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## 1. OFFICE OF THE PRESIDENT

To delete the Salary Schedule at Pages 4 to 6 and to replace by the following:

### *REVISED SALARY SCHEDULE*

Salary Code	Salary Scale and Grade
02 00 100	<b>Rs 114000</b> Secretary to the President
08 56 69	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Personal Secretary
26 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 - 39275</b> Maintenance Officer
26 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Assistant Maintenance Officer
11 45 64	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Household Supervisor
24 39 64	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Chef
24 28 59	<b>Rs 13975 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Assistant Chef (Roster)
11 31 53	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b> Housekeeper

Salary Code	Salary Scale and Grade
24 31 50	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Senior Field Supervisor <i>formerly Senior Gangman</i>
24 25 49	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 23675</b> Chauffeur
22 17 49	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 23675</b> Telephonist (Shift)
24 25 48	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Butler
24 25 47	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175</b> Senior Household Attendant
24 15 40	<b>Rs 10675 x 250 – 13675 x 300 – 15475 x 350 – 17250 x 450 – 18125</b> Household Attendant (Roster)
11 18 47	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 - 22175</b> Housekeeper's Assistant
24 31 46	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Head Gardener/Nursery Attendant <i>formerly Head Gardener/Nurseryman</i> Personal Attendant
24 17 41	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575</b> Senior Gardener/Nursery Attendant <i>formerly Senior Gardener/Nurseryman</i>

Salary Code	Salary Scale and Grade
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Gardener/Nursery Attendant <i>formerly Gardener/Nursery Attendant</i>
24 22 45	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 - 20675</b> Leading Hand
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x600 – 20675</b> Driver
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> Caretaker Laundry Attendant Sanitary Attendant
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## 2. OFFICE OF THE VICE-PRESIDENT

To delete the Salary Schedule at Pages 7 and 8 and to replace by the following:

### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
08 56 69	Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775 Personal Secretary
24 25 48	Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 - 22925 Butler
24 17 45	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 - 20675 Driver
24 19 43	Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 –19475 Cook (Roster)
24 15 40	Rs 10675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125 Household Attendant (Roster)
24 14 39	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Gardener/Nursery Attendant <i>formerly Gardener/Nurseryman</i>
24 01 32	Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175 General Worker

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### 3. THE JUDICIARY

#### Special Judicial Service Allowance

Page 11

To delete paragraph 3.16 and whole content

To replace by the following :

#### Recommendation EOAC 1

3.16 The Committee recommends, with effect from 01 January 2013, and up to 31 December 2013, the continued payment of a monthly Special Judicial Service Allowance to Judicial Officers as specified in the Table below:

Grade	Special Judicial Service Allowance (% of monthly salary)
District Magistrates reckoning at least 10 years' service in the grade and Senior District Magistrates	7
Magistrate, Intermediate Court, Vice President, Industrial Court, Vice-President, Intermediate Court, President, Industrial Court, President, Intermediate Court, Deputy Master and Registrar and Judge in Bankruptcy	10
Judge in Bankruptcy and Master and Registrar, Puisne Judge, Senior Puisne Judge and Chief Justice	15

#### Recommendation EOAC 2

3.16A The Committee recommends, with effect from 01 January 2014, and up to the next Overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector, the payment of a monthly Special Judicial Service Allowance to Judicial Officers as specified in the Table below:

Grade	Special Judicial Service Allowance (% of monthly salary)
District Magistrates reckoning at least 5 years' service in the grade and Senior District Magistrates	7
Magistrate, Intermediate Court, Vice President, Industrial Court, Vice-President, Intermediate Court, President, Industrial Court, President, Intermediate Court, Deputy Master and Registrar and Judge in Bankruptcy	10
Judge in Bankruptcy and Master and Registrar, Puisne Judge, Senior Puisne Judge reckoning less than 10 years' service in the respective grades	15
Judge in Bankruptcy and Master and Registrar, Puisne Judge, Senior Puisne Judge and Chief Justice reckoning more than 10 years' service in the respective grades but less than 30 years' service	20
Judge in Bankruptcy and Master and Registrar, Puisne Judge, Senior Puisne Judge and Chief Justice reckoning more than 30 years' service	30

To insert after paragraph 3.21 the following:

#### **Bail and Remand Court and Weekend Court**

3.21A Management has represented that officers of the Judiciary, Court Officer and Court Usher Cadres are being required to work over and above their normal working hours, during weekends and public holidays for the Bail and Remand Court in connection with the grant of release on bail to persons arrested during weekends and on public holidays. The Committee is thus making an appropriate provision to compensate officers concerned.

**Recommendation EOAC 3**

**3.21B** The Committee recommends, with effect from 01 January 2013, the payment of a monthly Allowance to officers of the Judiciary, as specified in the table below:

<b>Grade</b>	<b>Monthly Allowance (Rs)</b>
<b>Senior District Magistrate (Team Leader)</b>	25,000
<b>Magistrate</b>	23,000
<b>Court Officer</b>	9,700
<b>Court Usher</b>	9,700

**Black Jacket Allowance**

**Page 14**

To delete paragraph 3.33 and whole content

To replace by the following :

**Recommendation EOAC 4**

**3.33** The Committee recommends that the allowance paid to Court Officers and Court Ushers who are required by the rules of the Court to appear in black jacket with tie be revised to Rs 4800 yearly.

**Witness Attendance Allowance**

**Page 15**

To delete paragraphs 3.35 and 3.36 and whole content

To replace by the following :

**Recommendation EOAC 5**

**3.35** The Committee recommends that public officers who attend Court as witnesses on behalf of their Ministries/Departments be paid an Attendance Allowance of Rs 100.

**3.36** The Committee also recommends that professionals such as Architects, Attorneys-at-Law, Engineers, Forensic Technologists, Land Surveyors, Medical Practitioners, Forensic Scientists, Veterinary Surgeons, who attend Court as expert witness be paid an Attendance Allowance of Rs 200.

**To insert after paragraph 3.38****Compensation to Court Usher Cadre for Extra Hours**

3.38A Representations have been received from officers of the Court Usher Cadre to the effect that, following the drastic change in the lifestyle and mobility of Mauritian citizens, that is working couples, home for elderly persons, and the need to service courts during normal working hours, they are regularly called upon to deliver court papers after normal working hours. These officers have made a request to compensate them for the extra hours put in.

**Recommendation EOAC 6**

**3.38B The Committee recommends that officers of the Court Usher Cadre who are regularly called upon to put in extra hours of work in connection with the serving of court papers and executing court orders beyond normal working hours should be compensated at the normal hourly rate for the extra hours put in.**

**THE JUDICIARY**  
**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
12 00 106	<b>Rs 198000</b> Chief Justice
12 00 104	<b>Rs 168000</b> Senior Puisne Judge
12 00 103	<b>Rs 156000</b> Puisne Judge
12 00 101	<b>Rs 132000</b> Judge in Bankruptcy and Master and Registrar
12 00 100	<b>Rs 114000</b> Deputy Master and Registrar and Judge in Bankruptcy
12 00 99	<b>Rs 111000</b> President, Industrial Court President, Intermediate Court

Salary Code	Salary Scale and Grade
12 00 96	<b>Rs 102000</b> Vice-President, Industrial Court Vice-President, Intermediate Court
12 00 90	<b>Rs 83000</b> Director of Court Services
12 77 89	<b>Rs 55775 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Magistrate, Intermediate Court Assistant Master and Registrar (New Grade)
12 70 84	<b>Rs 45275 x 1500 – 58775 x 1800 – 67775</b> Senior District Magistrate
12 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> District Magistrate
12 60 79	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Judicial Research Officer (New Grade)
12 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Legal Research Assistant
12 77 89	<b>Rs 55775 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Secretary to the Chief Justice
12 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Chief Registrar
12 67 81	<b>Rs 40775 x 1500 – 58775 x 1800 – 62375</b> Deputy Chief Registrar
12 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Official Receiver Senior Registrar/Regional Court Administrator

Salary Code	Salary Scale and Grade
12 58 73	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 49775</b> Chief Court Officer/Court Manager
12 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Principal Court Officer
12 45 64	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Senior Court Officer
12 30 60	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Court Officer
12 22 24	<b>Rs 12425 x 250 – 12925</b> Trainee Court Officer
08 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Senior Transcriber
08 46 64	<b>Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Transcriber
08 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Audio Typist (Personal)
05 50 79	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 49275 QB 51275 x 1500 – 58775</b> Law Librarian/Senior Law Librarian
05 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Law Librarian/Senior Law Librarian (Personal to officer in post as at 30.06.08)

Salary Code	Salary Scale and Grade
05 51 70	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Senior Law Library Officer
05 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Law Library Officer
05 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Law Library Assistant
12 58 73	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 49775</b> Chief Court Usher
12 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Principal Court Usher
12 45 64	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Senior Court Usher
12 30 60	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Court Usher
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
25 36 54	<b>Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Senior Maintenance Assistant
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 - 21425</b> Maintenance Assistant

Salary Code	Salary Scale and Grade
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17725 x 450 – 17675</b> Gardener/Nursery Attendant <i>formerly Gardener/Nurseryman</i>
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
25 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Tradesman's Assistant
16 20 56	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475            x 600 – 20675 x 750 – 22175 QB 22925 x 750 – 28175</b> Machine Minder/Senior Machine Minder (Bindery)
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Liftman
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## 4. NATIONAL ASSEMBLY

Page 21

Hansard Editor

To delete paragraph 4.7 and whole content

To replace by the following:

**Recommendation EOAC 7**

4.7 The Committee recommends that the incumbent in the grade of Hansard Editor should be allowed to proceed incrementally up to salary point Rs 55775 in the master salary scale through the grant of one increment every year provided he/she:

- (i) has drawn the top salary for a year;
- (ii) has been efficient and effective in his/her performance during the preceding year; and
- (iii) is not under report.

Page 22

To insert after paragraph 4.11 the following:

**Deputy Parliamentary ICT Manager (New Grade)**

**Parliamentary ICT Officer (New Grade)**

**ICT Support Officer (New Grade)**

4.11A Management has represented that, in view of the importance of e-Parliament projects to achieve a paperless Parliament, there is need for a dedicated structure to assist the Parliamentary ICT Manager and to sustain the Parliamentary ICT System. The Committee considers that the structure should be reinforced with the creation of three new levels.

**Recommendation EOAC 8**

4.11B The Committee recommends that:

- (i) a new grade of Deputy Parliamentary ICT Manager be created. Appointment to the grade should be made by selection from among candidates possessing a Degree in Computer Science or Computer Engineering or Information Systems or Information Technology or Software Engineering or any degree the major part of which should be Computer Science, Computer Engineering or Information Systems or Information Technology or Software Engineering from a recognised institution. Candidates should also have three years' experience in Networking, Application and Database Design, knowledge in Sound/Video ICT Architecture and

operation of multi-user systems and be conversant with Voice-to-Text technologies.

- (ii) a new grade of Parliamentary ICT Officer be created. Appointment to the grade should be made by selection from among candidates possessing a degree in Computer Science/Computer Engineering/Information Systems/Information Technology/Software Engineering or any Degree the major part of which should be Computer Science/Computer Engineering/Information Systems/Information Technology/Software Engineering from a recognised institution. Candidates should also have at least two years' experience in Networking, Application and Database Design, knowledge in Sound/Video ICT Architecture and operation of multi-user systems and be conversant with audio recording and Voice-to-Text technologies.
- (iii) a new grade of ICT Support Officer be created. Appointment to the grade should be made from among candidates possessing a Cambridge Higher School Certificate and a Certificate in Information Technology or Computer Studies from a recognised institution. Candidates should also be A+ Certified and have practical experience in computer operations.

**4.11C** The Deputy Parliamentary ICT Manager would be required, amongst others, to supervise and advise on database, network and systems administration and to set up and manage users, groups and roles; to set up and configure computer systems and assist in IT infrastructure deployment and site preparation; to perform quality assurance of computer systems; and to implement security measures to safeguard IT systems from threats and ensure business continuity.

**4.11D** The Parliamentary ICT Officer would be required, amongst others, to assist in performing systems study and analysis and preparing feasibility reports and functional specifications; to perform database, network and systems administration and to set up and manage users, groups and roles; to plan and perform, in conjunction with end-users acceptance testing of applications developed by software developers and liaise with external service providers; to take preventive measures to ensure adequate capacity and availability of storage and computing systems and to monitor performance to ensure optimum efficiency.

**4.11E** The ICT Support Officer would be required, amongst others, to install and configure common PC-related software and provide preventive measures and technical support thereon; to operate computer systems including running of processes, handling of inputs, production of outputs, performing back-ups and keeping records thereof; to comply

**with and promote applicable security standards in relation to computer systems; and to commission IT equipment.**

#### **IT and Audio Visual Operator (New Grade)**

4.11F Management has recommended that there is need for a new grade of IT and Audio Visual Operator to operate the Digital Recording System workflow inside the Chamber of the National Assembly as well as the two Committee Rooms.

#### **Recommendation EOAC 9**

**4.11G The Committee recommends that a new grade of IT and Audio Visual Operator be created. Appointment to the grade should be made by selection from among candidates who possess a Cambridge School Certificate or an equivalent qualification acceptable to the Public Service Commission and a certificate in IT from a recognised institution or are A+ certified. Candidates should also have basic Audio knowledge and reckon at least three years' experience in the operation of IT and audio equipment.**

4.11 H The IT and Audio Visual Operator would, amongst others, be required to activate the microphone to Speaker, Members of Parliament and Clerks during sittings, operate and manage the Conference console/software of the Chamber, perform sound calibration, set up and maintain audio channels and feeds, test and maintain all microphones and install Back-up Loggers.

#### **Robing Allowance**

4.11I It has been represented that the Clerk, Deputy Clerk and Clerk Assistants have to be properly dressed to maintain decorum of the House. The Committee considers that there is justification for the payment of a yearly Robing Allowance to incumbents in these grades.

#### **Recommendation EOAC 10**

**4.11J The Committee recommends that a Robing Allowance of Rs 4800 yearly be paid to the Clerk, the Deputy Clerk and Clerk Assistants.**

Page 23

**Allowance to employees in the Office Care Attendant Cadre**

**To delete paragraph 4.13 and whole content**

**To replace by the following:**

## Recommendation EOAC 11

- 4.13 The Committee recommends that the Head Office Care Attendants and Office Care Attendant/Senior Office Care Attendants *formerly Office Care Attendants and Senior Office Care Attendants*, who, during Parliamentary sittings perform work over and above their normal duties, should be paid an *ad hoc* allowance of Rs 180 per sitting.

