



OFFICE OF THE GOVERNMENT REMUNERATION TRIBUNAL

GRT DETERMINATION 26 OF 2024

Notice No. of 2024

JUDICIAL SERVICE COMMISSION

**GRT DETERMINATION ON JOB CLASSIFICATION STANDARDS AND SALARY
STRUCTURE FOR THE POSITIONS OF JUDGES AND THE MAGISTRATES OF THE
JUDICIAL SERVICE.**

This Determination sets out the Job Classification Standards and the Salary Structure for the judges and magistrates pursuant to subsection 13(1) of the Government Remuneration Tribunal Act No.20 of 1998 [CAP 250]. It sets out the contents as follows:

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PART 1. GENERAL

- 1.1 This Determination is issued pursuant to subsection 13(1) of the Government Remuneration Tribunal Act No. 20 of 1998 [CAP 250].
- 1.2 The Determination applies to those persons appointed to positions as a Judges, or a Magistrates of the Judicial Service.
- 1.3 The Tribunal may issue guidance notes from time to time to assist employing bodies in the administration of this Determination.

PART 2. JOB CLASSIFICATION STANDARDS, SALARY STRUCTURE, AND RELATED MATTERS

1. Classification standards: The classification standards for the judges and the magistrates are as set out in Tables A1 to this Determination.
2. Salary Structure: The salary structure for the position of a Judge or a Magistrate is as set out in Table A2 to this Determination.

PART 3. RELATED MATTERS

3.1 Setting the Salary

- 3.1.1 The Employing Body shall determine the value for a Judge or a Magistrate in accordance with the Classification standards set out on Table A1 and the salary structure set out on Table A2 to this Determination.
- 3.1.2 In determining the value of a Judge or a Magistrate, subject to Part 2(1) and Part 2(2), the Employing Body is expected to exercise prudent business judgement commensurate with the responsibilities and accountabilities of the office.

3.2 Adjustment to Salary

- 3.2.1 Subject to Part 2(1) and Part 2(2) of this Determination, adjustment to salary shall be made in accordance with established performance guidelines and within the ability of the Employing body to retain the person with the necessary qualifications and skills.

PART 4. APPLICATION TO OTHER OFFICERS OF JUDICIAL SERVICE

4.1 This Determination shall apply to the Master and/ or Deputy Master of the Supreme Court and the Chief Registrar and/ or Deputy Registrar of the Supreme Court.

4.2 Maximum salary for Specific Band of Positions established under Courts.

| Position | Maximum Salary (VT) |
|------------------------------------|---------------------|
| Chief Justice | 11,100,000 |
| Judge | 10,089,000 |
| Court Master | 6,676,000 |
| Chief Registrar & Chief magistrate | 5,905,000 |
| Deputy Registrar & Deputy Master | 5,137,000 |
| Senior Magistrate | 4,682,000 |
| Magistrate | 3,773,000 |


PART 5. EFFECTIVE DATE

This Determination takes effect as of 1st December 2024.

The Determination supersedes and revokes any determination or decision relating to any form of salary payable to a Judge, a Magistrate or any officer mentioned in this Determination.

Signed this 17th day of December 2024


Saby Natonga
Chairman


Rosemary Leona
Member


Nigel T. Malosu
Member



Effective as of 1 December 2024



GRT Determination 26 of 2024: Tables A1 – Job Classification Standards for positions of Judges and Magistrates

