

## **7. OFFICE OF THE DIRECTOR OF PUBLIC PROSECUTIONS**

- 7.1 The Office of the Director of Public Prosecutions (ODPP) is a public and independent office, responsible to prosecute criminal cases. It is committed to deliver a public service of high quality and ensure that a positive impact is made on people's lives by making their communities safer. All prosecution duties are made independently of the Police and the Government.
- 7.2 At the apex of the Office, the Director of Public Prosecutions is conferred independent powers in respect of criminal prosecutions. He is supported in his duties by the Deputy Director of Public Prosecutions and a complement of staff in professional and technical grades, as well as officers in General Services.
- 7.3 Management requested, among others, to: maintain payment of existing allowances but at a higher rate; and grant new allowances and enhanced benefits to Law Officers. As informed during consultation, the Bureau has examined certain requests after taking into consideration the findings of the survey on Recruitment and Retention Problems at the ODPP. Existing allowances that are still valid have been maintained.
- 7.4 Proposals were additionally made for a meaningful uplift in salaries coupled with a consolidation of the structure including a promotional level for the Legal Research Officer/Senior Legal Research Officer.
- 7.5 In this Report, we are, among others, enhancing the benefits of the Director of Public Prosecutions subject to certain conditions; providing for the continued payment of the Special Legal Service Allowance; providing for the conduct of a Human Resource Planning exercise; and maintaining the payment of existing allowances.

### **Director of Public Prosecutions**

- 7.6 The Bureau has been apprised that the present Director of Public Prosecutions was offered appointment as Puisne Judge but was not released by the ODPP as he was assigned important responsibilities thereat. As a result, he continued to serve the Office and following approval of the High Powered Committee (HPC), he was granted the retirement benefits accruing to a Puisne Judge. Given the exceptional circumstance of the case, we consider that the present Director of Public Prosecutions in post as at 31 December 2025 may be granted retirement benefits accruing to a Puisne Judge on a personal basis, subject to the approval of the HPC.

## Recommendation 1

**7.7 We recommend that, subject to the approval of the High Powered Committee:**

- (a) the Director of Public Prosecutions in post as at 31 December 2025 may, on a personal basis, be:**
  - (i) accorded the retirement benefits accruing to those of a Puisne Judge; and**
  - (ii) paid a monthly pensionable Housing Allowance of Rs 12650 notwithstanding the provisions of this Report on “Pensionable Value of Rent Allowance”;**
- (b) on availing of the above post-retirement benefits, the same restriction on private practice applicable to members of the Judiciary should equally apply to the incumbent; and**
- (c) necessary amendments to the relevant existing legislations should be brought to give effect to the recommendations at (a) and (b) above.**

## Senior Officers of the ODPP

**7.8** Requests from officers who have been offered appointment as Puisne Judge but who could not be released or elected to continue to serve the ODPP were examined by the High Powered Committee and consequently turned down as there were no valid reasons for retaining these officers at the ODPP, the more so it was only a matter of their career choice.

**7.9** In the last Report, we provided for Management to consider HR strategies to tackle retention issues and to refer exceptional cases to the High Powered Committee for examination. We are revisiting this provision.

## Recommendation 2

**7.10 We recommend that only in exceptional cases where the high qualifications, unique competencies, distinctive experience and needs of the service, among others, so warrant that an officer of the ODPP who on being offered appointment as a Puisne Judge could not be released, the High Powered Committee may consider the payment of a pensionable allowance to the officer on such terms and conditions as it may decide.**

## Special Legal Service Allowance

**7.11** In the last Report, payment of a monthly Special Legal Service Allowance was maintained on a personal basis to Judicial and Legal Officers and on their promotion within their respective Cadre.

**7.12** To address the problem of attrition at the ODPP, Management requested to maintain payment of the Special Legal Service Allowance and review upward

the rate payable. The Bureau was apprised that it is imperative to retain the brightest talents within the legal system and safeguard the prospective interests of experienced Legal Officers. Comparison was equally made with the pay package offered in the private practice which is manifestly higher, so that consequently, it becomes difficult to recruit entrants at the Office.