**NATIONAL ASSEMBLY**  
**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
02 00 94	<b>Rs 114000</b> Clerk of the National Assembly
02 80 89	<b>Rs 62375 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy Clerk, National Assembly <i>formerly Deputy Clerk</i>
02 56 79	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Clerk Assistant, National Assembly <i>formerly Clerk Assistant</i>
04 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Parliamentary ICT Manager
04 52 73	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Deputy Parliamentary ICT Manager (New Grade)
05 63 83	<b>Rs 35375 x 1200 – 37775 x 1500 – 58775 x 1800 – 65975</b> Parliamentary Librarian and Information Officer
05 52 73	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 49775</b> Assistant Parliamentary Librarian and Information Officer (New Grade)

Salary Code	Salary Scale and Grade
05 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Library Officer
16 32 55	<b>15175 x 300 – 15475 x 350 -17225 x 450 – 19475 x 600 -20675 x 750 – 28175</b> Pre-Press Officer
08 62 75	<b>Rs 34175 x 1200 – 37775 x 1500 – 52775</b> Hansard Editor
08 59 71	<b>Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 46775</b> Chief Hansard Reporter and Sub Editor
08 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Senior Hansard Reporter and Sub Editor
08 46 64	<b>Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Hansard Reporter and Sub Editor
08 46 63	<b>Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 - 35375</b> Parliamentary ICT Officer (New Grade)
08 22 56	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Assistant Hansard Reporter and Sub Editor ICT Support Officer (New Grade)
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> IT and Audio Visual Operator (New Grade)
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver

Salary Code	Salary Scale and Grade
24 14 39	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Library Attendant

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## 5. NATIONAL AUDIT OFFICE

Page 27

Change in Appellation

To insert after paragraph 5.5 the following:

Recommendation EOAC 12

5.5A The Committee recommends that the following grades in the Examiner of Accounts Cadre be restyled as follows:

From	To
Examiner of Accounts	Examiner of Accounts/Senior Examiner of Accounts
Senior Examiner of Accounts	Principal Examiner of Accounts
Principal Examiner of Accounts	Deputy Chief Examiner of Accounts

To delete paragraphs 5.6 to 5.11 and whole content

To replace by the following:

Examiner of Accounts/Senior Examiner of Accounts  
*formerly Examiner of Accounts*

Recommendation EOAC 13

5.6 The Committee recommends that:

- (i) in future, appointment to the grade of Examiner of Accounts/Senior Examiner of Accounts should be made by selection from among candidates possessing a Diploma in the field of Accountancy or Finance from a recognised institution or an equivalent qualification acceptable to the Public Service Commission; and
- (ii) incumbents in the grade of Examiner of Accounts/Senior Examiner of Accounts, *formerly Examiner of Accounts* possessing a Diploma in the field of Accountancy or Finance from a recognised institution or an equivalent qualification should be allowed to move incrementally in the master salary scale up to salary point Rs 39275 provided they:
  - (i) have drawn the top salary for a year;
  - (ii) have been efficient and effective in their performance during the preceding year; and
  - (iii) are not under report.

**Principal Examiner of Accounts**

*formerly Senior Examiner of Accounts*

**Recommendation EOAC 14**

- 5.7 The Committee recommends that, in future, appointment to the grade of Principal Examiner of Accounts, *formerly Senior Examiner of Accounts*, should be made by promotion of officers in the grade of Examiner of Accounts/Senior Examiner of Accounts, *formerly Examiner of Accounts*, who reckon at least three years' service in a substantive capacity in the grade and have a thorough knowledge and understanding of accounting and auditing practices.

**Deputy Chief Examiner of Accounts**

*formerly Principal Examiner of Accounts*

To delete paragraphs 5.14 and 5.15 and whole content

To replace by the following:

**Recommendation EOAC 15**

- 5.14 The Committee recommends that, as from 1 January 2018, recruitment to the grade of Deputy Chief Examiner of Accounts, *formerly Principal Examiner of Accounts*, be made by promotion, on the basis of experience and merit, of incumbents in the grade of Principal Examiner of Accounts, *formerly Senior Examiner of Accounts* possessing a Degree in Accountancy or Finance or an equivalent degree qualification from a recognised professional accountancy body and reckoning at least four years' service in a substantive capacity in the grade.
- 5.15 The Committee also recommends that incumbents in the grade of Deputy Chief Examiner of Accounts, *formerly Principal Examiner of Accounts*, possessing a Degree in Accountancy or Finance or an equivalent qualification or an equivalent degree qualification from a recognised professional accountancy body be allowed to move incrementally up to salary point Rs 52775 provided they:
- (i) have drawn the top salary for a year;
  - (ii) have been efficient and effective in his/her performance during the preceding year; and
  - (iii) are not under report.

Page 31

To delete paragraph 5.19 and whole content

To replace by the following:

Refund of Mileage to officers not entitled to travel grant



## Recommendation EOAC 16

5.19 The Committee recommends that officers in the grades of Examiner of Accounts/Senior Examiner of Accounts, Principal Examiner of Accounts, Deputy Chief Examiner of Accounts and Auditor who are required to move regularly to different sites of work by car but who are not entitled to a travel grant, should be refunded mileage on a monthly basis as follows:

- (i) at the rate of Rs 10.30 per km for mileage in excess of the distance between home and office and at the rate of Rs 6.50 per km for distance between home and office on days the officer is required to attend sites of work, subject to provision at paragraph 18.2.76 (No. 5);
- (ii) where the total distance covered on days the officer has to attend sites of work other than Head Office is up to 400 km over a month, then the whole of the distance covered should be computed at Rs10.30 per km; and
- (iii) where the total distance covered to attend sites of work is 400 km or more but the official travelling is up to 400 km over a month, refund of mileage should be computed at the rate of Rs 10.30 for the first 400 km, whichever is appropriate.

### NATIONAL AUDIT OFFICE

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
01 00 102	<b>Rs 144000</b> Director of Audit
01 00 96	<b>Rs 102000</b> Deputy Director of Audit
01 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 - 80000</b> Assistant Director of Audit
01 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Principal Auditor

Salary Code	Salary Scale and Grade
01 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Auditor
01 53 75	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Auditor
01 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Head, Examiner of Accounts Cadre
01 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 64175</b> Deputy Head, Examiner of Accounts Cadre
01 65 79	<b>Rs 37775 x 1500 – 58775</b> Chief Examiner of Accounts
01 59 74	<b>Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 51275</b> Deputy Chief Examiner of Accounts <i>formerly Principal Examiner of Accounts</i>
01 53 69	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 46775</b> Principal Examiner of Accounts <i>formerly Senior Examiner of Accounts</i>
01 33 65	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Examiner of Accounts/Senior Examiner of Accounts <i>formerly Examiner of Accounts</i>
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver

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## 6. PUBLIC AND DISCIPLINED FORCES SERVICE COMMISSIONS

Page 34

To insert after paragraph 6.9 the following:

6.10 The Secretary, Public and Disciplined Forces Service Commissions, has submitted that the increasing number of cases lodged at the Public Bodies Appeal Tribunal and the Equal Opportunities Tribunal call for preparation of statements of defence and proper submissions to the Tribunals. The Secretary has made a request for the creation of a new grade of Legal Officer to assist in the proper drafting of submissions and to deal with any other legal matters.

### Recommendation EOAC 17

6.11 **The Committee, therefore, recommends that the services of a State Counsel from the Attorney-General's Office be made available to the Public and Disciplined Forces Service Commissions on a full time basis to assist and advise on all legal matters.**

6.12 The Public and Disciplined Forces Service Commissions has requested that a new grade of Deputy Secretary be created to provide administrative support to the Secretary in the management of the Commissions and to cope with the ever-increasing workload.

### Recommendation EOAC 18

6.13 **The Committee recommends the creation of a new grade of Deputy Secretary, Public and Disciplined Forces Service Commissions, to be filled on an assignment basis from among officers not below the level of a Deputy Permanent Secretary, *formerly Principal Assistant Secretary*.**

## PUBLIC AND DISCIPLINED FORCES SERVICE COMMISSIONS

### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 00 100	<b>Rs 114000</b> Secretary, Public and Disciplined Forces Service Commissions
02 00 93	<b>Rs 92000</b> Deputy Secretary (New Grade)

Salary Code	Salary Scale and Grade
08 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Assistant Secretary, Public and Disciplined Forces Service Commissions
19 54 75	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Industrial/Occupational Psychologist
08 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Registrar, Public and Disciplined Forces Service Commissions
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 17 41	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575</b> Senior Gardener/Nursery Attendant <i>formerly Senior Gardener/Nurseryman</i>
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Gardener/Nursery Attendant <i>formerly Gardener/Nurseryman</i>
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> Gateman Sanitary Attendant
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

## 7. OMBUDSMAN'S OFFICE

To delete the Salary Schedule at Page 37 and to replace by the following:

### *REVISED SALARY SCHEDULE*

Salary Code	Salary Scale and Grade
02 61 79	<b>Rs 33275 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Senior Investigations Officer, Ombudsman's Office
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver

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## 8. ELECTORAL BOUNDARIES COMMISSION AND ELECTORAL SUPERVISORY COMMISSION

To delete the Salary Schedule at Page 39 and to replace by the following:

### *REVISED SALARY SCHEDULE*

Salary Code	Salary Scale and Grade
24 17 45	Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 Driver

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## 9. ELECTORAL COMMISSIONER'S OFFICE

To delete the Salary Schedule at Pages 42 and 43 and to replace by the following:

### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
18 00 102	<b>Rs 144000</b> Electoral Commissioner (Personal)
18 00 96	<b>Rs 102000</b> Electoral Commissioner
18 81 89	<b>Rs 62375 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Chief Electoral Officer
18 74 83	<b>Rs 51275 x 1500 – 58775 x 1800 – 65975</b> Deputy Chief Electoral Officer
18 67 81	<b>Rs 40775 x 1500 – 58775 x 1800 – 62375</b> Principal Electoral Officer
18 60 74	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 51275</b> Senior Electoral Officer
18 53 70	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775 QB 45275</b> Electoral Officer
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 - 20675</b> Driver

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## 10 EMPLOYMENT RELATIONS TRIBUNAL

To delete the Salary Schedule at Page 46 and to replace by the following:

### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
12 00 103	<b>Rs 156000</b> President, Employment Relations Tribunal
12 00 101	<b>Rs 132000</b> Vice-President, Employment Relations Tribunal
12 58 76	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 54275</b> Registrar, Employment Relations Tribunal
08 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Senior Shorthand Writer
08 46 64	<b>Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Shorthand Writer
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver

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## 11. EQUAL OPPORTUNITIES TRIBUNAL

To delete the Salary Schedule at Page 47 and to replace by the following:

### *REVISED SALARY SCHEDULE*

Salary Code	Salary Scale and Grade
12 00 101	<b>Rs 132000</b> President, Equal Opportunities Tribunal
02 00 96	<b>Rs 102000</b> Member, Equal Opportunities Tribunal

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## 12. LOCAL GOVERNMENT SERVICE COMMISSION

To delete the Salary Schedule at Page 50 and to replace by the following:

### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 00 94	<b>Rs 95000</b> Secretary, Local Government Service Commission
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Gardener/Nursery Attendant <i>formerly Gardener/Nurseryman</i>
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 10 34	<b>Rs 9450 X 225 – 9675 X 250 - 13675 X 300 – 15475 x 350 – 15825</b> Gateman

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### 13. OMBUDSPERSON FOR CHILDREN'S OFFICE

To delete the Salary Schedule at Page 51 and to replace by the following:

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
08 58 76	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 54275</b> Secretary, Ombudsperson for Children's Office
08 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Investigator
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver

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## 14. OFFICE OF THE DIRECTOR OF PUBLIC PROSECUTIONS

Page 53

To insert after paragraph 14.6 the following:

**Public Relations/Press Officer (New Grade)**

**Recommendation EOAC 19**

- 14.6A** The Committee recommends the creation of a new grade of Public Relations/Press Officer. Appointment to the grade should be made by selection from among candidates possessing a degree in Communication Studies with specialisation in Journalism or an equivalent qualification acceptable to the Public Service Commission together with at least three years' experience in Journalism/Communication. Candidates should also have a good working knowledge of IT and all applications relating to communication and be able to work under pressure to meet tight deadlines.
- 14.6B** The Public Relations/Press Officer would be required, amongst others, to respond to queries from the press or other media representatives, write press releases and news reports about the work of the Office of the Director of Public Prosecutions, develop media contacts and monitor media coverage, attend press conferences and media interviews.

**Asset Forfeiture Unit**

To delete paragraph 14.7 and whole content

To replace by the following:

**Computer Mobile Expert (New Grade)**

**Investigator (New Grade)**

**Disclosure Officer (New Grade)**

- 14.7** The Asset Forfeiture Unit which has been set up within the Office of the Director of Public Prosecutions deals with all matters relating to asset recovery under the Asset Recovery Act 2011. The Office of the Director of Public Prosecutions has been designated as the Enforcement Authority. The Asset Forfeiture Unit is presently manned by officers in the grades of Crime Analyst, Enforcement Manager and Forensic Accountant. Management has recommended that the structure be reinforced to enable the Unit to better deliver on its mandate.

**Recommendation EOAC 20**

**14.7A** The Committee, therefore, recommends the creation of the following new grades on the establishment of the Office of the Director of Public Prosecutions:

- (i)** Computer Mobile Expert;
- (ii)** Investigator; and
- (iii)** Disclosure Officer

**14.7B** (i) The Computer Mobile Expert should be recruited from among candidates possessing a Degree in Computer Science or an equivalent qualification acceptable to the Public Service Commission and reckoning at least three years' experience in the field. Candidates should be conversant with standard computer operating systems, networks and hardware as well as security software and document creation applications and have a good knowledge of hacking and intrusion techniques, security testing and computer system diagnostics.

(ii) The Investigator should be recruited from among candidates possessing a degree in Police Studies or an equivalent qualification acceptable to the Public Service Commission and reckoning at least three years' experience in investigation duties and having strong investigative and analytical capabilities.

(iii) The Disclosure Officer should be recruited from among candidates possessing a Diploma in Legal Studies or an equivalent qualification acceptable to the Public Service Commission.

**14.7C** (i) The Computer Mobile Expert would be required, amongst others, to conduct computer forensic investigations; examine digital media such as personal computers and cell phones so as to establish factual evidence of illegal, unauthorised or unusual activities; identify possible sources of evidence and preserving same by using forensic and other appropriate tools; make a forensic analysis of evidence and to submit findings; search for specific electronic data including internet use history, word processing documents, images and other files; track and retrieve files and information that have been hidden, deleted or lost and appear in Court, as and when required.

(ii) The Investigator would be required, amongst others, to investigate suspected cases of tainted assets; arrest or assist in the arrest of suspects and the escort of suspects/accused

parties, as and when required; prepare cases for prosecution; be responsible for exhibits, movement of exhibits and their safe custody; to process bail applications, objection to departure and attachment orders and swear affidavits, as and when required, and appear in Court.