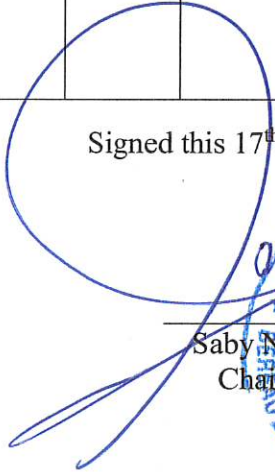
| Table M. Js L10 | | The Job Classification Standards Table for the position of a judicial officer assigned to Band M and the Leadership pathway Level L10 | | | |
|-----------------|---------------|---|---|---|--|
| Band | Grade & Score | Jobwise Pathway Descriptor | Leadership Career Pathway Level L10 Factor Descriptors (Jobs requiring varied degree of supervision of people, power, and oversight of general management functions) | | Example job |
| M | L10 | Senior Manager: Leadership of a single function or aspect of a large function where the impact on overall organization end results (Political, strategic, and financial) is major and direct | Education | K. TERTIARY / ADVANCED PROFESSIONAL Requires multiple degrees in diverse disciplines, e.g., Medical Specialist / LLB extending beyond PhD level, applying advanced theoretical and applied knowledge at the national and international forefront of the discipline or enterprise. | <ul style="list-style-type: none"> • Chief Justice • Judge |
| | | | Experience | K. EXECUTIVE DIRECTION Extensive experience in managing, leading and directing a major division/ function of a single or large organisation. | |
| | | | Complexity | E. COMPLEX High level of innovation and adaptability required to react to rapidly changing circumstances. Significant demands made to control, harmonize, and motivate all or major sections of a large and diverse organization, within continuously changing environment, both locally and internationally. | |
| | | | Scope | F. GENERAL MANAGEMENT Coordination and direction of multiple divisions and functions or departments in an organization. | |
| | | | Problem Solving | F. EVALUATIVE Little routine is involved. Problems are primarily of a strategic nature requiring analysis and evaluation of several alternative solutions. Guidelines may provide a general framework, but considerable judgement and initiative are required to find the best possible solution. | |
| | | | Freedom to Act | G. BROAD GUIDANCE Determines own strategies to meet the overall objectives of the organization. Little guidance is available on the range of business activities that can be undertaken. Expected to resolve all but major corporate-wide problems independently. | |
| | | | Impact of Decisions | E. IMPACT Direct impact of a single discretionary decision causes critical impact, which can be expressed in vatu terms of hundreds of thousands of vatu. | |
| | | | Interpersonal Skills | F. LEAD/ DIRECT (LARGE ORGANISATION) Coordinating and direction of senior management from all areas of the organization | |
| | | | Authority | D. FINANCIAL AUTHORITY. Approves routine expenditure within budgetary limits and is accountable for an expenditure budget. | |
| | | | People Management | D 3. Has full supervisory / managerial responsibility for staff. This includes allocation of work, accountability for their outputs, quality etc. and appraisal of their performance (may also apply to medium and larger staff numbers) | |

| Table K. Js L8 | | The Job Classification Standard Table for the position of the judicial officer assigned to Band K and the Leadership pathway Level L8 | | | |
|----------------|-------------------|---|--|--|---|
| Band | Grade & Score | Jobwise Pathway Descriptor | Leadership Career Pathway Level L8 Factor Descriptors (Jobs requiring varied degree of supervision of people, power, and oversight of general management functions) | | Example Job |
| K | L8 676-773 | Function Manager: Leadership of a single function or aspect of a large function where the impact on overall organisation end results is significant. Typically managing managers or team leaders with staff in technical/ specialist roles requiring high levels of expertise. | Education | J. TERTIARY / PROFESSIONAL Requires applied knowledge and understanding of the theoretical knowledge base in a specialised field or equivalent level of management. One or more academic degrees in a specific discipline is essential to perform complex assignments and formulate appropriate responses to resolve both concrete and abstract problems requiring analytical, specialist technical and creative input. VQF 8-10 | <ul style="list-style-type: none"> • Court Master • Chief Registrar • Chief Magistrate |
| | | | Experience | J. DIVERSE EXPERIENCE The job requires experience in managing and administering a major function or a small / medium organisation, or a major department / brand of a large organisation. | |
| | | | Complexity | D. INVOLVED While the end results are generally defined, the means of achieving them are unspecified. Continuous balancing o conflicting demands from diverse sources is required and a high level of unpredictability and variability is encountered. | |
| | | | Scope | E. CORPORATE Functional responsibility at a corporate level, involving central coordination of a specialist or staff function and requiring the integration or coordination of activities and influence over relevant policy and procedures in all operating areas of a large organisation. | |
| | | | Problem solving | E. COMPLEX Problems contain unusual and unexpected elements which have not been previously encountered. Extensive research ay be required, possibly extending up to 9-12months. Corporate policies and in-house expertise will not provide a complete answer to the problem. | |
| | | | Freedom to Act | E. GUIDANCE The jobholder is expected to work with a large degree of independence within the organisation's plans, policies and reporting requirements. Overall guidelines and objectives are discussed initially, and progress is reviewed intermittently and informally | |
| | | | Impact of Decisions | D. IMPACT Direct impact of a single discretionary decision causes major impact, which can be expressed in vatu terms of tens of thousands of vatu.(managers of larger teams and more resources) | |
| | | | Interpersonal Skills | E RESOLVE/SHAPE Extensive contact at a senior level requiring high level of communication skills (e.g. mediating, advocating, counselling, negotiating) on sensitive, difficult, and complex issues; and / or the skills required for leading a very small organisation. | |
| | | | Authority | D. FINANCIAL AUTHORITY. Approves routine expenditure within budgetary limits and is accountable for an expenditure budget. | |
| | | | People Management | D 1 - 2. STAFF RESPONSIBILITY Has full supervisory / managerial responsibility for 30-99 staff. This includes allocation of work, accountability for their outputs, quality etc. and appraisal of their performance. OR Project Coordinator (Managing Project Manager) of projects long than 4 years who have oversight of Project Managers, project teams of over 100 people. | |

