

11 May 2021

RE: GROENKLOOF CHAMBERS TRANSFORMATION POLICY

1. Groenkloof Chambers (GKC Group) established a Transformation Committee with the task of promoting and ensuring integration and assimilation of all members into the GKC Group.
2. The Transformation Committee reflects strong, informed and ethical leadership in the transformation initiative.
3. The Transformation Committee focuses on four core elements; continuing education, skills transfer, transformation and empowerment to ensure that GKC Group comprises of a dynamic team of members that are representative of all seniority levels, gender and races.
4. The continuing education programme encompasses monthly lectures, focused on enhancing junior members' knowledge of theoretical and practical aspects of selected topics. The purpose of the lecture programme is to enable the GKC Group's most juniors to deal competently with matters that they are most likely to receive in the course of a junior practice. Members of seniority of 5 years and more are tasked with hosting the lecture on a rotation basis.
5. GKC Group established a transformation and empowerment initiative in respect of which all junior members of the Bar (0-3 years) are invited to apply to take up chambers under the transformation and empowerment initiative. Specifically allocated chambers are provided for and aimed at assisting and empowering junior members to establish and/or expand a practice in order to take up independent individual chambers with the GKC Group in the future.
6. The initiative makes provision for four junior members to which furnished chambers are allocated for a period of 12 months. Chambers are shared.
7. Before the 12 months expire, the member may apply for an extension of the program, which extension shall be considered having regard to the development of his/her practice during the course of the year.

8. The rental component for the chambers allocated under this initiative is capped at R5,000.00 (incl. VAT) per month, per member. The R5,000.00 rental component includes the following:

- a) Library access which includes Jutastat and LexisNexis.
- b) Daily bus service to and from court three times a day.
- c) Additional parking at High Court.
- d) Unlimited Zoom and MS Teams access.
- e) Unlimited use of the conference/consultation/boardroom facilities.
- f) 1 (one) parking bay at GKC Group.
- g) A designated Silk and senior/junior mentor for a period of 12 months.
- h) Assistance with general practice management, including the recovery of fees.
- i) Unlimited Wi-Fi usage.
- j) Transferral of skills and participation in lecture programs.
- i) Weekly Groenkloof Chambers' members lunch at the Groundsman restaurant every Thursday to facilitate and maximise the member's exposure to colleagues and integration into the group.
- k) The member will not be required to pay group fees or a room deposit.
- l) The office is furnished with an individual desk, chair, credenza, and/or bookshelf. The member may elect to use his/her own furniture.

9. In allocating the chambers, the Transformation Committee considers the following:

- 9.1 The interested members must subscribe to the objectives of GKC Group being:
- 9.1.1 To contribute towards the overall transformation of GKC Group, as well as, the Pretoria Society of Advocates (PSA), by empowering historically disadvantaged junior members to build and/or expand sustainable practices;
 - 9.1.2 To assist in developing historically disadvantaged junior members, by enabling them to access work to which they would not ordinarily have access;
 - 9.1.3 To provide a mechanism through which deserving junior members can be exposed to work, attorneys and senior colleagues;
 - 9.1.4 To make available a process by which previously disadvantaged junior members benefit from a process of skills transfer to them from more experienced members;
 - 9.1.5 To continue building a dynamic group of advocates, that are gender and culturally representative and that is known for and strives for the highest levels of excellence and forensic skill as advocates.
10. The aforesaid initiative will in future be funded by the monthly contributions of middle to senior juniors to the Transformation Fund. The purpose of the Fund is to provide junior and previously disadvantaged members, with opportunities to work on the briefs held by middle and senior junior members, and to earn a small stipend from the Fund for doing so.
11. Additionally, opportunities provided by the Fund allow junior members to become acquainted with members' attorneys, and to commence the process of developing sustainable and rewarding briefing relationships with them.

12. Senior members are encouraged to participate in the programme by making opportunities available to the GKC Group's junior members.
13. GKC's empowerment and outreach programme will be operated in conjunction with the law faculties of the University of South Africa and the University of Pretoria.
14. The GKC Group will establish a programme that provides a valuable opportunity for law students to shadow members of GKC Group, both in chambers and in court, allowing the participants to focus on the litigation process.
15. The GKC Group programme will focus on assisting the students' practical preparation and moot skills, and, introducing them to the potential of a career at the Bar.
16. The GKC Group intends to host an annual moot competition for the participating law students. The competition will be judged by a panel presided over by Judges and/or retired Judges of the Gauteng Division, Pretoria.
17. Members of all seniorities are encouraged, actively, to participate in the Transformation Committee, both by giving of their time and their ideas. In this manner the skills of all members are brought to bear in pursuing the core value of the GKC Group.