- (iii) The Disclosure Officer would be required, amongst others, to examine and assess all documents within the Asset Forfeiture Unit on behalf of the Investigating Officer(s); to oversee and coordinate the disclosure process and ensure the accuracy, integrity and timeliness of all submissions; to be accountable and responsible for all aspects of disclosure materials in an enquiry, including justification for sensitivity classifications attributed to material; ensure suitable handling and classification of all sensitive materials; attend Court hearings, and throughout the duration of a trial, to assist the Judiciary with any disclosure issues that may arise and may be required to give evidence on matters pertaining to disclosure; to make suitable arrangements to facilitate access to authorised parties to disclosure materials, as and when required.

## Page 54

To insert after paragraph 14.10 the following:

### Trainee Legal Assistant

- 14.10 A The Director of Public Prosecutions has recommended that, in view of difficulties in retaining Trainee Legal Assistants, the traineeship be reduced from two years to one year. The Committee has examined the matter and is agreeable to the request.

### Recommendation EOAC 21

- 14.10 B The Committee recommends that Trainee Legal Assistants should be required to undergo theoretical and practical training in legal procedures at all levels and in general principles of law for a period of at least one year before they may be considered for appointment to the grade of Legal Assistant.

### Chief Legal Assistant (New Grade)

#### Registrar (Legal Assistant Cadre) (New Grade)

- 14.10C The Director of Public Prosecutions has made submissions for the creation of the grades of (a) a Chief Legal Assistant to assist the Registrar in the administrative duties of the Law Revision Unit and (b) a Registrar (Legal Assistant Cadre) to have overall supervision on all registries.

**Recommendation EOAC 22**

- 14.10D** The Committee recommends the creation of a new grade of Chief Legal Assistant on the establishment of the Office of the Director of Public Prosecutions. Appointment thereto would be made by selection from among officers in the grade of Principal Legal Assistant who reckon at least two years' service in a substantive capacity in the grade.
- 14.10E** The Chief Legal Assistant would be required, *inter alia*, to prepare answers to petitions and to queries from members of the public; to prepare records for appeals from the Supreme Court to the Court of Criminal or Civil Appeal or from the decisions of the Judges in Chambers, the Master and Registrar and the Judge in Bankruptcy; and appeals to the Judicial Committee of the Privy Council; to be responsible for all proceedings before the Master's Court.
- 14.10F** The Committee also recommends the creation of a new grade of Registrar (Legal Assistant Cadre) on the establishment of the Office of the Director of Public Prosecutions. Appointment thereto should be made by promotion of officers in the grade of Chief Legal Assistant who reckon at least two years' service in a substantive capacity in the grade.
- 14.10G** The Registrar (Legal Assistant Cadre) would be required, amongst others, to supervise all registries and to be responsible for the administrative duties of the Law Revision Unit; to be responsible for the proofing of Notices, Acts and Proclamations to be published in the gazette; and to be responsible for all law books in the Law Revision Unit.

**Page 54**

To insert after paragraph 14.12 the following:

**Recommendation EOAC 23**

- 14.12A** The Committee recommends, with effect from 1 January 2014, and up to the next overall review of Pay and Grading Structures and Conditions of Service in the Public Sector, the payment to the Director of Public Prosecutions of a monthly Special Legal Service Allowance of the same percentage as that payable to the Senior Puisne Judge.

**Page 56****Black Jacket Allowance**

To delete paragraph 14.21 and whole content

To replace by the following:

**Recommendation EOAC 24**

**14.21** The Committee recommends that the allowance for black jacket and tie be revised to Rs 4800.

To insert after paragraph 14.21 the following:

**Bail and Remand Court and Weekend Court**

14.21 A Management has submitted that, following the implementation of the new system of operation of the Bail and Remand Court, a supervising officer designated by the Director of Public Prosecutions, State Counsels and other officers, officers of the Legal Assistant cadre are being required to work over and above their normal working hours, during weekends and public holidays for the grant of release on bail to persons arrested during weekends and public holidays. The Committee is thus making an appropriate provision to compensate officers concerned.

**Recommendation EOAC 25**

**14.21 B** The Committee recommends, with effect from 01 January 2013 and up to the next overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector, the payment of a monthly Allowance to officers of the Office of the Director of Public Prosecutions, as specified in the table below:

Officer	Monthly Allowance (Rs)
Supervising officer designated by the Director of Public Prosecutions	25000
State Counsel	23000
officer of the Legal Assistant cadre	9,700

**Allowance in connection with work performed in Specialised units**

14.21C The Director of Public Prosecutions has submitted that legal officers posted in the Asset Recovery Unit, Piracy Unit and Victims and Witness Support Unit have undergone specialised training and acquired specialist skills which are essential to conduct cases in these areas. A request has been made for payment of an allowance to the officers concerned in view of the specific nature of the duties performed by them.



**Recommendation EOAC 26**

**14.21D** The Committee recommends the payment of a monthly allowance of Rs 5,000 to designated officers posted in the three units and a monthly allowance of Rs 10,000 to the officers in charge of the respective units.

**Senior officers of the Office of the Director of Public Prosecutions****Recommendation EOAC 27**

**14.21 E** The Committee recommends that a Barrister serving in the Office of the Director of Public Prosecutions, who, on being offered appointment as a Puisne Judge, cannot be released or who opts to continue to serve the Office of the Director of Public Prosecutions with the approval of the authorities, be granted the retirement benefits accruing to a member of the Judiciary, subject to the concurrence of the High Powered Committee.

**14.21 F** The Committee further recommends that the Deputy Director of Public Prosecutions who, on being offered appointment as a Puisne Judge, cannot be released or who opts to continue to serve the Office of the Director of Public Prosecutions with the approval of the authorities, be granted (i) a pensionable allowance to bring his salary to the level of a Puisne Judge, and (ii) the retirement benefits accruing to a member of the Judiciary, subject to the concurrence of the High Powered Committee.

**OFFICE OF THE DIRECTOR OF PUBLIC PROSECUTIONS****REVISED SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
12 00 103	<b>Rs 156000</b> Director of Public Prosecutions
12 00 101	<b>Rs 132000</b> Deputy Director of Public Prosecutions
12 00 99	<b>Rs 111000</b> Chief State Attorney Senior Assistant Director of Public Prosecutions
12 00 96	<b>Rs 102000</b> Assistant Director of Public Prosecutions Deputy Chief State Attorney

Salary Code	Salary Scale and Grade
12 77 89	<b>Rs 55775 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Legal Administrator Principal State Attorney Principal State Counsel
12 70 84	<b>Rs 45275 x 1500 – 58775 x 1800 – 67775</b> Senior State Attorney Senior State Counsel
12.64.79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Registrar (Legal Assistant Cadre) (New Cadre)
12 61 79	<b>Rs 33275 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> State Attorney
12 61 79	<b>Rs 33275 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Legal Research Officer State Counsel
12 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Enforcement Manager
12.58.73	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 49775</b> Chief Legal Assistant (New Grade)
12 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Principal Legal Assistant
12 45 64	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Senior Legal Assistant
12 30 60	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Legal Assistant

Salary Code	Salary Scale and Grade
12 22 24	<b>Rs 12425 x 250 – 12925</b> Trainee Legal Assistant
<b>OTHER GRADES</b>	
01 53 75	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Forensic Accountant
20 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Crime Analyst Public Relations/Press Officer (New Grade) Computer Mobile Expert (New Grade) Disclosure Officer (New Grade) Investigator(New Grade)
22 16 48	<b>Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Receptionist/Telephone Operator
22 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker

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## 15. PRIME MINISTER'S OFFICE

Page 59

To insert after paragraph 15.5 the following:

### Change in Appellation

15.5A Representations have been received from the Association of Public Administrators (APA) to the effect that the appellation of the grades of Principal Assistant Secretary and Assistant Secretary do not reflect the actual roles and responsibilities shouldered by the incumbents. The Principal Assistant Secretary is normally second in command in the Administrative Cadre in a Ministry/Department and, as such, is often called upon to deputise for the Permanent Secretary in committees, meetings and during the latter's absence on mission/leave. The Assistant Secretary, on the other hand, provides administrative support to the Principal Assistant Secretary in the implementation of Government policies. The Committee, after consultation with the relevant authorities, is of the opinion that there is merit in the submission made by APA.

### Recommendation EOAC 28

15.5B The Committee, therefore, recommends that the grades of Principal Assistant Secretary and Assistant Secretary be restyled Deputy Permanent Secretary and Assistant Permanent Secretary respectively.

### Assistant Permanent Secretary *formerly Assistant Secretary*

To delete paragraph 15.7 and whole content

To replace by the following:

### Recommendation EOAC 29

15.7 The Committee recommends that Assistant Permanent Secretaries be allowed to proceed incrementally up to salary point Rs 58775 through the grant of one increment every year provided they:

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

Page 60

**Deputy Permanent Secretary**  
*formerly Principal Assistant Secretary*

To delete paragraph 15.11 and whole content

To replace by the following:

**Recommendation EOAC 30**

**15.11** The Committee recommends that Deputy Permanent Secretaries having reached the top of their revised salary scale should be allowed to draw one increment annually up to salary point Rs 86000 in the master salary scale subject to the provisions mentioned at paragraph 15.10 above.

#### **DATA PROTECTION OFFICE**

Page 65

To insert after paragraph 15.29 the following:

**Data Protection Officer/Senior Data Protection Officer**

**Recommendation EOAC 31**

**15.29A** The Committee recommends that, in future, appointment to the grade of Data Protection Officer/Senior Data Protection Officer should be made from among candidates possessing a degree in Computer Science/ Computer Engineering/Information Systems/Information Technology or any degree, the major part of which should be Computer Science/ Computer Engineering/ Information Systems or Information Technology from a recognised institution or an equivalent qualification acceptable to the Public Service Commission.

#### **PRIME MINISTER'S OFFICE** **REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
02 00 105	<b>Rs 192000</b> Secretary to Cabinet and Head of the Civil Service
02 00 103	<b>Rs 156000</b> Secretary for Home Affairs
02 00 102	<b>Rs 144000</b> Senior Chief Executive

Salary Code	Salary Scale and Grade
02 00 100	<b>Rs 114000</b> Permanent Secretary
02 81 89	<b>Rs 62375 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy Permanent Secretary <i>formerly Principal Assistant Secretary</i>
02 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Assistant Permanent Secretary <i>formerly Assistant Secretary</i>
02 00 99	<b>Rs 111000</b> Director-General, Counter-Terrorism Centre
02 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Programme Officer, National Aids Secretariat
02 00 96	<b>Rs 102000</b> Data Protection Commissioner National Security Adviser
02 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Principal Co-ordinator, Security Matters
02 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Assessor, Data Protection Office
02 56 79	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Co-ordinator, Security Matters
20 52 79	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Statistician/Senior Statistician

Salary Code	Salary Scale and Grade
09 00 93	<b>Rs 92000</b> National HIV/AIDS Coordinator
04 52 77	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 55775</b> Data Protection Officer/Senior Data Protection Officer <i>formerly Investigator, Data Protection Office</i>
02 74 88	<b>Rs 51275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000</b> Conference and Social Functions Manager (Personal)
19 54 79	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Monitoring and Evaluation Specialist
10 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Communication Officer, National Aids Secretariat
26 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 - 39275</b> Facilities and Maintenance Officer
08 56 69	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Personal Secretary
08 21 54	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Receptionist/Guide (Personal)
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 - 21425</b> General Assistant

Salary Code	Salary Scale and Grade
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Liftman Store Attendant
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## OFFICE OF PUBLIC SECTOR GOVERNANCE

Page 69

To insert at paragraph 15.39 the following

Recommendation EOAC 32

15.39 The Committee, however, recommends that, subject to the exigencies of the Service and operational requirements, the services of officers of the former Financial and Management Analyst Cadre of the ex-Management Audit Bureau already serving at the Prime Minister's Office, may be given the option, in the first instance, to join the establishment of the Office of Public Sector Governance. In this context, the Ministry of Civil Service and Administrative Reforms should make the necessary arrangements for the officers concerned to join the new Financial and Governance Analyst Cadre as follows:

Former Grade	New Grade
Analyst <i>formerly Financial and Management Analyst</i>	Financial and Governance Analyst /Senior Financial and Governance Analyst
Senior Analyst <i>formerly Senior Financial and Management Analyst</i>	
Lead Analyst <i>formerly Assistant Director, Management Audit Bureau Principal Financial and Management Analyst</i>	Lead Financial and Governance Analyst

## OFFICE OF PUBLIC SECTOR GOVERNANCE

## REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
01 00 95	<b>Rs 132000</b> Director-General, Office of Public Sector Governance
01 00 93	<b>Rs 111000</b> Director, Management Audit Bureau Director, Office of Public Sector Governance
01 81 89	<b>Rs 62375 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Lead Financial and Governance Analyst
01 53 79	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Financial and Governance Analyst/ Senior Financial and Governance Analyst
01 59 72	<b>Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 48275</b> Senior Accounting Technician
01 44 68	<b>Rs 20075 x 600 – 20675 x 750 – 29075 x 900 – 33275 QB 34175 x 1200 – 37775 x 1500 – 42275</b> Accounting Technician
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 - 20675</b> Driver

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**STRATEGIC POLICY UNIT**

- 15.39A The Strategic Policy Unit (SPU) will function under the aegis of the Prime Minister's Office and will act as a think tank of Government design to continually research methodologies to improve understanding of major challenges and propose appropriate solutions in socio-economic issues of national importance.
- 15.39B The SPU will focus, *inter-alia*, on the following:
- (i) advising Government on socio-economic issues of national importance and formulating policies for sustainable development and poverty alleviation;
  - (ii) developing, in collaboration with the Ministry of Finance and Economic Development in the context of the Economic and Social Transformation Plan (ESTP), action plans for all key sectors and integrating these in the overall policy framework;
  - (iii) supporting the Ministry of Finance and Economic Development in preparing medium and long-term perspective development plans in line with the ESTP; and
  - (iv) researching and identifying potential areas for the inception of new economic avenues.
- 15.39C The Committee is providing for a four-level structure to enable the SPU to achieve its objectives.

**Director, Strategic Policy Unit (New Grade)****Recommendation EOAC 33**

- 15.39D The Committee recommends the creation of a new grade of Director, Strategic Policy Unit to be filled by selection from among candidates possessing a Master's Degree in Economics or in a related field and having wide experience and knowledge in Strategic Policy issues.**
- 15.39E The Director, Strategic Policy Unit would be required, amongst others, to advise Government on strategic planning at the national and sectoral level; to ensure a coherent approach in national strategic planning policy formulation in consultation with all stakeholders; to be responsible for and to monitor macro-economic and sectoral policies and project implementation.**

**Lead Analyst, Strategic Policy Unit (New Grade)****Recommendation EOAC 34**

**15.39F** The Committee recommends the creation of a new grade of Lead Analyst, Strategic Policy Unit to be filled by selection from among officers in the grade of Analyst/Senior Analyst, Strategic Policy Unit reckoning at least three years' service in a substantive capacity in the grade and having good administrative skills and the ability to lead a team of officers.