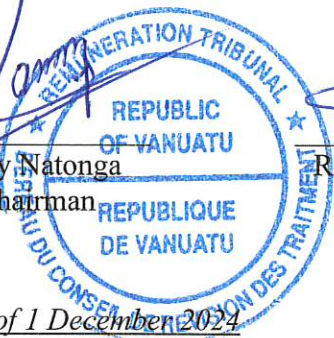
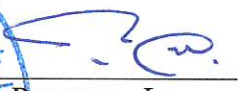
| Table H. Js T5 | | The Job Classification Standard Table for the position of the judicial officer assigned to Band H and the Technical pathway Level T5 | | | |
|--------------------------|--|---|---|--|--|
| Band | Grade & Score | Jobwise Pathway Descriptor | Technical Career Pathway Level T5 Factor Descriptors (Technical pathway Jobs requires highly specialised skills and qualifications, that is job specific.) | | Example Job |
| H | T5 335-394 | Senior Level Specialist: Jobs at this level provide a specialised technical service, developing solutions to varied and complex problems. Analytical and creative reasoning required to explore alternative options and formulate solutions. Requires sound understanding of practise, techniques, concepts and theoretical principals from relevant discipline | Education | J. TERTIARY / PROFESSIONAL -VQF levels 8 & 9 Requires applied knowledge and understanding of the theoretical knowledge base in a specialised field or equivalent level of management. | <ul style="list-style-type: none"> • Deputy Master • Deputy Registrar • Senior Magistrate |
| | | | Experience | G ADVANCED The job requires experience of a broad nature, above that of a skilled operator / technician. Normally involves an awareness of work activities beyond the immediate job situation and the impact of the job on these activities. (5 – 10 years' relevant experience) | |
| | | | Complexity | C. DEFINED The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimise efficiency | |
| | | | Scope | C INFLUENCING / SUPERVISORY Supervision of others required and / or coordination of resources and processes (human / physical / financial), or a high degree of influence across the organisation, in order to achieve significant outcomes. | |
| | | | Problem Solving | D. VARIED Problems are varied and the solution requires research through diverse and perhaps contradictory cases. In general, many of these problems extend far beyond the need for short term solutions, with the research required extending between 1 – 3 months | |
| | | | Freedom to Act | E. GUIDANCE The jobholder is expected to work with a large degree of independence within the organisation's plans, policies and reporting requirements. Overall guidelines and objectives are discussed initially, and progress is reviewed intermittently and informally. | |
| | | | Impact of Decisions | A. IMPACT Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (the cost of the individual's own time) | |
| | | | Interpersonal Skills | D. INFLUENCE / PERSUADE Considerable contact influencing staff either in a management role requiring sound communication skills or in roles requiring well-developed advisory / consultative / facilitation skills. | |
| | | | Authority | A0. FINANCIAL AUTHORITY No authority to commit routine expenditure or capital expenditure. | |
| People Management | B. Has full supervisory / managerial responsibility for up to 10 staff. This includes allocation of work, accountability for their outputs, quality etc. and appraisal of their performance | | | | |

