

LEGAL OFFICER CAREER AND PROFESSIONAL DEVELOPMENT COMMITTEE

OUT-OF-SESSION DECISION OF 4 DEC 12 COMMITTEE DECISION 82/12

Subject: Policy – Amendments to LOSOCS Policy

The Committee noted:

1. The DFRT Decisions on the Legal Officers' Specialist Officer Career Structure (LOSOCS) and the Outline of the LOSOCS.
3. That the DFRT reviewed the existing LOSOCS and on 23 November 2012 approved changes to the LOSOCS in Matter No. 6 of 2012, introduced Post Graduate Legal Officer Trainees in Matter No. 23 of 2012 and issued new Determination No. 11 of 2012 – all of which commence on 31 Jan 13.
4. That the major changes to the current LOSOCS policy included:
 - a. Abolition of Legal Task Journals.
 - b. Removal of the requirement for PLOs to be on fixed period/limited tenure appointments.
 - c. The articulation of legal level competencies.
 - d. The addition of two salary increments at LL4 and provision for non-reduction allowances for those who otherwise would be affected by the changes.
 - e. The addition of a number of salary increments for RLOs so that they have the same number of salary increments as PLOs.
 - f. Removal of certain advancement criteria for members seeking to advance to LL2 and LL3 - making it easier to advance.
 - g. Substantial alteration to the criteria for advancement to LL4 and LL5, including provision for RLOs to be advanced even if not posted to a position that has the higher LL designation.
 - h. Introduction of a salary rate for former undergraduates completing their admission requirements.
 - i. Imposition of a one year limit on transitional arrangements.

5. That the Secretary circulated to members of the Committee proposed changes to the existing LOSOCS policy reflecting these changes and the members of the Committee have agreed to the proposed amendments subject to the deletion of two sub-paragraphs referring to legal task journals.

6. That the Secretary has incorporated the suggested deletions in the proposed amendments to the current LOSOCS policy.

The Committee decided to:

1. **Agree** to the proposed amendments to the current LOSOCS policy.
2. **Approve** the attached LOSOCS policy as at 31 Jan 13.

P.A. CRONAN AM
AIRCDRE
DGADFLS
Chair, LO CPDC / CDF Delegate