**15.39G** The Lead Analyst, Strategic Policy Unit would be required, amongst others, to assist line Ministries/Departments/Organisations in the formulation of strategies consistent with Government Strategic Plan; to act as a liaison between the Division and Line Ministries and Departments.

**Analyst / Senior Analyst, Strategic Policy Unit (New Grade)****Recommendation EOAC 35**

**15.39H** The Committee recommends the creation of a new grade of Analyst/Senior Analyst, Strategic Policy Unit to be filled from among candidates possessing a Degree in Economics or in a related field or an equivalent qualification from a recognised institution.

**15.39I** The Analyst/Senior Analyst, Strategic Policy Unit would be required, amongst others, to assist in the preparation of sectoral development programmes with a view to integrating them in the National Strategic Plan; to assist in the work of developing the strategic policies; and to carry out research and prepare reports analysing the macro-economic performance of the economy.

**15.39J** In order to enable the SPU to become operational at the earliest, it would require experienced officers who are fully conversant with sectoral analysis, strategic policies and project management at the national level.

## Recommendation EOAC 36

15.39K The Committee, therefore, recommends that, subject to the exigencies of the service and operational requirements, the services of officers of the former Economist Cadre of the ex-Ministry of Economic Planning and Development already serving at the Prime Minister's Office may be given the option, in the first instance, to join the establishment of the Strategic Policy Unit. In this context, the Ministry of Civil Service and Administrative Reforms may make the necessary arrangements for the officers concerned to join the SPU as follows:

Former Grade	New Grade
Analyst <i>formerly Economist</i>	Analyst/ Senior Analyst, Strategic Policy Unit
Senior Analyst <i>formerly Senior Economist</i>	
Lead Analyst <i>formerly Assistant Director, Economic Planning and Development</i> <i>Principal Economist</i>	Lead Analyst, Strategic Policy Unit
Director, Economic and Finance, <i>formerly Deputy Director-General, Ministry of Economic Planning and Development</i>	Director, Strategic Policy Unit

## STRATEGIC POLICY UNIT

## SALARY SCHEDULE

Salary Code	Salary Scale and Grade
01 00 99	<b>Rs 111000</b> Director, Strategy Policy Unit (New Grade)
01 81 89	<b>Rs 62375 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Lead Analyst, Strategy Policy Unit (New Grade)
01 49 79	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Analyst/Senior Analyst (Strategic Policy Unit) (New Grade)

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**GOVERNMENT INFORMATION SERVICE****Page 72****To insert after paragraph 15.49 the following:****AUDIO VISUAL SECTION**

15.49A Management has submitted that the Audio Visual Section is called upon to provide its services in two main and distinct fields, namely, Photography and Public Address (Sound System). The introduction of the Video Unit constitutes in itself a third major activity. The Audio Visual Section is the only sector in the public service providing such specialised services. New technologies in the production process and the use of state-of-the-art equipment have been introduced to professionalise service delivery with the result that their services are being increasingly solicited by all stakeholders. We are, at the request of Management, changing the current appellation of 'Public Address System' and providing for another Principal Audio Visual Production Officer to head the Unit.

**Recommendation EOAC 37**

15.49B **The Committee recommends that the appellation of 'Public Address System' should be changed to 'Conference, Audio and Video System'.**

15.49C **The Committee further recommends that, in view of the specific nature of the services in the Photography and Conference, Audio and Video System Sections, a Principal Audio Visual Production Officer should head each section.**

**Audio-Visual Production Officer****Recommendation EOAC 38**

15.49D **The Committee recommends that, in future, appointment to the grade of Audio-Visual Production Officer should be made from among candidates possessing a Diploma in Information Systems with specialisation in Multimedia and Web Technologies or a diploma with Multimedia and Web Technologies as a major component from a recognised institution. Candidates should be appointed in a temporary capacity in the first instance and should be required to follow a six-month training course, as may be arranged by the Ministry, in all aspects of the job including electrical/electronic fields, maintenance of audio-visual equipment, still and motion picture photography and/or allied film production before substantive appointment in the grade.**

**Press Section****Special Allowance****Recommendation EOAC 39**

**15.49E** The Committee recommends the payment of a monthly special allowance equivalent to three increments at the point reached in the salary scale to the Senior Publicity/Documentation Officer and Publicity/Documentation Officer posted in the Press Section in view of the sensitive nature of their duties.

**GOVERNMENT INFORMATION SERVICE****REVISED SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
10 00 91	<b>Rs 86000</b> Director, Information Services
10 80 88	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000</b> Assistant Director, Information Services
10 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Principal Information Officer
10 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Head, Documentation Unit Senior Information Officer
10 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Information Officer
10 45 63	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Principal Publicity/Documentation Officer (New Grade)
10 38 59	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Senior Publicity/Documentation Officer



Salary Code	Salary Scale and Grade
10 23 54	<b>Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Publicity/Documentation Officer  <b>AUDIO VISUAL SECTION</b>
10 54 72	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 48275</b> Head, Audio-Visual Production Officer
10 47 69	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 - 37775 X 1500 – 43775</b> Principal Audio-Visual Production Officer
10 40 67	<b>Rs 18125 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 40775</b> Senior Audio-Visual Production Officer
10 28 64	<b>Rs 13975 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Audio-Visual Production Officer  <b>OVERSEAS NEWS SECTION</b>
10 52 65	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Head, News Officer Cadre
10 43 61	<b>Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Senior News Officer
10 25 58	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675 x 900 - 30575</b> News Officer
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## FORENSIC SCIENCE LABORATORY

### Page 76

To insert after paragraph 15.65 the following:

- 15.65A Representations have been made to the effect that there is a marked overlapping of duties between the grades of Forensic Technologist and Senior Forensic Technologist. As such, the two grades should be merged in order to provide a joined-up seamless service.

### Recommendation EOAC 40

- 15.65B The Committee recommends that the grades of Forensic Technologist and Senior Forensic Technologist be merged and restyled Forensic Technologist/Senior Forensic Technologist.

To insert after paragraph 15.67 the following:

### Recommendation EOAC 41

- 15.67A The Committee recommends that the grades of Laboratory Attendant and Senior Laboratory Attendant be restyled Forensic Laboratory Attendant and Senior Forensic Laboratory Attendant respectively and the schemes of service for the grades be amended to reflect tasks/duties which are specific to the Forensic Science Laboratory.

### Page 77

To insert after paragraph 15.69

### Recommendation EOAC 42

- 15.69A The Committee recommends that a monthly risk allowance equivalent to one and a half increments at the initial of their respective salary scale should be paid to officers in the Forensic Scientist Cadre, Forensic Technologist Cadre and the Forensic Technician.

### Page 78

#### In-Attendance Allowance

To delete paragraph 15.72 and whole content

To replace by the following:

### Recommendation EOAC 43

- 15.72 The Committee recommends that, when attending work while on-call, officers of the Forensic Science Laboratory should be paid allowances per hour, inclusive of travelling time, as follows:

Grade	Amount (Rs)
Director, FSL	335
Deputy Director, FSL	300
Chief Forensic Scientist	275
Forensic Scientist/Senior Forensic Scientist <i>formerly Forensic Scientist</i> <i>Senior Forensic Scientist</i>	245
Principal Forensic Technologist	180
Senior Forensic Technologist	160
Forensic Technologist	145
Forensic Technician	115

**FORENSIC SCIENCE LABORATORY**  
**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
19 00 93	<b>Rs 92000</b> Director, Forensic Science Laboratory
19 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy Director, Forensic Science Laboratory
19 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Chief Forensic Scientist
19 50 79	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Forensic Scientist/Senior Forensic Scientist <i>formerly Forensic Scientist</i> <i>Senior Forensic Scientist</i>
19 62 75	<b>Rs 34175 x 1200 – 37775 x 1500 – 52775</b> Principal Forensic Technologist

Salary Code	Salary Scale and Grade
19 51 70	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Forensic Technologist / Senior Forensic Technologist <i>formerly Senior Forensic Technologist</i> <i>Forensic Technologist</i>
19 31 60	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Forensic Technician
24 35 55	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175</b> Senior Forensic Laboratory Attendant <i>formerly Senior Laboratory Attendant</i>
24 18 50	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Forensic Laboratory Attendant <i>formerly Laboratory Attendant</i>
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker

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## CIVIL STATUS DIVISION

Page 84

Allowance to open Civil Status Offices after official hours

Recommendation EOAC 44

15.86 The Committee recommends that officers of the Civil Status cadre providing emergency service from 1200 hours to 1700 hours on Saturdays, Sundays and Public Holidays be paid:

- (a) an On-Call Allowance of Rs 220 per day;
- (b) a travelling allowance of Rs 160 or appropriate mileage allowance at the approved rates for official travelling on distance travelled between residence and site of work each time they open office, inclusive of the collection from and the handling over of keys to Police Station; and
- (c) an allowance of Rs 250 for each registration of death, including the issue of burial/cremation permit.

To delete paragraphs 15.87 to 15.89 and whole content

To replace by the following:

Allowance for Registration of Religious Marriage to give civil effect

15.87 Management has submitted that the quantum of allowances payable to officers of the Civil Status cadre for celebration of civil marriages outside civil status offices was last reviewed on 1 December 2011.

Recommendation EOAC 45

15.88 The Committee recommends that the quantum of allowances approved for payment with effect from 1 December 2011, as set out in the table below should be maintained.

	<i>Allowance (Rs)</i>
<b>A. <u>Where both of the intending spouses are citizens of Mauritius:-</u></b>	
<i>(i) Celebration of civil marriages at private residence</i>	<i>700</i>
<i>(ii) Celebration of civil marriages at premises other than office or private residence</i>	<i>1,000</i>
<b>B. <i>Celebration of civil marriages at premises other than office where both intending spouses are non-citizens</i></b>	<i>1,500</i>

**Page 85**

**To delete paragraph 15.92 and whole content**

**To replace by the following:**

**Registration of deaths for burial during cyclonic conditions Class III and Class IV**

**Recommendation EOAC 46**

**15.92** The Committee recommends that an officer of the Civil Status Cadre should be On-Call in each district to register deaths requiring burial permit during cyclonic conditions Class III and Class IV and should be paid:

- (a)** an On-Call Allowance of Rs 220 per day; and
- (b)** an allowance of Rs 250 for each registration of death, including the issue of burial permit.

**Page 86**

**To delete paragraph 15.99 (iii) and whole content**

**To replace by the following:**

**15.99(iii)** on successful completion of the award course, incumbents are allowed to move incrementally in the master salary scale up to salary point Rs 26675.

**To insert after paragraph 15.99**

**National Identity Card Unit**

**15.99A** The National Identity Card Unit (NIC Unit) has its main office at Port Louis and three regional offices at Vacoas, Rose Hill and Plaine Magnien respectively. In its 2008 Report, the Pay Research Bureau had recommended that the functions relating to the National Identity Cards should become an integral part of the duties and responsibilities of the Civil Status Cadre.

**Recommendation EOAC 47**

**15.99B** The Committee, therefore, recommends that the Civil Status Division should further decentralise the services of the National Identity Card Unit and provide appropriate training in photography for all officers posted in the NIC Units at the main and regional offices.

**CIVIL STATUS DIVISION**  
**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
18 00 91	<b>Rs 86000</b> Registrar of Civil Status
18 63 84	<b>Rs 35375 x 1200 – 37775 x 1500 – 58775 x 1800 – 67775</b> Deputy Registrar of Civil Status
18 53 69	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Principal Civil Status Officer
18 41 59	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Senior Civil Status Officer
18 29 54	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Civil Status Officer
08 17 50	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Office Clerk <i>formerly Clerk Assistant</i>
16 20 55	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 22175 QB 22925 x 750 – 28175</b> Machine Minder/Senior Machine Minder (Bindery)(Roster)
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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Page 88

To insert the following:

**EXTERNAL COMMUNICATIONS  
REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
02 00 100	<b>Rs 114000</b> Permanent Secretary
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver

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## EXTERNAL COMMUNICATIONS - CIVIL AVIATION SERVICES

Page 89

To insert after paragraph 15.103 the following:

**Senior Flight Data Officer**

**Recommendation EOAC 48**

**15.103A** The Committee recommends that appointment to the grade of Senior Flight Data Officer should be made by promotion of officers in the grade of Flight Data Officer reckoning at least four years' service in a substantive capacity in the grade.

Page 89

To insert after paragraph 15.104

**Civil Aviation Security Unit**

**Principal Aviation Security Officer (New Grade)**

**Recommendation EOAC 49**

**15.104A** The Committee recommends the creation of a new grade of Principal Aviation Security Officer to head the Aviation Security Section. Appointment to the grade should be made by promotion of officers in the grade of Senior Aviation Security Officer reckoning at least four years' service in a substantive capacity in the grade.

**15.104B** The Committee also recommends that the grades of Aviation Permit and Patrol Officer and Senior Aviation Permit and Patrol Officer should be restyled Aviation Security Officer and Senior Aviation Security Officer respectively.

To delete paragraph 15.106 and whole content

To replace by the following :

**Recommendation EOAC 50**

**15.106** The Committee recommends that incumbents in the grade of Aviation Security/Facilitation Officer possessing a Diploma in Logistics and Transport or Management or Information Technology or Legal Studies be allowed to move incrementally up to salary point Rs 39275 in the Master Salary Scale provided they:

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

**Air Traffic Control Officer**

To delete paragraph 15.108 and whole content

To replace by the following:

**Recommendation EOAC 51**

**15.108** The Committee recommends that Air Traffic Control Officers should be granted one increment on completion of each of the two courses and obtention of the corresponding ratings for the two additional Air Traffic Control operating positions. Thereafter, Air Traffic Control Officers who have completed all the three air traffic control courses and have been rated at all the three ATC operating positions should, after having drawn their top salary for a year, be allowed to proceed incrementally in the master salary scale up to salary point Rs 42275.

Page 92

**Communication, Navigation and Surveillance Cadre**

To insert after paragraph 15.112

**Telephonist**

**Telephone Supervisor**

**Recommendation EOAC 52**

**15.112A** The Committee recommends that the grades of Telephonist and Telephone Supervisor should be restyled Aviation Telephonist and Aviation Telephone Supervisor respectively.

**15.112B** The Committee recommends, with effect from 1 January 2014 and up to the next review of Pay and Grading Structures and Conditions of Service in the Public Sector, the payment of a monthly Special Professional Retention Allowance of 7% of monthly basic salary to registered professional engineers in the Communication, Navigation and Surveillance Engineering Cadre, Airworthiness cadre and Electrical Engineers Cadre on the same terms and conditions as mentioned at paragraph 18.19 of PRB Report 2013 Volume 2 Part I.

To delete paragraph 15.114 and whole content

To replace by the following:

**15.114** The Committee recommends that the monthly allowance payable to graduates in Engineering under the training scheme be revised to Rs 22175 monthly.