- 7.13 For this Report, further to the findings of the survey on Recruitment and Retention Problems in the Public Sector, we are recommending for the continued payment of the Special Legal Service Allowance to the Judicial and Legal Officers at the ODPP until the next overall review exercise.

### Recommendation 3

- 7.14 **We recommend that with effect from 01 January 2026 and up to the next Overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector, Judicial and Legal Officers should be paid a monthly Special Legal Service Allowance as per the table below:**

Grade	Special Legal Service Allowance (% of monthly salary)
State Counsels and State Attorneys reckoning at least 10 years' service in their respective grade. Senior State Counsels and Senior State Attorneys.	7
Principal State Counsels, Principal State Attorneys, Assistant Director of Public Prosecutions, Deputy Chief State Attorney, Chief State Attorney and Senior Assistant Director of Public Prosecutions.	10
Deputy Director of Public Prosecutions and Director of Public Prosecutions reckoning less than 10 years' service in the respective grade.	15
Director of Public Prosecutions reckoning more than 10 years' service in the grade but less than 30 years' service.	20
Director of Public Prosecutions reckoning more than 30 years' service.	30

- 7.15 The above recommendation is 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

- 7.16 Judicial and Legal Officers are currently paid a yearly Judicial and Legal Allowance as an assistance towards meeting the cost of certain items related to the exercise of their profession. Management requested to review the quantum of the allowance owing to an increase in prices of clothing. We are maintaining payment of the allowance whilst revising its amount.

### Recommendation 4

- 7.17 **We recommend that Judicial and Legal Officers of the ODPP should be paid a yearly Judicial and Legal Allowance as per table below:**

Grade	Quantum (Rs)
Director of Public Prosecutions Deputy Director of Public Prosecutions	42560
Chief State Attorney Senior Assistant Director of Public Prosecutions Assistant Director of Public Prosecutions Deputy Chief State Attorney Principal State Counsel Principal State Attorney Senior State Counsel Senior State Attorney State Counsel State Attorney	26680

### Black Jacket Allowance

- 7.18 Payment of the yearly Black Jacket Allowance to officers of the Legal Support Officer Cadre is being maintained whilst the quantum revised.

### Recommendation 5

- 7.19 **We recommend that officers of the Legal Support Officer Cadre at the ODPP, who are required by the rules of the Court to appear in black jacket with tie, should be paid a yearly Black Jacket Allowance of Rs 5640.**

### Allowance for work performed outside normal working hours

- 7.20 A monthly allowance is currently paid to officers of the ODPP for working over and above their normal working hours, during Weekends and Public Holidays for the grant of release on bail to persons arrested during such days. We are revisiting this provision to ease implementation.

## Recommendation 6

- 7.21** We recommend that the officers of the ODPP should be paid a monthly allowance, as hereunder, up to the next Overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector, for working over and above their normal working hours, during Weekends and Public Holidays for the grant of release on bail to persons arrested during such days:

Eligible Officers	Quantum (Rs)
Supervising Officer/Team Leader designated by the DPP	27500
Designated officers in the grade of State Counsel and above	25300
Officers of the Legal Support Officer Cadre	10670

### Allowance in connection with work performed in Specialised Units

- 7.22** Officers posted in Specialised Units of the ODPP namely Drug/Asset Recovery; Maritime Law and Human Trafficking; Gender-Based Violence, Victims, Witnesses and Juvenile Offenders Support; Serious Fraud, Tax Evasion and Anti-Money Laundering/Combating Financing of Terrorism; Cybercrime; and International Cooperation and Mutual Legal Assistance and Extradition and who have undergone specialised training and acquired specialist skills that are essential to conduct cases in specific areas, are paid a monthly allowance. Management requested to revise the quantum of the allowance while extending it to new units.
- 7.23** After examining the request, we consider that a proliferation of specialised units would ultimately bring rigidity in the organisation. The Office should, therefore, refrain from the practice of creating such units. We, however, hold that for an optimal use of its human capital, Management should contemplate providing appropriate training to officers of the ODPP so that they may be posted in the different units on a rotational basis to encourage polyvalence among them and for greater flexibility and adaptability. We are meanwhile maintaining the continued payment of the allowance.