| Table G. Js T4 | | The Job Classification Standard Table for the position of the judicial officer assigned to Band G and the Technical pathway Level T4 | | | |
|----------------|---------------|--|---|---|--------------|
| Band | Grade & Score | Jobwise Pathway Descriptor | Technical Career Pathway Level T4 Factor Descriptors (Technical pathway Jobs requires highly specialised skills and qualifications, that is job specific.) | | Example Job |
| G | T4 395-455 | Mid-Level Specialist: Jobs at this level are likely to provide independent specialised technical service requiring general application of practices, techniques, concepts and theoretical principals from the relevant discipline. They will develop solutions to variety of problems of moderate scope and complexity | Education | I. TERTIARY / SPECIALIST VQF Level 8 Requires a specialist diploma at under-graduate level or a generic university bachelor's degree, i.e., no specific discipline, or equivalent level of education. Requires a command of specialised technical or scholastic skills to analyse, evaluate and interpret | • Magistrate |
| | | | Experience | G ADVANCED The job requires experience of a broad nature, above that of a skilled operator / technician. Normally involves an awareness of work activities beyond the immediate job situation and the impact of the job on these activities. (5 – 10 years' relevant experience) | |
| | | | Complexity | C. DEFINED The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimise efficiency. | |
| | | | Scope | B. RELATED Supervision of others required and / or coordination of resources and process (human / physical / financial), or some degree of influence within the unit. | |
| | | | Problem Solving | C. ROUTINE / VARIED Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions | |
| | | | Freedom to act | D. GENERAL INSTRUCTIONS Work is subject to general instructions only, and specific completion targets are normally specified. Progress reviews are usually undertaken but in most instances assistance by a superior is given only when requested. | |
| | | | Impact of Decisions | A. IMPACT Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (the cost of the individual's own time) | |
| | | | Interpersonal skills | C. ADVISE / SUPERVISE Discusses and seeks cooperation from people in other areas of the organisation, and / or has some supervisory responsibility. | |
| | | | Authority | A0. FINANCIAL AUTHORITY No authority to commit routine expenditure or capital expenditure. | |
| | | | People Management | A 1. 0. Controls no staff. At middle and upper levels, there may be a requirement to allocate tasks to others, possibly with limited supervisory responsibility, or with some involvement in training / guiding or project management. | |

Signed this 17th day of December 2024



Saby Natonga
Chairman

Rosemary Leona
Member



Nigel T. Malosu
Member

Effective as of 1 December 2024



GRT Determination 26 of 2024: Table A2 - Salary Structure for Judges and Magistrates

| GOVERNMENT REMUNERATION TRIBUNAL | | | |
|------------------------------------|---------------|---------------|----------|
| Performance Based Salary Structure | | | |
| Judges and Magistrates | | | |
| BAND | Grade / Level | Annual Salary | Range |
| M | Js L 10.10 | 11,100,000 | Maximum |
| | Js L 10.9 | 10,916,000 | |
| | Js L 10.8 | 10,732,000 | |
| | Js L 10.7 | 10,548,000 | |
| M | Js L 10.3 | 10,089,000 | Maximum |
| | Js L 10.2 | 9,945,000 | |
| | Js L 10. 1 | 9,800,000 | Minimum |
| K | Js L 8.6 | 6,676,000 | Maximum |
| | Js L 8.5 | 6,419,000 | |
| | Js L 8.4 | 6,162,000 | Minimum |
| K | Js L 8.3 | 5,905,000 | Maximum |
| | Js L 8.2 | 5,648,000 | |
| | Js L 8.1 | 5,390,000 | Minimum |
| H | Js T 5.9 | 5,137,000 | Maximum |
| | Js T 5.8 | 4,985,000 | |
| | Js T 5.7 | 4,834,000 | Minimum |
| H | Js T 5.6 | 4,682,000 | Maximum |
| | Js T 5.5 | 4,530,000 | |
| | Js T 5.4 | 4,379,000 | Midpoint |
| | Js T 5.3 | 4,227,000 | |
| | Js T 5.2 | 4,076,000 | |
| | Js T 5.1 | 3,924,000 | Minimum |
| G | Js T 4.9 | 3,773,000 | Maximum |
| | Js T 4.8 | 3,621,000 | |
| | Js T 4.7 | 3,470,000 | Midpoint |
| | Js T 4.6 | 3,318,000 | |
| | Js T 4.5 | 3,167,000 | Minimum |

Signed this 17th day of December 2024

Saby Natonga
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Rosemary Leona
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Effective as of 1 December 2024