To delete paragraph 15.116 and whole content

To replace by the following:

**Travelling Allowance for Graduates in Engineering**

**Recommendation EOAC 53**

**15.116** The Committee recommends that graduates in Engineering under the training scheme who use their cars in the performance of their duties, should be refunded mileage run for official travelling at the rate of Rs 6.65/km. Those officers who perform official travelling by bus should continue to be refunded the bud fares in toto.

Page 94

To insert after paragraph 15.126

**Hardship Allowance**

**Recommendation EOAC 54**

**15.126A** The Committee recommends the payment of a hardship allowance to officers of the engineering cadre proceeding on mission to Agalega and St Brandon for routine maintenance and fault/repair works to repeater stations as follows:

<b>Grade</b>	<b>Hardship Allowance (Per Trip) Rs</b>
Maintenance Superintendent	3000
Station Officer	2500
Maintenance Supervisor	2200
Senior Maintenance Officer	2000
Maintenance Officer	1500
Electrician	1000
Rigger	1000

### **On-Call and In-Attendance Allowances**

**15.126B** Representations have been received to the effect that Communications, Navigation and Surveillance officers have to attend to faults on CNS equipment at any time outside normal working hours and during weekends. The Department of Civil Aviation being an essential and a 24-hour service

provider, engineers and technicians are called upon to attend duty at any time to ensure a quick restoration of service. In addition, continuous coordination is carried out by the Divisional Head, Senior Engineers and Engineers for repairs after working hours and during weekends. The officers have requested that they be compensated for technical interventions carried out after their normal working hours. The Committee is recommending accordingly.

- 15.126C The Committee recommends that on-call allowances from 1600 hours to 0800 hours the following day at the rates specified in the table below be paid to the officers in the following grades that are required to be on-call:

Grade	On-call Rs
Divisional Head	600
Chief Officer	520
Communication, Navigation and Surveillance Officer	490
Maintenance Superintendent	490
Station Officer	450
Maintenance Supervisor	425
Senior Maintenance Officer	375
Principal Technician (Electrical)	375

- 15.126D The Committee recommends that, when attending work while on-call, officers of the CNS Section should be paid allowances per hour, inclusive of travelling time, as follows:

Grades	Amount (Rs)
Divisional Head	250
Chief Officer	210
Communication, Navigation and Surveillance Officer	200
Maintenance Superintendent	180

Grades	Amount (Rs)
Station Officer	180
Maintenance Supervisor	170
Senior Maintenance Officer	150
Principal Technician (Electrical)	150

### Outstanding Issues

15.126E The Committee received various representations from officers of the Civil Aviation Department, relevant Staff Associations as well as from management regarding proposals for restructuring the Department at management and divisional levels. In view of the time constraint, the Committee could not carry out an in-depth study on the proposed Directorate and managerial structure. The Committee, therefore, recommends that the proposals be submitted to the Public Sector Re-engineering Bureau for consideration.

### CIVIL AVIATION

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
03 00 96	<b>Rs 102000</b> Director of Civil Aviation
03 82 89	<b>Rs 64175 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy Director of Civil Aviation
03 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Divisional Head Flight Operations Inspector
03 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Aerodrome Licensing Officer Air Traffic Services Standards Officer Chief Officer (Aviation Security/Facilitation) Personnel Licensing Officer

Salary Code	Salary Scale and Grade
03 54 75	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Air Traffic Control Supervisor Aviation Security/Facilitation Inspector
03 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Mandatory Occurrence Reporting Officer
03 42 71	<b>Rs 19025 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775</b> Air Traffic Control Officer (Personal)
03 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Aeronautical Information Supervisor
03 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Air Traffic Control Officer
03 47 65	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Senior Aeronautical Information Officer
03 39 65	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Senior Flight Data Officer
03 42 63	<b>Rs 19025 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200-35375</b> Aeronautical Information Officer (Personal)
03 39 63	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Personnel Licensing Assistant
03 25 63	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Aeronautical Information Officer Flight Data Officer

Salary Code	Salary Scale and Grade
03 42 59	<b>Rs 19025 x400 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 31475</b> Principal Aviation Security Officer (New Grade)
03 28 57	<b>Rs 13975 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Aviation Security/Facilitation Officer
03 36 56	<b>Rs16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Senior Aviation Security Officer <i>formerly Senior Aviation Permit and Patrol Officer</i>
03 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Aviation Security Officer <i>formerly Aviation Permit and Patrol Officer</i>
03 25 29	<b>Rs 13175 x 250 – 13675 x 300 – 14275</b> Trainee Air Traffic Control Officer
03 22 24	<b>Rs 12425 x 250 – 12925</b> Trainee Aviation Security/Facilitation Officer
22 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Engineer(Airworthiness – Air Frame/Power Plant) <i>formerly Airworthiness Surveyor</i> Senior Engineer(Airworthiness- Avionics) <i>formerly Airworthiness Surveyor</i> Senior Engineer(Communication, Navigation and Surveillance) Chief Officer
22 65 75	<b>Rs 37775 x 1500 – 52775</b> Maintenance Superintendent
22 54 75	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Engineer(Airworthiness – Air Frame/Power Plant) <i>formerly Airworthiness Inspector</i> Engineer(Airworthiness- Avionics) <i>formerly Airworthiness Inspector</i> Engineer(Communication, Navigation and Surveillance) <i>formerly Communication, Navigation and Surveillance Officer</i>

Salary Code	Salary Scale and Grade
22 62 73	<b>Rs 34175 x 1200 – 37775 x 1500 – 49775</b> Station Officer
22 59 71	<b>Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 46775</b> Maintenance Supervisor (Communication, Navigation and Surveillance)
22 55 68	<b>Rs 28175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Principal Technician (Electrical) Senior Maintenance Officer (Communication, Navigation and Surveillance)
22 45 66	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Maintenance Officer (Communication, Navigation and Surveillance) Senior Technician (Electrical) Senior Technician (Mechanical)
22 30 59	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 - 31475</b> Technician (Communication, Navigation and Surveillance) Technician (Electrical)
22 47 49	<b>Rs 22175 x 750 – 23675</b> Trainee Engineer (Airworthiness – Air Frame/Power Plant) <i>formerly Trainee Airworthiness Inspector</i> Trainee Engineer (Airworthiness- Avionics) <i>formerly Trainee Airworthiness Inspector</i> Trainee Engineer(Communication, Navigation and Surveillance) <i>formerly Trainee Communication, Navigation and Surveillance Officer</i>
22 35 54	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Aviation Telephone Supervisor <i>formerly Telephone Supervisor</i>
22 19 51	<b>Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25175</b> Aviation Telephonist <i>formerly Telephonist</i>



Salary Code	Salary Scale and Grade
22 18 20	<b>Rs 11425 x 250 – 11925</b> Trainee Technician
08 17 49	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 23675</b> Gatekeeper (Shift)
25 36 54	<b>Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Chief Tradesman Foreman
25 21 49	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 23675</b> Electrician (Shift) Fitter (Shift) Plant Room Operator (Shift)
25 44 57	<b>Rs 20075 x 600 – 20675 x 750 – 29675</b> Supervisor (Rigging)
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 - 21425</b> Cabinet Maker Carpenter Mason Painter Plumber and Pipe Fitter General Assistant Rigger
24 20 48	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Driver (Shift)
24 23 46	<b>Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 - 21425</b> Field Supervisor (Roster) <i>formerly Gangman (Roster)</i>
24 17 41	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 20675 x 750 - 18575</b> Workshop Assistant (Shift)

Salary Code	Salary Scale and Grade
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 - 17675</b> Toolskeeper
24 13 36	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Sanitary Attendant (Shift)
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Stores Attendant
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker (Shift)
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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**RODRIGUES DIVISION**

To delete the salary schedule at page 101 and to replace by the following:

**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
23 45 68	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b>
	Public Relations and Welfare Officer
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b>
	Clerk (Personal)
22 16 48	<b>Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x750 – 22925</b>
	Receptionist/Telephone Operator
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b>
	Driver
24 17 41	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 –18575</b>
	Resident Caretaker
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b>
	Stores Attendant
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b>
	General Worker

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## 15.1 MAURITIUS POLICE FORCE

### Page 104

#### Duty Exemption

To delete paragraph 15.1.9(c) and whole content

To replace by the following:

**15.1.9(c) Such beneficiaries would be eligible to renew their autocycle/motorcycle within the same engine capacity on the same terms and conditions, after five years as from the date of purchase of their autocycle/motorcycle.**

### Page 105

#### Special Retention Allowance

To delete paragraphs 15.1.10 and 15.1.11 and whole content

To replace by the following:

15.1.10 Management has submitted that it encounters difficulties to retain staff in certain critical areas, namely, Police Officers operating as Air Pilot, Bridge Watchkeeper, Aeronautical Engineer, Electronic Engineer, Civil Engineer, Mechanical Engineer and Environmental Engineer. These officers have been offered long term training in their specific areas at the expense of Government to serve the Police Department. At the end of their bonding period, a few of them have left the Force for the private sector. The sudden departure of these officers causes disruption in the smooth running of activities and there is also concern that much costs and time are involved in training other Police Officers in the specialised fields. We are, therefore, providing a Special Retention Allowance to these Police Officers as an incentive to remain in the Police Department.

#### Recommendation EOAC 55

**15.1.11 The Committee recommends that Police Officers operating as Air Pilot, Engineer (Aeronautical, Electronic, Civil, Mechanical, Environmental) and Bridge Watchkeeper at the NCG, be paid a monthly Special Retention Allowance equivalent to two increments at the point reached in their respective salary scale. This provision should be effective as from 1 January 2013 up to the next overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector.**

Page 106

**Risk Allowance**

To delete paragraph 15.1.18 and whole content

To replace by the following:

Recommendation EOAC 56

15.1.18 The Committee recommends that a monthly Risk Allowance should be paid to the following Police Officers according to three categories:

Category	Eligible Police Officers	Amount
Category I	<ul style="list-style-type: none"> <li>- Police Officers posted at the GIPM and NCG Commandos Unit; and</li> <li>- Police Officers performing as Air Pilot</li> </ul>	Rs 1800
Category II	<ul style="list-style-type: none"> <li>- Police Officers posted at Anti Drug Smuggling Unit (ADSU), Explosives Handling Unit of the SMF</li> <li>- Aircrew Winchman/Life Savers of the Police Helicopter Squadron</li> </ul>	Rs 1300
Category III	<ul style="list-style-type: none"> <li>- Police Officers posted at the CID, ERS, Police Stations and those in direct contact with the public working on shift or performing operations duties involving higher than normal risks associated with the nature of their work</li> </ul>	1½ increments at the initial of their respective salary scale subject to a maximum of Rs 700.

Page 107

**Night Duty Allowance**

To delete paragraph 15.1.20 and whole content

To replace by the following:

Recommendation EOAC 57

15.1.20 The Committee recommends that Police Officers posted in operational units and who effectively work on night shift, should be paid a monthly Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours, including a maximum of two hours lying-in period.

**Page 107**

**To delete paragraphs 15.1.24 and 15.1.25 and whole contents**

**To replace by the following:**

**Recommendation EOAC 58**

**15.1.24 The Committee recommends that a Diving Allowance of Rs 650 per dive, subject to a maximum of Rs 9750 a month, should be paid to qualified divers of the MPF who are called upon to perform scuba diving during official underwater interventions, such as rescue and search operations as well as for training purposes.**

**15.1.25 The Committee further recommends that the Police Officer acting as Dive Leader during the official underwater interventions should be paid Rs 700 per dive.**

**Pages 109 to 111**

**To delete paragraph 15.1.33 and whole content**

**To replace by the following:**

**Work Related Allowances**

**Duty Allowance**

**15.1.33 Following representations made to the effect that the payment of the Duty Allowance should be extended to officers of the National Coast Guard, management has submitted that the payment of Duty Allowance should be extended to all police officers shouldering higher responsibilities. The Committee is of the view that the request is justified.**

**Recommendation EOAC 59**

**15.1.33A The Committee recommends the payment of a monthly allowance to eligible police officers in the following grades who are called upon to shoulder responsibilities of the next higher rank for the reasons mentioned hereunder:**

- (i) the officer in the next higher rank may not be available, on training overseas, on long leave or posted out;**
- (ii) for ensuring continued command, control and supervision; and**
- (iii) shortage of officers in the appropriate ranks**

Grade	Amount Rs
Police Constable	250
Police Corporal	275
Police Sergeant	300
Sub-Inspector of Police	325
Inspector of Police	350

15.1.33B Police Officers are also paid specific work related monthly allowances other than Duty Allowance depending on their posting, nature of work and/or possession of additional training/qualifications. The Committee is revising the quantum of the specific work related allowances, as shown in the table below.

Allowance	Payable to	Amount (Rs)
Trade Pay	Eligible Police Officers posted in Specialised Units	400
Examiners' Allowance	(i) Police Officers who have successfully followed the vehicle examiner's course and who are required to examine damaged vehicles after accidents	425
	(ii) officers of the National Coast Guard who are qualified and who are called upon to examine the extent of damage to Pleasure Craft/Boats during enquiry into accidents at sea.	425
	(iii) in addition to (i) and (ii) above, Police Officers and officers of the National Coast Guard who are required to examine damaged vehicles or Pleasure Craft/Boats outside their schedule shift.	150 for every hour put in
Commuted	Police Officers who use their auto/motor	430

Allowance	Payable to	Amount (Rs)
Travelling Allowance	cycles on official duties	
Detective Allowance	Police Officers performing detective duties	430
Technician Pay	eligible Police Officers posted in Specialised Units	730
Clothing Allowance	Police Officers whose duties and functions require them not to wear uniforms	480
Special Duty Allowance	Police Officers posted in the Special Mobile Force, Special Support Unit, National Coast Guard and Helicopter Squadron	975
Prosecutor's Allowance	Police Officers who are required to work as Prosecutor	1175
Specialised Unit (Professionals)	<p>(1) Police Officers called upon to work in the IT Unit and possessing:</p> <p>(i) a degree in IT 2400</p> <p>(ii) a diploma in IT 1400</p> <p>(2) Police Officers posted in the Legal Unit and possessing a degree or a professional qualification in Law. 2400</p> <p>(3) Police Officers called upon to work in Specialised Units (Engineering or others) of the MPF where they regularly and effectively use their knowledge and skills and possessing:</p> <p>(i) a degree/ professional qualification 2400</p> <p>(ii) a diploma or equivalent qualification 1400</p>	
Commuted Overtime Allowance	<p>(1) Police Officers who perform duties of Driver to Parliamentary Private Secretaries 3600</p> <p>(2) Police Officers who perform duties of Driver/Security Officer to the Commissioner for Drugs Assets 3600</p>	



