81. SMALL FARMERS WELFARE FUND

81.1 As a body corporate under the *aegis* of the Attorney-General’s Office, Ministry of Agro-Industry and Food Security, the Small Farmers Welfare Fund (SFWF) operates with the focal objective of advancing and promoting the economic and social welfare of small farmers and their families.

81.2 In furtherance of the social and economic welfare of small farmers and their families, the main functions of SFWF consist, *inter-alia*, in managing and optimising its financial and other resources; and setting up and developing schemes in respect of loans or other financial assistance.

81.3 While the administration and management of the SFWF rest with the Board, the responsibility for the execution of policies and control and management of the organisation’s day-to-day business befalls the Manager. In the discharge of his responsibilities, he is assisted by staff in various professional and support grades.

81.4 The main proposals which emanate from the official side in the context of the Report are, among others, the creation of the grade of Administrative Secretary and a review of qualifications requirement for the grades of Welfare Assistant and Programmer/Analyst. On the other side, Union requested for the creation of grades of Office Management Assistant and Senior Technical Officer; and upgrading as well as restyling of certain grades.

81.5 Both Management and the staff side were provided with ample explanations for the stand we took and they were also informed of those issues which do not fall under the purview of the Bureau.

81.6 Proposal was made by Management with respect to the creation of the grade of Administrative Secretary. This grade is normally filled by selection from officers in the General Services grades reckoning certain years of experience. Given that the post of Management Support Officer is still vacant, the filling of posts at higher level would not be possible. In the circumstances, the Bureau considers that the post of Management Support Officer should be filled in the first instance and a supervisory level may be provided at a later stage on needs basis.

81.7 Having regard to the core functions of the SFWF, the present structure is considered adequate for it to deliver on its mandate. We are, therefore, revising the salaries of existing grades.

81. SMALL FARMERS WELFARE FUND

SALARY SCHEDULE

| SFWF 1 | Rs 10250 x 175 - 10775 x 200 - 11775 x 205 - 12595 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21150
| General Worker |
**SMALL FARMERS WELFARE FUND (Contd)**

<table>
<thead>
<tr>
<th>Position</th>
<th>Pay Scale</th>
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</thead>
<tbody>
<tr>
<td><strong>SFWF 2</strong> Driver/Office Attendant</td>
<td>Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400</td>
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<tr>
<td><strong>SFWF 3</strong> Receptionist/Telephone Operator</td>
<td>Rs 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 29875</td>
</tr>
<tr>
<td><strong>SFWF 4</strong> Welfare Assistant</td>
<td>Rs 16525 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825</td>
</tr>
<tr>
<td><strong>SFWF 5</strong> Clerk/Word Processing Operator</td>
<td>Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825</td>
</tr>
<tr>
<td><strong>SFWF 6</strong> Computer Support Officer</td>
<td>Rs 17565 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650</td>
</tr>
<tr>
<td><strong>SFWF 7</strong> Management Support Officer</td>
<td>Rs 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450</td>
</tr>
<tr>
<td><strong>SFWF 8</strong> Accounts Clerk</td>
<td>Rs 19850 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450</td>
</tr>
<tr>
<td></td>
<td>Assistant Procurement and Supply Officer</td>
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<td></td>
<td>Executive Officer (Personal)</td>
</tr>
<tr>
<td><strong>SFWF 9</strong> Internal Control Officer</td>
<td>Rs 19850 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500</td>
</tr>
<tr>
<td><strong>SFWF 10</strong> Confidential Secretary</td>
<td>Rs 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500</td>
</tr>
</tbody>
</table>
81. SMALL FARMERS WELFARE FUND (Contd)

**SFWF 11**: Rs 24475 \times 525 - 26050 \times 675 - 27400 \times 825 - 35650 \times 900 - 37450 \times 950 - 42200 \times 1300 - 43500

Accounts Officer
Computer Officer (Ex Tobacco Board) (Personal)

**SFWF 12**: Rs 21850 \times 375 - 22225 \times 400 - 23425 \times 525 - 26050 \times 675 - 27400 \times 825 - 35650 \times 900 - 37450 \times 950 - 42200 \times 1300 - 46100 \times 1575 - 47675

Technical Officer

**SFWF 13**: Rs 30700 \times 825 - 35650 \times 900 - 37450 \times 950 - 42200 \times 1300 - 46100 \times 1575 - 49250

Senior Accounts Officer

**SFWF 14**: Rs 27400 \times 825 - 35650 \times 900 - 37450 \times 950 - 42200 \times 1300 - 46100 \times 1575 - 49250 \times 1650 - 54200 \times 1700 - 62700

Marketing Officer
Programme Welfare Officer

**SFWF 15**: Rs 28225 \times 825 - 35650 \times 900 - 37450 \times 950 - 42200 \times 1300 - 46100 \times 1575 - 49250 \times 1650 - 54200 \times 1700 - 62700

Programmer/Analyst

**SFWF 16**: Rs 30700 \times 825 - 35650 \times 900 - 37450 \times 950 - 42200 \times 1300 - 46100 \times 1575 - 49250 \times 1650 - 54200 \times 1700 - 62700

Internal Auditor

**SFWF 17**: Rs 31525 \times 825 - 35650 \times 900 - 37450 \times 950 - 42200 \times 1300 - 46100 \times 1575 - 49250 \times 1650 - 54200 \times 1700 - 64400 \times 1800 - 69800

Project Co-ordinator (Ex Tea Board) (Personal)

**SFWF 18**: Rs 40300 \times 950 - 42200 \times 1300 - 46100 \times 1575 - 49250 \times 1650 - 54200 \times 1700 - 64400 \times 1800 - 69800

Programme Coordinator

**SFWF 19**: Rs 100750

Manager