site visit at the Supreme Court Library following a request from officers of the Law Library Officer Cadre to take stock of any increase in their workload and work complexity, further to the introduction of the online library system.
- 6.60 During the visit, it was observed that officers of the Law Library Officer Cadre are required to perform additional duties with respect to the scanning of statutes and other documents. We equally observed that the officers are constantly required to meet tight deadlines.
- 6.61 Further to the findings of the visit, we consider that: Management needs to carry out a Human Resource Planning exercise prior to considering increasing the establishment size of relevant grades of the Law Library Officer Cadre to cope with the increasing workload and for an enhanced service delivery; appropriate training be provided to officers of the Law Library Officer Cadre to enable them to better perform their duties; and Management should look into the payment of an *ad hoc* allowance to the officers concerned for performing additional duties falling outside their scheme of service.

Transcriber Unit

- 6.62 In the performance of their duties, officers in the grades of Court Transcriber and Senior Court Transcriber are required to continuously wear earphones. Hence, as per recommendation of the 2016 PRB Report, officers of this cadre are being provided with a health surveillance. As this provision is appropriate, the Bureau holds that it should continue to prevail.

Recommendation 14

- 6.63 We recommend that the Judiciary should continue to make arrangement with the Health Authorities for a health surveillance exercise for officers in the grades of Court Transcriber and Senior Court Transcriber.**

Posting of Court Transcriber

- 6.64 Representations have been made by Management of the Equal Opportunities Commission and Environment and Land Use Appeal Tribunal for the creation of the grade of Transcriber to perform the digital recordings of proceedings and transcribing duties. During consultation, Management of these two organisations were informed that, as a matter of policy, the Bureau normally refrains from creating stand-alone grades having no promotional avenue. In view of the quasi-judicial functions devolving upon the Commission/Tribunal, the Bureau deems it more appropriate for

Court Transcribers of the Judiciary to be posted on secondment and to serve the Commission/Tribunal, wherever the need is felt. We are making an appropriate provision to this effect.

Recommendation 15

- 6.65 We recommend that Management of the Judiciary should consider increasing the establishment size of the grade of Court Transcriber to enable the posting of any officer from this pool, on a full-time basis, to the Equal Opportunities Commission and Environment and Land Use Appeal Tribunal respectively and other Tribunals, wherever the need arises.**

THE JUDICIARY

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
12 000 124	Rs 219500 Chief Justice
12 000 122	Rs 188250 Senior Puisne Judge
12 000 121	Rs 175750 Puisne Judge
12 000 118	Rs 150750 Judge in Bankruptcy and Master and Registrar
12 000 114	Rs 132000 Deputy Master and Registrar and Judge in Bankruptcy
12 000 113	Rs 128875 President, Children's Court President, Industrial Court President, Intermediate Court
12 000 110	Rs 119500 Vice-President, Industrial Court Vice-President, Intermediate Court

Salary Code	Salary Scale and Grade
12 088 102	Rs 62700 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500 Magistrate, Intermediate Court
12 080 097	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 80100 Senior District Magistrate
12 073 092	Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 District Magistrate
12 069 092	Rs 36550 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Judicial Research Officer (Personal to officers in post as at 31.12.15)
12 058 092	Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Judicial Research Assistant/ Senior Judicial Research Assistant <i>formerly Judicial Research Assistant</i>
12 088 102	Rs 62700 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500 Secretary to the Chief Justice
12 080 096	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950 Chief Registrar
12 077 094	Rs 44800 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 73800 Deputy Chief Registrar
12 073 092	Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Senior Registrar/Regional Court Administrator

Salary Code	Salary Scale and Grade
12 067 086	Rs 34825 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 59300 Chief Court Officer/Court Manager
12 062 082	Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 52550 Principal Court Officer
12 053 077	Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 44800 Senior Court Officer
12 038 073	Rs 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 40300 Court Officer
12 031 033	Rs 17045 x 260 - 17565 Trainee Court Officer (Personal)
12 072 089	Rs 39350 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 Head, Court Usher (New Grade)
12 067 086	Rs 34825 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 59300 Chief Court Usher
12 062 081	Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900 Principal Court Usher
12 053 077	Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 44800 Senior Court Usher
12 038 073	Rs 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 40300 Court Usher

Salary Code	Salary Scale and Grade
08 060 081	<p>Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900</p> <p>Senior Court Transcriber</p>
08 050 077	<p>Rs 23025 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 44800</p> <p>Court Transcriber</p>
05 059 092	<p>Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800</p> <p>Law Librarian/Senior Law Librarian</p>
05 060 083	<p>Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200</p> <p>Senior Law Library Officer</p>
05 047 079	<p>Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675</p> <p>Law Library Officer</p>
05 030 067	<p>Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825</p> <p>Law Library Assistant</p>
25 044 067	<p>Rs 20825 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825</p> <p>Senior Maintenance Assistant</p>
25 026 059	<p>Rs 15745 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 28225</p> <p>Maintenance Assistant Plumber and Pipe Fitter</p>
25 019 049	<p>Rs 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 22625</p> <p>Tradesman's Assistant</p>

Salary Code	Salary Scale and Grade
16 028 070	<p>Rs 16265 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 29875 QB 30700 x 825 - 35650 x 900 - 37450</p> <p>Print Finishing/Book Binding Operator (Roster) <i>formerly Machine Minder/Senior Machine Minder (Bindery) (Roster)</i></p>
24 025 058	<p>Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400</p> <p>Driver</p>
24 022 052	<p>Rs 14725 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 23950</p> <p>Gardener/Nursery Attendant</p>
24 021 051	<p>Rs 14475 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425</p> <p>Surveillant <i>formerly Security Guard</i></p>
24 019 050	<p>Rs 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23025</p> <p>Stores Attendant</p>
24 019 049	<p>Rs 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 22625</p> <p>Liftman</p>
24 018 048	<p>Rs 13745 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225</p> <p>Handy Worker</p>
24 001 045	<p>Rs 10250 x 175 - 10775 x 200 - 11775 x 205 - 12595 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21150</p> <p>General Worker</p>