<b>Allowance</b>	<b>Payable to</b>	<b>Amount (Rs)</b>
	<b>Forfeiture, Members of the National Assembly and in similar postings.</b>	
<b>Bodyguard Allowance</b>	<b>Police Officers posted at the VIP Security Unit</b>	<b>3600</b>
<b>Meal Allowance</b>	<b>Police Officers posted at the VIP Security Unit should be provided either with meals where catering facilities are available or paid an allowance of Rs 125 for each meal for work performed after 1900hrs.</b>	
<b>Sergeant-at-Arms Allowance</b>	<b>Sergeant-at-Arms of the National Assembly</b>	<b>4750</b>
<b>Aide-de-Camp Allowance</b>	<b>Aide-de-Camp attached to:</b> <b>(i) President</b> <b>(ii) Vice President</b> <b>(iii) Prime Minister</b>	<b>4750</b> <b>3600</b> <b>3600</b>
<b>Disturbance Allowance</b>	<b>Mauritian Police Officers posted in Rodrigues and Police Officers domiciled in Rodrigues posted in Mauritius</b>	<b>25% of salary</b>
<b>Driving Allowance</b>	<b>Police Officers holding the service licence and working on shift and who have been entrusted driving duties in government vehicles for policing and other interventions.</b>	<b>A monthly allowance equivalent to one increment at the initial of their respective salary scale</b>

Pages 111 and 112

Ad-hoc Allowances

To delete paragraph 15.1.35 and whole content

To replace by the following:

Recommendation EOAC 60

15.1.35 The Committee recommends that the quantum of the ad hoc allowances be revised as follows:

Allowance	Payable to	Amount
Ration Allowance	All eligible personnel of the National Coast Guard and the Helicopter Squadron who must be available for work at any time of the day	Rs 120 a day for actual days of attendance
	Police Officers posted to Agalega on a tour of service	Rs 150 a day
Sea-Going Allowance	Crew members of the National Coast Guard vessels	Rs 180 on week days and Rs 260 on Sundays and Public Holidays for every completed period of 24 hours at a stretch spent at sea
Transfer Allowance	Police Officers who are required to change place of residence on being transferred or when instructed to occupy police quarters	Rs 1000

To insert after paragraph 15.1.35 the following:

### Special Allowance

15.1.35A With the outbreak of piracy in the Indian Ocean, officers from the NCG Commando Unit have been called upon to provide armed escort/protection on board commercial vessels during their journey to ensure a safe navigation in pirate- infested areas in the Indian Ocean. They remain confined on board vessels for days and work under hard, stressful and trying conditions whilst maintaining a heightened vigil during the trip. **The Committee considers that there is need to compensate these officers for the hardship they endure during such mission.**

### Recommendation EOAC 61

15.1. 35B The Committee, therefore, recommends the payment of a special daily allowance up to a maximum of 10 days at the rate given below to the following officers from GIPM or other specialised units from SMF and SSU.

Grade	Amount Daily Rate (Rs)
Police Constable	175
Police Corporal	175
Police Sergeant	200
Sub-Inspector of Police	225
Inspector of Police and above	250

### Special Provisions for officers of the Medical Profession

Page 114

To insert after paragraph 15.1.50 the following :

### Recommendation EOAC 62

15.1.50A The Committee recommends that the provisions of Recommendation 23 made at paragraph 34.83 under the Ministry of Health and Quality of Life in respect of Continuing Professional Development (CPD) for officers of the medical profession should equally apply to members of the medical profession serving at the Police Medical and Scientific Unit.

**MAURITIUS POLICE FORCE**  
**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
14 00 102	<b>Rs 144000</b> Commissioner of Police
14 00 96	<b>Rs 102000</b> Commanding Officer Deputy Commissioner of Police Director General, NSS Woman Deputy Commissioner of Police
14 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Assistant Commissioner of Police Assistant Commissioner of Police (Engineer Squadron) Deputy Director General, NSS Woman Assistant Commissioner of Police
14 69 83	<b>Rs 43775 x 1500 – 58775 x 1800 – 65975</b> Bandmaster Superintendent of Police Superintendent of Police (Engineer Squadron) Woman Police Superintendent
14 60 74	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 51275</b> Assistant Superintendent of Police Assistant Superintendent of Police Band Deputy Bandmaster Woman Police Assistant Superintendent
14 56 70	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Deputy Assistant Superintendent of Police Woman Police Deputy Assistant Superintendent
14 55 69	<b>Rs 28175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Chief Inspector of Police Chief Inspector of Police Band Woman Police Chief Inspector

Salary Code	Salary Scale and Grade
14 51 65	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Band Inspector Inspector of Police Woman Police Inspector
14 46 64	<b>Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Band Sub-Inspector Sub-Inspector of Police Woman Police Sub-Inspector
14 43 62	<b>Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175</b> Band Sergeant Police Sergeant Woman Police Sergeant
14 40 60	<b>Rs 18125 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Band Corporal Police Corporal Woman Police Corporal
14 29 58	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575</b> Police Constable Woman Police Constable
14 29 58	<b>Rs 14275 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 - 30575</b> Band Constable
14 44 50	<b>Rs 20075 x 600 – 20675 x 750 – 24425</b> Cadet Officer (Communication Engineer) Cadet Officer (Electrical and Mechanical Engineer) Cadet Officer (Graduate) Police Cadet Inspector (Male) Police Cadet Inspector (Female)
14 41 49	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 23675</b> Cadet Officer (Others)
14 18 20	<b>Rs 11425 x 250 – 11925</b> Trainee Band Constable Trainee Police Constable

Salary Code	Salary Scale and Grade
09 00 96	<b>Rs 102000</b> Chief Police Medical Officer
09 00 94	<b>Rs 95000</b> Principal Police Medical Officer
09 78 92	<b>Rs 57275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 89000</b> Police Medical Officer/Senior Police Medical Officer
09 66 83	<b>Rs 39275 x 1500 – 58775 x 1800 – 65975</b> Trainee Police Medical Officer
09 65 83	<b>Rs 37775 x 1500 – 58775 x 1800 – 65975</b> Police Dental Surgeon/Senior Police Dental Surgeon
19 54 75	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Psychologist
11 61 75	<b>Rs 33275 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Chief Catering Administrator
11 56 71	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775</b> Senior Catering Officer
11 51 66	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Catering Officer
11 43 61	<b>Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Assistant Catering Officer
11 25 54	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Catering Supervisor

Salary Code	Salary Scale and Grade
04 18 51	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25175</b> Plan Printing Operator
16 20 55	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 21425QB 22175 x 750 – 28175</b> Machine Minder/Senior Machine Minder (Bindery) (Roster)
25 44 57	<b>Rs 20075 x 600 – 20675 x 750 – 29675</b> Master Tailor
25 36 54	<b>Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Assistant Master Tailor Chief Tradesman
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Carpenter Gun Fitter Motor Mechanic Leather Worker Tailor
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Stores Attendant
24 32 48	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Head Cook
24 25 46	<b>Rs 13425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Senior Cook
24 19 43	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475</b> Cook (Roster)
24 31 46	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Head Police Attendant

Salary Code	Salary Scale and Grade
24 14 42	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19025</b> Police Attendant/Senior Police Attendant <i>formerly Senior Police Attendant</i> <i>Police Attendant</i>
24 17 41	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575</b> Range Warden Senior Gardener/Nursery Attendant <i>formerly Senior Gardener/Nurseryman</i>
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Gardener/Nursery Attendant <i>formerly Gardener/Nurseryman</i> Wardress (Roster)
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Swimming Pool Attendant
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> Handy Worker
24 10 33	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475</b> Lorry Loader Sanitary Attendant
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## 15.2 GOVERNMENT PRINTING DEPARTMENT

Page 121

To insert after paragraph 15.2.3 the following:

### **Restructuring of the Government Printing Department**

15.2.3A Various representations have been received from the staff unions regarding the salary/grading structures, disagreement with management on the creation of the new grade of Pre-Press Operator recommended by the PRB in its 2013 Report, phasing out of certain services, training opportunities and conditions of service, amongst others. The Committee has examined the various submissions made and considers that a piecemeal review would not do justice to employees of the Department. In the wake of digitalization of the Government Printing Department, a complete review of the organization structure, work processes and systems and conditions of employment of employees would have to be carried out.

### **Recommendation EOAC 63**

15.2.3B **The Committee, therefore, recommends that the Unions' proposals be referred to the Public Sector Re-engineering Bureau for consideration. In the meantime, the Committee has made recommendations in some cases only in order not to impede the smooth running of the Government Printing Department.**

Page 122

### **Pre-Press Operator (Roster) (New Grade)**

To delete paragraph 15.2.8 and whole content

To replace by the following:

### **Recommendation EOAC 64**

15.2.8 **The Committee recommends the creation of a new grade of Pre-Press Operator (Roster). Appointment thereto should be made by selection from among serving officers of the Department reckoning at least five years' service and possessing the NTC 3, a Certificate in either Indesign or Quark Xpress, and a Certificate in any one of the following softwares: (i) Word/Excel (ii) Photoshop Illustrator (iii) Acrobat Professional.**

Page 123

### **Assistant Printing Officer (New Grade)**

To delete paragraph 15.2.12 and whole content

To replace by the following:

**Recommendation EOAC 65**

- 15.2.12(i)** The Committee recommends the creation of a grade of Assistant Printing Officer (Roster). Appointment thereto, should be made by selection from among serving officers of the Department reckoning at least 10 years' service in a substantive capacity and possessing a Certificate in Printing Technology, Printing Administration or the NTC 3 in Printing or an equivalent qualification.
- (ii)** The Committee also recommends that the grade of Trainee Printing Officer be abolished.
- (iii)** The Committee further recommends that the scheme of service for the grade of Printing Officer be amended such that recruitment thereto be made by promotion, on the basis of experience and merit, of Assistant Printing Officers. On obtention of the Diploma in Printing Technology or Printing Administration or Management or Administration, the Printing Officer would be allowed to move beyond the QB in the salary scale.

**Assistant Government Printer**

To delete paragraph 15.2.15 and whole content

To replace by the following:

**Recommendation EOAC 66**

**15.2.15** The Committee recommends that the scheme of service for the grade of Assistant Government Printer be enlarged such that appointment thereto be made by selection from among officers holding a substantive appointment in the grades of Senior Graphic Artist and Printing Officer who possess:

- (i)** a Diploma in Printing Technology or Printing Administration or Management or Administration. In the absence of candidates possessing the above qualifications, selection should be made from among officers in the grades of Senior Graphic Artist and Printing Officer possessing a Certificate in Printing Technology together with at least five years' service in a substantive capacity in the respective grades. Such candidates should be required to follow an appropriate training course, as approved and arranged by the Government Printing Department;
- (ii)** strong interpersonal and leadership skills; and
- (iii)** good communication skills.

**Page 124**

To insert after paragraph 15.2.17 the following:

**Printing Assistant/Senior Printing Assistant**

15.2.17A Representations have been received from the Government Printing Workers' Union to the effect that the entry qualification requirements for the grade of Printing Assistant/Senior Printing Assistant should be upgraded from the Certificate of Primary Education to Cambridge School Certificate to enable officers in the grade to be promoted to higher posts in the organisation. The Committee considers that the request is reasonable and is recommending accordingly.

**Recommendation EOAC 67**

**15.2.17B The Committee recommends that, in future, recruitment to the grade of Printing Assistant/Senior Printing Assistant should be made from among candidates possessing the Cambridge School Certificate.**

**Qualification Bar (QB)**

15.2.17C Representations have been received from Staff Associations to the effect that some officers of the Department could not progress beyond the QB provided in the salary scales of certain manual technical grades as they either do not possess or partially possess the required qualifications. The Committee has examined the request and considers that the practical experience acquired by officers could be considered in these cases.

**Recommendation EOAC 68**

**15.2.17D The Committee recommends that, officers who have acquired experience of at least 15 years in the relevant field, be allowed to proceed incrementally beyond the QB provided in their respective salary scales.**

To insert after paragraph 15.2.18 the following:

**Training of Serving Officers****Recommendation EOAC 69**

**15.2.18A The Committee recommends that Printing Assistants should be provided facilities to follow courses leading to the NTC 3 in Printing or equivalent. Upon successful completion of same, Printing Assistants should be given priority consideration for appointment to the grade of Machine Minder.**

**15.2.18B The Committee further recommends that management should make necessary arrangements with the MITD for mounting appropriate courses for serving officers of the Department to enable them to upgrade their technical qualifications.**

**GOVERNMENT PRINTING DEPARTMENT  
REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
16 00 94	<b>Rs 95000</b> Government Printer
16 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Deputy Government Printer
16 63 76	<b>Rs 35375 x 1200 – 37775 x 1500 – 54275</b> Assistant Government Printer
16 56 71	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775 QB 45275 x 1500 – 46775</b> Printing Officer
16 56 71	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775</b> Senior Graphic Artist
16 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 - 39275</b> Graphic Artist
16 22 24	<b>Rs 12425 x 250 – 12925</b> Trainee Graphic Artist
16 46 64	<b>Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Assistant Printing Officer (Roster) (New Grade)
16 46 63	<b>Rs 21425 x 750 – 29675 x 900 - 31475QB32375 x 900 – 34175 x 1200 – 35375</b> Production Supervisor (Roster) Production Supervisor (Plate Making/Finishing) (Roster)
16 38 61	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Pre-Press Operator (Roster) (New Grade)

Salary Code	Salary Scale and Grade
16 38 60	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Senior Printer's Mechanic (Roster)
16 38 60	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175 QB 28925 x 750 – 29675 x 900 – 32375</b> Assistant Production Supervisor(Roster)
16 38 59	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175 QB 28925 x 750 – 29675 x 900 – 31475</b> Phototype Setting Operator (Roster) Plate Making/Finishing Operator (Roster) Reprographic Machine Operator (Roster) (Personal)
16 35 55	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175</b> Senior Machine Minder (Roster) (Personal)
16 20 55	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925 QB 23675 x 750 – 28175</b> Machine Minder/Senior Machine Minder (Bindery) (Roster) Machine Minder/ Senior Machine Minder (Pressroom) (Roster)
16 20 48	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Printer's Mechanic (Roster)
16 25 47	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175</b> Head Printing Assistant (Roster)
16 14 42	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19025</b> Printing Assistant/Senior Printing Assistant (Roster)
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver

Salary Code	Salary Scale and Grade
24 11 36	Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525 Stores Attendant

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**15.3 METEOROLOGICAL SERVICES**

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To insert after paragraph 15.3.13 the following:

**Wave Rider Allowance**

15.3.13A Management has submitted that officers in the grades of Principal Meteorological Telecommunications Technician and Senior Meteorological Telecommunications Technician are called upon to carry out wave rider deployment in the open sea at Blue Bay or any other site sometimes in hazardous circumstances such as rough sea and extreme weather conditions. The Committee is of the opinion that these officers need to be compensated for the additional duties.

**Recommendation EOAC 70**

15.3.13B The Committee recommends the payment of a monthly Wave Rider Allowance of Rs 750 to officers in the grades of Principal Meteorological Telecommunications Technician and Senior Meteorological Telecommunications Technician who are called upon to perform additional duties relating to deployment of wave riders in the open sea.