## Recommendation 7

- 7.24** We recommend that the Officer-in-Charge and designated officers of the ODPP posted in the Specialised Units namely Drug/Asset Recovery; Maritime Law and Human Trafficking; Gender-Based Violence, Victims, Witnesses and Juvenile Offenders Support; Serious Fraud, Tax Evasion and Anti-Money Laundering/Combating Financing of Terrorism; Cybercrime; and International Cooperation and Mutual Legal Assistance and Extradition, should be paid a monthly allowance of Rs 11000 and Rs 5500 respectively.

### Special Provision for Chief Legal Support Officer

- 7.25 Currently, the Chief Legal Support Officer is allowed incremental movement beyond top salary up to a salary point, subject to satisfying certain conditions. We are reiterating this provision whilst revising the salary point.

### Recommendation 8

- 7.26 **We recommend that the Chief Legal Support Officer possessing a Degree in Law or Law and Management or a Degree the major part of which should be Law or an equivalent qualification, should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 80000 provided he satisfies the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.**

### Pupil Barristers and Pupil Attorneys

- 7.27 Pupil Barristers and Pupil Attorneys are required to undergo pre-registration practical training in order to be registered in accordance with legislation in force to be able to practice. Those undergoing such training at the ODPP are currently paid a monthly stipend of Rs 25525. In line with what obtains for graduate trainees in other quarters, we are revising the quantum.

### Recommendation 9

- 7.28 **We recommend that the monthly stipend payable to Pupil Barristers and Pupil Attorneys who are required to undergo pre-registration practical training in order to be registered in accordance with legislation in force to be able to practice, be revised to Rs 35840.**

### Human Resource Planning

- 7.29 Management apprised that officers of the ODPP are being regularly called upon to work under high work pressure and in strenuous conditions, owing to a significant increase in workload. Request has, therefore, been made for an increase in the number of posts of the different grades. We are making an appropriate recommendation to address this issue.

### Recommendation 10

- 7.30 **We recommend that Management should carry out a Human Resource Planning exercise, as provided in the Chapter Recruitment, Promotion and Retention in Volume 1 of this Report, prior to considering increasing the establishment size of existing grades.**

## OFFICE OF THE DIRECTOR OF PUBLIC PROSECUTIONS

## SALARY SCHEDULE

Salary Code	Salary Scale and Grade
12 000 124	<b>Rs 222000</b> Director of Public Prosecutions
12 000 120	<b>Rs 190000</b> Deputy Director of Public Prosecutions
12 000 115	<b>Rs 162000</b> Chief State Attorney Senior Assistant Director of Public Prosecutions
12 000 112	<b>Rs 150000</b> Assistant Director of Public Prosecutions Deputy Chief State Attorney
12 093 104	<b>Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000</b> Legal Administrator Principal State Attorney Principal State Counsel
12 082 099	<b>Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 99750</b> Senior State Attorney Senior State Counsel
12 071 094	<b>Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750</b> Legal Research Officer (Personal) State Attorney State Counsel
12 060 094	<b>Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750</b> Legal Research Officer/Senior Legal Research Officer

Salary Code	Salary Scale and Grade
12 041 079	<b>Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400</b> Disclosure Officer
12 060 090	<b>Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750</b> Chief Legal Support Officer
12 055 085	<b>Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900</b> Principal Legal Support Officer
12 041 081	<b>Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600</b> Legal Support Officer/Senior Legal Support Officer
<b>OTHER GRADES</b>	
05 049 081	<b>Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600</b> Law Library Officer (ODPP)
10 049 079	<b>Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400</b> Communication/Liaison Officer
24 027 060	<b>Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290</b> Driver
24 020 050	<b>Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765</b> Handy Worker

