

PERSONNEL DEPARTMENT CIRCULAR MEMORANDUM NO. 2 OF 2026

FROM : Chief Personnel Officer

TO : Permanent Secretaries, Office of the Attorney General,
Ministry of Land and Legal Affairs, Ministry of Justice

DATE : February 19, 2026

SUBJECT : *Revised remuneration arrangements for persons employed, on contract,
in the Public Service – Legal (Central) Positions*

I refer to Personnel Department Circular Memorandum dated August 16, 2017, on the subject '*Changes in administrative arrangements in respect of contract employment in the Public Service- Legal (Central) Positions*' in which provision was made for salaries and other terms and conditions for persons employed, on contract, in standardized categories of Legal (Central) Positions, with effect from September 1, 2017.

2. I am to advise that that Cabinet has agreed that with effect from **February 1, 2026**, the salaries applicable to persons employed, on contract, in the following standardized positions in the Legal (Central) category outlined in my Circular Memorandum referenced above have been revised as set out in the Appendix hereto:-

Senior Legal Counsel (Civil Law)
Senior Legal Counsel (Legislative Drafting)
Senior Legal Counsel (Criminal Law)
Legal Counsel III (Civil Law)
Legal Counsel III (Legislative Drafting)
Legal Counsel III (Criminal Law)
Legal Counsel II (Civil Law)
Legal Counsel II (Legislative Drafting)
Legal Counsel II (Criminal Law)
Legal Counsel I (Civil Law, Legislative Drafting, Criminal Law)

3. All other allowances and the Transport Facility as outlined in my Circular Memorandum dated August 16, 2017 for the standardized positions in the Legal (Central) category remain unchanged.

4. For the avoidance of doubt, the standardized Legal (Central) positions referenced above were previously administered within the former Ministry of the Attorney General and Legal Affairs. However, consequent upon the reallocation of that Ministry's portfolio among the Office of the Attorney General, the Ministry of Land and Legal Affairs, and the Ministry of Justice, where such positions exist or are created within any of these Ministries, the revised salaries and associated terms and conditions shall apply accordingly.

5. Permanent Secretaries at the Office of the Attorney General, Ministry of Land and Legal Affairs, and Ministry of Justice are requested to take action with respect to the implementation of the revised salaries. Care must be taken when administering the tiered salaries applicable to Legal Counsel I. In this regard, the salary to be paid to an individual is to be based only on the experience which he/she possessed at the date on which he/she was engaged in the specific category. **There should be no adjustment of an individual's salary to the higher tier where at the time of engagement, he/she possessed less than two (2) continuous years as a practicing Attorney-at-Law as specified in the Appendix.**

5. Kindly bring this Circular to the attention of all officers/employees who are involved in the administration of contract employment.


Chief Personnel Officer

APPENDIX

**REVISED SALARIES AND OTHER TERMS AND CONDITIONS FOR APPROVED POSITIONS IN THE LEGAL
CATEGORY(CENTRAL) WITH EFFECT FROM FEBRUARY 01, 2026**

LEGAL CATEGORY					
NAME OF POSITION	SALARY <i>(per month)</i>	ALLOWANCES			
	With effect from February 1, 2026	Transport Facilities		Subsistence <i>(per day) *</i>	Special Allowance <i>(per month)</i>
		Motor Vehicle Loan	Transport Allowance <i>(per month)</i>		
Senior Legal Counsel (Civil Law, Legislative Drafting & Criminal Law) <i>with more than 8 years experience as a practicing Attorney-at-Law in Civil & Commercial Law & Conveyancing</i>	\$37,105	\$200,000	\$3,600	\$200	\$2,800
Legal Counsel III (Civil Law, Solicitor General) <i>with more than 10 years experience as a practicing Attorney-at-Law in Civil & Commercial Law & Conveyancing</i>	\$35,770	\$175,000	\$3,100	\$200	\$2,700
Legal Counsel III (Civil Law, Solicitor General) <i>with 6 years to 10 years experience as a practicing Attorney-at-Law in Civil & Commercial Law & Conveyancing</i>	\$34,470	\$175,000	\$3,100	\$200	\$2,700

LEGAL CATEGORY					
NAME OF POSITION	SALARY <i>(per month)</i>	ALLOWANCES			
	With effect from February 1, 2026	Transport Facilities		Subsistence <i>(per day) *</i>	Special Allowance <i>(per month)</i>
		Motor Vehicle Loan	Transport Allowance <i>(per month)</i>		
Legal Counsel III (Legislative Drafting) <i>with more than 10 years experience in Legislative Drafting</i>	\$33,654	\$175,000	\$3,100	\$200	\$2,700
Legal Counsel III (Legislative Drafting) <i>with 6 years to 10 years experience in Legislative Drafting</i>	\$32,054	\$175,000	\$3,100	\$200	\$2,700
Legal Counsel III (Criminal Law) <i>with more than 10 years experience as an Attorney-at-Law practicing Criminal Law</i>	\$33,654	\$175,000	\$3,100	\$200	\$2,700
Legal Counsel III (Criminal Law) <i>with 6 years to 10 years experience as an Attorney-at-Law practicing Criminal Law</i>	\$32,054	\$175,000	\$3,100	\$200	\$2,700
Legal Counsel II (Civil Law) <i>with more than 6 years experience as a practicing Attorney-at-Law in Civil & Commercial Law & Conveyancing</i>	\$28,352	\$155,000	\$2,800	\$200	\$2,500

LEGAL CATEGORY					
NAME OF POSITION	SALARY <i>(per month)</i>	ALLOWANCES			
	With effect from February 1, 2026	Transport Facilities		Subsistence <i>(per day) *</i>	Special Allowance <i>(per month)</i>
		Motor Vehicle Loan	Transport Allowance <i>(per month)</i>		
Legal Counsel II (Civil Law) <i>with 4 years to 6 years experience as a practicing Attorney-at-Law in Civil & Commercial Law & Conveyancing</i>	\$27,552	\$155,000	\$2,800	\$200	\$2,500
Legal Counsel II (Legislative Drafting) <i>with more than 6 years years experience in Legislative Drafting</i>	\$27,045	\$175,000	\$2,800	\$200	\$2,500
Legal Counsel II (Legislative Drafting) <i>with 4 years to 6 years experience in Legislative Drafting</i>	\$26,245	\$155,000	\$2,800	\$200	\$2,500
Legal Counsel II (Criminal Law) <i>with more than 6 years experience as an Attorney-at-Law practicing Criminal Law</i>	\$28,352	\$155,000	\$2,800	\$200	\$1,700
Legal Counsel II (Criminal Law) <i>with 4 years to 6 years experience as an Attorney-at-Law practicing Criminal Law</i>	\$27,552	\$155,000	\$2,800	\$200	\$1,700

LEGAL CATEGORY					
NAME OF POSITION	SALARY <i>(per month)</i>	ALLOWANCES			
	With effect from February 1, 2026	Transport Facilities		Subsistence <i>(per day) *</i>	Special Allowance <i>(per month)</i>
		Motor Vehicle Loan	Transport Allowance <i>(per month)</i>		
Legal Counsel I (Civil Law, Criminal Law & Legislative Drafting) <i>with 2 and more continuous years experience as a practicing Attorney-at-Law in the service of Government</i>	\$22,830	\$155,000	\$2,600	\$200	
Legal Counsel I (Civil Law, Criminal Law & Legislative Drafting) <i>with less than 2 continuous years experience as a practicing Attorney-at-Law in the service of Government</i>	\$17,669	\$155,000	\$2,600	\$200	

***payable subject to established criteria being met**