To delete paragraph 15.3.15 and whole content

To replace by the following:

**Training Allowance****Recommendation EOAC 71**

15.3.15 The Committee recommends that the fees of Rs 440 and Rs 280 per session of 1¼ to 1½ hours presently payable respectively to officers of the Meteorological Services who are required to give training be revised as follows:-

Grades	Amount (Rs)
Divisional Meteorologist and Meteorologist	535
Chief Meteorological Technician and Principal Meteorological Technician	340

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To delete paragraphs 15.3.17 and 15.3.18

To replace by the following:

**Allowance to Meteorologist**

**Recommendation EOAC 72**

**15.3.17** The Committee recommends that the On-Call Allowance payable to the Meteorologist be revised to Rs 200 daily.

**15.3.18** The Committee further recommends that the Meteorologist be paid an allowance of Rs 200 per hour when required to attend duty, while on-call, inclusive of travelling time.

**Shift, Roster and Night Allowance**

To delete paragraph 15.3.21 and whole content

To replace by the following:

**Recommendation EOAC 73**

**15.3.21** The Committee recommends that Trainee Meteorological Technicians, Meteorological Technicians and Senior Meteorological Technicians who effectively work on night shift should continue to be paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours including up to a maximum of two hours lying-in period.

To insert after paragraph 15.3.21 the following:

**Posting of female Meteorological Telecommunications Technicians to Agalega Meteorological Station**

**15.3.21A** Representations have been received from female officers of the Meteorological Telecommunications Technician Cadre to the effect that they are required to attend duty sometimes at late hours in the male quarters where the meteorological equipment is found. The situation is more complicated due to the fact that there is no electricity in that part of the Island. The Committee has examined the issue and considers that the representations are justified.

**Recommendation EOAC 74**

**15.3.21B** The Committee recommends that the female officers of the Meteorological Telecommunications Technician Cadre should not be posted to Agalega until such time the meteorological equipment are housed in a separate building.



15.3.21C The Committee further recommends the creation of a new grade of Meteorological Technician (Agalega). The incumbent should be paid an inducement allowance of 50% of his/her basic salary.

**METEOROLOGICAL SERVICES**

**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
19 00 96	<b>Rs 102000</b> Director
19 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy Director
19 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Divisional Meteorologist
19 54 79	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775 PB 54275 x 1500 – 58775</b> Meteorologist
19 47 49	<b>Rs 22175 x 750 – 23675</b> Trainee Meteorologist
22 54 75	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Telecommunication Engineer
22 59 71	<b>Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 46775</b> Chief Meteorological Telecommunications Technician(Personal to officers in post as at 30.06.08) <i>formerly Chief Electronic Technician (Meteorological Services)</i>
22 58 70	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Chief Meteorological Telecommunications Technician <i>formerly Chief Electronic Technician (Meteorological Services)</i>

Salary Code	Salary Scale and Grade
22 55 68	<p><b>Rs 28175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b></p> <p>Principal Meteorological Telecommunications Technician(Personal to officers in post as at 30.06.08) <i>formerly Principal Electronic Technician (Meteorological Services)</i></p>
22 53 66	<p><b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 39275</b></p> <p>Principal Meteorological Telecommunications Technician <i>formerly Principal Electronic Technician (Meteorological Services)</i></p>
22 45 66	<p><b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b></p> <p>Senior Meteorological Telecommunications Technician(Personal to officers in post as at 30.06.08) <i>formerly Senior Electronic Technician (Meteorological Services)</i></p>
22 42 63	<p><b>Rs 19025 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b></p> <p>Senior Meteorological Telecommunications Technician <i>formerly Senior Electronic Technician (Meteorological Services)</i></p>
22 30 59	<p><b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b></p> <p>Meteorological Telecommunications Technician(Personal to officers in post as at 30.06.08) <i>formerly Electronic Technician (Meteorological Services)</i></p>
22 27 56	<p><b>Rs 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 –28925</b></p> <p>Meteorological Telecommunications Technician <i>formerly Electronic Technician (Meteorological Services)</i></p>
22 18 20	<p><b>Rs 11425 x 250 – 11925</b></p> <p>Trainee Meteorological Telecommunications Technician <i>formerly Trainee Electronic Technician (Meteorological Services)</i></p>
19 62 75	<p><b>Rs 34175 x 1200 – 37775 x 1500 – 52775</b></p> <p>Chief Meteorological Technician</p>

Salary Code	Salary Scale and Grade
19 56 70	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Principal Meteorological Technician
19 51 66	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Senior Meteorological Technician
19 30 60	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Meteorological Technician Meteorological Technician (Agalega) (New Grade)
19 22 24	<b>Rs 12425 x 250 – 12925</b> Trainee Meteorological Technician
19 26 58	<b>Rs 13425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575</b> Meteorological Observer (Agalega)
19 18 20	<b>Rs 11425 x 250 – 11925</b> Trainee Meteorological Observer (Agalega)
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## 15.4 MAURITIUS PRISONS SERVICE

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To insert after paragraph 15.4.9 the following:

**Assistant Commissioner of Prisons (Trades) (New Grade)**

**Superintendent of Prisons/Senior Superintendent of Prisons (Works) (New Grade)**

**Superintendent of Prisons/Senior Superintendent of Prisons (Industries) (New Grade)**

15.4.9A Representations have been received to the effect that the merging of the Works and Industries Sections in the PRB Report 2008 has not yielded expected results but has impeded many building and maintenance projects. Works and Industries are two distinct sections- the Works Section is responsible for building and maintenance of physical infrastructure, servicing and maintenance of existing plant and equipment including repairs to plumbing, sewage and electricity networks; The Industries Section is responsible for the activities in food production, bakery, tailoring, basketry, wood trade, poultry farming, animal husbandry, vegetable production, welding and metal fabrication, shoemaking and repairs to vehicles and plants.

15.4.9B A request has been made for the re-introduction of the Works and Industries Sections and the restoration of the former posts of Superintendent of Works and Superintendent of Industries. Management is agreeable to the request and has also made a request for the creation of a new grade of Assistant Commissioner of Prisons to head the Trades Section.

### **Recommendation EOAC 75**

**15.4.9C The Committee is, therefore, recommending the re-introduction of the Works Section and the Industries Section.**

### **Recommendation EOAC 76**

**15.4.9D The Committee recommends the creation of a new grade of Assistant Commissioner of Prisons (Trades) to be filled by selection from among officers in the grades of Superintendent of Prisons/Senior Superintendent of Prisons (Works) and Superintendent of Prisons/Senior Superintendent of Prisons (Industries) reckoning at least two years' service in a substantive capacity in their respective grades.**

**15.4.9E The Committee also recommends the creation of the grades of Superintendent of Prisons/Senior Superintendent of Prisons (Works) and Superintendent of Prisons/Senior Superintendent of Prisons (Industries) on the establishment of the Mauritius Prisons Service.**

**Recommendation EOAC 77**

**15.4.9F** The Committee recommends that, in future,:

- (i)** appointment to the grade of Superintendent of Prisons/Senior Superintendent of Prisons (Industries) should be made by selection from among officers in the grade of Assistant Superintendent of Prisons (Industries) ; and
- (ii)** appointment to the grade of Superintendent of Prisons/Senior Superintendent of Prisons (Works) should be made by selection from among officers in the grade of Assistant Superintendent of Prisons (Works).

**15.4.9G** The Committee further recommends that –

- (i)** the grade of Assistant Superintendent of Trades should be split into the grades of Assistant Superintendent of Prisons (Works) and Assistant Superintendent of Prisons (Industries) and allocated the number of posts pertaining to each grade as at 30 June 2008 and restyled accordingly; and
- (ii)** the grade of Principal Prisons Officer (Trades) should be split into the grades of Principal Prisons Officer (Works) and Principal Prisons Officer (Industries) and allocated the number of posts pertaining to each grade as at 30 June 2008 and restyled accordingly.

**Recommendation EOAC 78**

**15.4.9H** The Committee recommends that, in future,:

- (i)** appointment to the grade of Assistant Superintendent of Prisons (Industries) should be made by promotion of officers in the grade of Principal Prisons Officer (Industries) who have passed the qualifying examination conducted by the Disciplined Forces Service Commission;
- (ii)** appointment to the grade of Assistant Superintendent of Prisons (Works) should be made by promotion of officers in the grade of Principal Prisons Officer (Works) who have passed the qualifying examination conducted by the Disciplined Forces Service Commission;
- (iii)** appointment to the grades of Principal Prisons Officer (Industries) and Principal Prisons Officer (Works) should be made by promotion of officers in the grade of Prisons Officer/Senior Prisons Officer posted in the relevant Trade Sections.

**Prisons Officer/Senior Prisons Officer**

Page 139

To insert after paragraph 15.4.12 the following:

**Recommendation EOAC 79**

**15.4.12A** The Committee recommends that Prisons Officers/Senior Prisons Officers known as “Lead Prisons Officer” should be granted a monthly allowance equivalent to two increments at the point reached in their salary scale.

**Risk Allowance**

To delete paragraph 15.4.14 and whole content

To replace by the following:

**Recommendation EOAC 80**

**15.4.14** The Committee recommends that a monthly Risk Allowance equivalent to one and a half increments at the initial of their respective salary scale should be paid to:

- (i) officers of the MPS performing operations duties, up to the grade of Senior Superintendent of Prisons, subject to a maximum of Rs 700;
- (ii) hospital staff of the MPS;
- (iii) Catering Officer;
- (iv) Drivers of the Prisons Department who are in regular contact with high risk and violent detainees; and
- (v) employees of the Workmen's Group – Tradesman cadre of the Prisons Department.

To delete paragraph 15.4.16 and whole content

To replace by the following:

**Trade Allowance**

**Recommendation EOAC 81**

**15.4.16** The Committee recommends that a monthly Trade Allowance of Rs 360 should be paid to Prisons Officers/Senior Prisons Officers posted in the Trades Section and who regularly dispense training to detainees and to other officers who effectively give vocational training and conduct rehabilitation work.

Page 140

To delete paragraph 15.4.22 and whole content

To replace by the following:

### Night Duty Allowance

#### Recommendation EOAC 82

**15.4.22** The Committee recommends that officers of the Prisons Officer Cadre, who effectively work on night shift, should be paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours, including a maximum of three hours lying-in period.

**15.4.22A** The Committee also recommends that officers of the Prisons Officer Cadre scheduled to work on night shift but who are confined to their site of work owing to the security aspects of the Prisons premises should also be paid a Night Duty Allowance on the same basis as per paragraph 15.4.22 above.

**15.4.22B** The Committee further recommends that Drivers (Shift) of the Mauritius Prisons Service who effectively work on night shift should be paid a night duty allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours, including a maximum of three hours lying-in period.

### Night Attendance Bonus

To delete paragraph 15.4.24 and whole content

To replace by the following:

#### Recommendation EOAC 83

**15.4.24** The Committee recommends that the payment of the monthly Night Attendance Bonus to the following Prisons Staff who attend duty on all scheduled nights during the month should be as follows:

Grade	Amount (Rs)
Principal Prisons Officer reckoning Up to 5 years' service	730
Over 5 years' service	875
Prisons Officer Grade I (Personal) and Prisons Officer/Senior Prisons Officer reckoning: (i) An aggregate of up to 10 years' service as Prisons Officer Grade I, Prisons	600

Grade	Amount (Rs)
Officer Grade II and Prisons Officer/Senior Prisons Officer	
(ii) An aggregate of over 10 years' service as Prisons Officer Grade I (Personal), Prisons Officer Grade II and Prisons Officer/Senior Prisons Officer	730

## Page 142

## Special Allowance to Prisons Security Squad

To delete paragraph 15.4.28 and whole content

To replace by the following:

## Recommendation EOAC 84

15.4.28 The Committee recommends that the monthly Special Allowance paid to officers in the Prisons Security Squad be revised to Rs 1400.

## Page 145

## Diploma in General Nursing

To delete paragraph 15.4.48 and whole content

To replace by the following:

## Recommendation EOAC 85

15.4.48 The Committee recommends that Hospital Officers should, on obtention of the National Diploma Level 6 Nursing, be allowed to proceed incrementally by two salary points in the Master Salary Scale provided they have drawn the top salary for one year.

## Page 146

## Incentives to Hospital Staff

To delete paragraph 15.4.53 and whole content

To replace by the following:

## Recommendation EOAC 86

15.4.53 The Committee recommends that the Hospital Staff of the MPS should continue to:

- (i) accumulate their Vacation Leave over and above their authorised ceiling as well as their untaken Casual Leave, until the publication of the next overall Review on Pay and Grading Structures and Conditions of Service in the Public Sector. Such leave may be



taken as leave prior to retirement. If the officers opt to work during the excess accumulated leave period, they should be refunded the accumulated vacation leave and casual leave at the rate of  $\frac{1}{30}$  of the last monthly salary per day at the time of retirement;

- (ii) be paid a monthly Night Duty Allowance at the rate of 25% based on 8 hours for the present night shift of 13½ hours; and
- (iii) be paid a monthly Night Attendance Bonus provided they attend duty on all scheduled nights during the month, up to the publication of the next overall Review on Pay and Grading Structures and Conditions of Service in the Public Sector, as follows:

Grade	Amount (Rs)
<i>Hospital Officer reckoning</i>	
Up to 10 years' service	585
Over 10 years' service	730
<i>Senior Hospital Officer reckoning</i>	
Up to 5 years' service	730
Over 5 years' service	875

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To insert after paragraph 15.4.59 the following:

**Catering Officer**

**Recommendation EOAC 87**

**15.4.59A** The Committee recommends that the grade of Catering Officer should be restyled Prisons Catering Administrator. The Scheme of Service for the post should be amended to provide for the officer to be responsible for the overall management of all catering units in the Mauritius Prisons Service as well as for food preparation and related services.

**Driver (Shift)**

**Recommendation EOAC 88**

**15.4.59B** The Committee recommends that the grade of Driver (shift) should be restyled Prisons Driver (Shift) in view of the specific nature of duties of the post at the Mauritius Prisons Service.

**Meal Allowance****Recommendation EOAC 89**

**15.4.59C** The Committee recommends that Prisons Drivers (Shift) *formerly Drivers (Shift)* of the Mauritius Prisons Service who, in addition to the provisions made at paragraph 18.11.5 of Volume 1 of the 2013 PRB Report are compelled to double their shift due to the exigencies of the service should either be provided with meals where catering facilities are available or paid an allowance of Rs 125 for each meal.

**MAURITIUS PRISONS SERVICE  
REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
17 00 99	<b>Rs 111000</b> Commissioner of Prisons
17 00 91	<b>Rs 86000</b> Deputy Commissioner of Prisons
17 74 88	<b>Rs 51275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000</b> Assistant Commissioner of Prisons Assistant Commissioner of Prisons (Trades) (New Grade) Female Assistant Commissioner of Prisons (New Grade)
17 65 79	<b>Rs 37775 x 1500 – 58775</b> Chief Prisons Welfare Officer
17 62 75	<b>Rs 34175 x 1200 – 37775 x 1500 – 52775</b> Principal Prisons Welfare Officer Senior Superintendent of Prisons (Personal)
17 60 75	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Female Superintendent of Prisons/Senior Female Superintendent of Prisons Superintendent of Prisons/Senior Superintendent of Prisons Superintendent of Prisons/Senior Superintendent of Prisons (Works) (New Grade) Superintendent of Prisons/Senior Superintendent of Prisons (Industries) (New Grade)

Salary Code	Salary Scale and Grade
17 58 71	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 46775</b> Senior Prisons Welfare Officer
17 55 68	<b>Rs 28175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Assistant Superintendent of Prisons (Personal) Supervisor of Works (Personal)
17 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Assistant Superintendent of Prisons Assistant Superintendent of Prisons (Industries) <i>formerly Assistant Superintendent of Prisons (Trades)</i> Assistant Superintendent of Prisons (Works) <i>formerly Assistant Superintendent of Prisons (Trades)</i> Female Assistant Superintendent of Prisons Prisons Welfare Officer
17 46 62	<b>Rs 21425 x 750 – 29675 x 900 – 34175</b> Principal Female Prisons Officer Principal Prisons Officer Principal Prisons Officer (Industries) <i>formerly Principal Prisons Officer (Trades)</i> Principal Prisons Officer (Works) <i>formerly Principal Prisons Officer (Trades)</i>
17 41 59	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Female Prisons Officer Grade I (Personal) Prisons Officer Grade I (Personal)
17 29 59	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Female Prisons Officer/ Senior Female Prisons Officer, <i>formerly Female Prisons Officer/Female Senior Prisons Officer</i> Prisons Officer/Senior Prisons Officer
17 41 49	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 23675</b> Senior Officer Cadet (Male) (Others) Senior Officer Cadet (Female) (Others)
17 44 50	<b>Rs 20075 x 600 – 20675 x 750 – 24425</b> Senior Officer Cadet (Male) (Graduate) Senior Officer Cadet (Female) (Graduate)

Salary Code	Salary Scale and Grade
17 67 81	<b>Rs 40775 x 1500 – 58775 x 1800 – 62375</b> Chief Hospital Officer
17 61 75	<b>Rs 33275 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Principal Hospital Officer(Male) Principal Hospital Officer(Female) (New Grade)
17 51 70	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Senior Hospital Officer (Female) Senior Hospital Officer (Male)
17 40 68	<b>Rs 18125 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 - 39275 QB 40775 x 1500 – 42275</b> Hospital Officer (Female) Hospital Officer (Male)
09 66 83	<b>Rs 39275 x 1500 – 58775 x 1800 – 65975</b> Prisons Medical and Health Officer/Senior Prisons Medical and Health Officer
17 56 79	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Prisons Pharmacist Psychologist
17 23 56	<b>Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Prisons Dental Assistant
11 53 70	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x1500 – 45275</b> Prisons Catering Administrator <i>formerly Catering Officer</i>

Salary Code	Salary Scale and Grade
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 - 21425</b> Automobile Electrician Blacksmith Carpenter Mason Motor Diesel Mechanic Motor Mechanic Panel Beater Plumber and Pipe Fitter Tinsmith Upholsterer
25 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Tradesman's Assistant
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475x 350 – 16525</b> Stores Attendant
24 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 –20675 x 750 – 21425</b> Vulcaniser
24 19 43	<b>Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 –19475</b> Cook (Roster)
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 20 48	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Prison Driver (Shift) <i>formerly Driver (Shift)</i>
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>

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## 16. DEPUTY PRIME MINISTER'S OFFICE, MINISTRY OF ENERGY AND PUBLIC UTILITIES

Page 154

To insert after paragraph 16.8 the following:

Recommendation EOAC 90

16.8A The Committee recommends the restyling of the grades in the Engineering cadre as follows:

From	To
Engineer as at 30.06.08	Engineer/Senior Engineer
Senior Engineer as at 30.06.08	Principal Engineer
Principal Engineer	Chief Engineer

Recommendation EOAC 91

16.8B The Committee also recommends that the schemes of service of the above mentioned grades be amended accordingly.

### ENERGY SERVICES DIVISION

Page 155

Survey Fees to Engineers and officers of the Inspectorate and Technician Cadres

To delete paragraph 16.15 and whole content

To replace by the following:

Recommendation EOAC 92

16.15 The Committee recommends that the survey fee presently payable to Engineers and officers of the Inspectorate and Technician cadres be revised to Rs 800 and Rs 525 per survey respectively.

To delete paragraph 16.17 and whole content

To replace by the following:

Recommendation EOAC 93

16.17 The Committee recommends that the monthly allowance payable to graduates in Engineering under the training scheme be revised to Rs 22175 monthly.

## Pages 155 and 156

## Travelling Allowance for Graduates in Engineering

To delete paragraph 16.19 and whole content

To replace by the following:

## Recommendation EOAC 94

**16.19** The Committee recommends that graduates in Engineering under the training scheme, who use their cars in the performance of their duties, should be refunded mileage run for official travelling at the rate of Rs 6.65 per km. Those officers who perform official travelling by bus should continue to be refunded the bus fares in *toto*.

## Page 156

To delete paragraph 16.23 and whole content

To replace by the following:

## Recommendation EOAC 95

**16.23** The Committee recommends that employees of the Tradesman and Plant Mechanic cadres of the Energy Services Division who are required to be “on-call” during nights, weekends and public holidays and attend to emergencies during “on-call” be paid an “On-Call” Allowance and “In-Attendance” Allowance as hereunder:

Cadre	Period	“On-Call” Allowance (Rs)	“In-Attendance” during “On-Call” Rs/hour
Tradesman cadre and Plant Mechanic Cadre	(i) Weekdays between 1630 hours and 0730 hours the following day	150	100
	(ii) Saturday, Sunday and Public Holidays From 0730 hours to 0730 hours the following day	240	100

## Page 156

To insert after paragraph 16.23 the following:

## Risk Allowance

**16.23A** Representations have been made to the Committee for the payment of a risk allowance to officers of the Energy Services Division who are at risk for working on high tension voltage (22000 volt).

**Recommendation EOAC 96**

- 16.23B** The Committee recommends payment to officers of the Energy Services Division who are required to work on high tension voltage (22000 volt), of a risk allowance equivalent to one and a half increments at the initial salary of their respective salary scales.

**WATER RESOURCES UNIT**

Page 157

To delete paragraph 16.28 and whole content

To insert the following:

**Hydrological Technician Cadre**

- 16.28 At present, Hydrological Technicians and Senior Hydrological Technicians possessing a Diploma in Hydrology are allowed to move incrementally in the master salary scale up to salary points Rs 26400 and Rs 29000 respectively. Representations have been made to the effect that the entry qualification requirements for the grade of Hydrological Technician be upgraded to a diploma level.
- 16.28A We are, in this Report, introducing a Qualification Bar (QB) in the salary scales of the grades of Hydrological Technician and Senior Hydrological Technician such that officers possessing the Diploma in Hydrology may move incrementally beyond the QB.

**Recommendation EOAC 97**

- 16.28B** The Committee recommends that appointment to the grade of Hydrological Technician should be made by selection from among candidates possessing a Diploma in Hydrology or an equivalent qualification acceptable to the Public Service Commission. In the absence of qualified candidates, selection should be made from among candidates possessing SC and HSC. The selected candidates will be required to follow successfully a course leading to a Diploma in Hydrology to be eligible for appointment in a substantive capacity.
- 16.28C** The Committee further recommends that the grade of Senior Hydrological Technician be filled by promotion, on the basis of experience and merit, of officers in the grade of Hydrological Technician possessing the Diploma in Hydrology or an equivalent qualification and reckoning at least four years' service in the grade.
- 16.28D** The Committee also recommends that Hydrological Technicians and Senior Hydrological Technicians possessing the Diploma in Hydrology



or an equivalent qualification be allowed to move beyond the Qualification Bar (QB) in their respective salary scales.

#### **RADIATION PROTECTION AUTHORITY**

Page 158

To insert after paragraph 16.36 the following:

##### **Risk Allowance**

16.36A Representations have been made to the Committee for the payment of a risk allowance to officers of the Radiation Protection cadre who are at risk by the nature of the work which requires them to be present in environments where radiation is being put in use.

##### **Recommendation EOAC 98**

**16.36B The Committee recommends payment to officers of the Radiation Protection cadre of a risk allowance equivalent to one and a half increments at the initial salary of their respective salary scales.**

#### **ENERGY EFFICIENCY MANAGEMENT OFFICE**

Page 160

To insert after paragraph 16.42

##### **Recommendation EOAC 99**

**16.42A The Committee recommends, with effect from 1 January 2014 and up to the next review of Pay and Grading Structures and Conditions of Service in the Public Sector, the payment of a monthly Special Professional Retention Allowance of 12.5% of monthly basic salary to the Director General (Public Utilities) on the same terms and conditions as mentioned at paragraph 16.43 of PRB Report 2013 Volume 2 Part I.**

To insert after paragraph 16.43 the following :

##### **Inspectorate cadre**

16.44 Submissions have been made for the grant of mileage allowance to officers who use their 2 x 4 or 4 x 4 Double Cabin pickup for official travelling.

##### **Recommendation EOAC 100**

**16.45 The Committee recommends that, subject to the approval of the Supervising Officer, officers who regularly travel on sloppy, rocky and uneven roads to get access to site/s of work and who use their 2 x 4 or 4 x 4 Double Cabin pickup should be paid mileage allowance at the approved rates for official travelling performed in that connection.**

## MINISTRY OF ENERGY AND PUBLIC UTILITIES

## REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 00 100	<b>Rs 114000</b> Permanent Secretary
26 00 98	<b>Rs 111000</b> Director General (Public Utilities) (New Grade)
26 00 96	<b>Rs 102000</b> Director, Technical Services (Public Utilities)
26 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy Director, Technical Services (Public Utilities)
26 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Chief Planner <i>formerly Principal Planner</i>
26 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Principal Planner <i>formerly Senior Planner as at 30.06.08</i>
26 54 77	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 55775</b> Planner/Senior Planner
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
	<i>ENERGY SERVICES DIVISION</i>
22 00 93	<b>Rs 92000</b> Director, Energy Services Division

Salary Code	Salary Scale and Grade
22 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy Director, Energy Services Division
22 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Chief Engineer <i>formerly Principal Engineer</i>
22 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Principal Electrical Engineer <i>formerly Senior Electrical Engineer as at 30.06.08</i>
22 54 77	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 55775</b> Electrical Engineer/Senior Electrical Engineer
22 47 49	<b>Rs 22175 x 750 – 23675</b> Trainee Engineer (Electrical)
22 58 70	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Chief Technician
22 53 66	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Principal Technician
22 42 63	<b>Rs 19025 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 35375</b> Senior Technician
22 27 56	<b>Rs 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Technician
22 18 20	<b>Rs 11425 x 250 – 11925</b> Trainee Technician
22 58 70	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Chief Inspector

Salary Code	Salary Scale and Grade
22 53 66	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Principal Inspector
22 42 63	<b>Rs 19025 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 35375</b> Senior Inspector
22 27 56	<b>Rs 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Inspector
22 18 20	<b>Rs 11425 x 250 – 11925</b> Trainee Inspector
08 27 53	<b>Rs 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b> Time Keeper
25 36 54	<b>Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Chief Electrician Chief Plant Mechanic
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 21425</b> Electrician Plant Mechanic Plumber and Pipe Fitter
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
25 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Tradesman's Assistant

Salary Code	Salary Scale and Grade
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker
25 00 16	<b>Rs 6600 x 200 – 7200 x 225 – 9675 x 250 – 10925</b> Apprentice
<i>WATER RESOURCES UNIT</i>	
26 00 93	<b>Rs 92000</b> Director
26 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy Director
26 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Chief Engineer <i>formerly Principal Engineer</i> Principal Hydrological Officer
26 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Principal Engineer (Planning/Maintenance) <i>formerly Senior Engineer (Planning/Maintenance) as at 31.12.12</i>
26 54 77	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 49775 PB 51275 x 1500 – 55775</b> Engineer/Senior Engineer (Planning/Maintenance) <i>formerly Engineer (Planning/Maintenance)</i>
26 47 49	<b>Rs 22175 x 750 – 23675</b> Trainee Engineer
26 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Hydrological Officer

Salary Code	Salary Scale and Grade
26 54 75	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Hydrological Officer
26 49 66	<b>Rs 23675 x 750 – 29675 x 900 – 35375 QB 36575 x 1200 – 39275</b> Senior Hydrological Technician
26 28 63	<b>Rs 13975 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 30575 QB 31475 x 900 – 34175 x 1200 – 35375</b> Hydrological Technician
26 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Technical Officer
26 33 60	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Technical Design Officer <i>formerly Draughtsman</i>
26 51 66	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Senior Inspector
26 43 61	<b>Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Inspector
26 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Assistant Inspector
24 35 55	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175</b> Drilling Operator
24 22 45	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Field Supervisor <i>formerly Gangman</i>

Salary Code	Salary Scale and Grade
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 19 43	<b>Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Gauge Reader (Personal to officers appointed prior to 01.07.87)
24 17 41	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575 x 600 – 20675</b> Assistant Driller Gauge Reader
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825 x 400 – 16075</b> Lorry Loader
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175 x 350 – 15425</b> General Worker
<i>RADIATION PROTECTION AUTHORITY</i>	
19 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000 x 3500</b> Chief Radiation Protection Officer
19 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775 x 2000</b> Senior Radiation Protection Officer (New Grade)
19 51 75	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775 x 2000</b> Radiation Protection Officer
19 28 59	<b>Rs 13975 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475 x 1000</b> Radiation Protection Assistant
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver

Salary Code	Salary Scale and Grade
22 00 93	<i>ENERGY EFFICIENCY MANAGEMENT OFFICE</i> <b>Rs 92000</b> Director, Energy Efficiency
22 54 75	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Engineer, Energy Efficiency
22 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Technical Officer, Energy Efficiency

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## 17. VICE-PRIME MINISTER'S OFFICE, MINISTRY OF FINANCE AND ECONOMIC DEVELOPMENT

Page 170

To insert after paragraph 17.8 the following:

### **Manager, Financial Management (New Grade)**

17.8A Both Management and Unions have requested for the creation of a new grade of Manager, Financial Management as there is need to have a professional multi-skilled and polyvalent staff. Incumbent would be required, *inter-alia*, to formulate policies pertaining to financial management, management of procurement and supply and internal control and ensure implementation thereof; to identify weaknesses related to financial, procurement and supply and internal control operations and propose corrective measures to enhance performance in service delivery.

### **Recommendation EOAC 101**

17.8B The Committee recommends the creation of a new grade of Manager, Financial Management. Appointment to the grade should be made by selection from Analysts, Financial Management Officers and officers at the level of Assistant Manager/ Manager of the Financial Operations cadre, Procurement and Supply cadre and the Internal Control cadre possessing a degree in one of the following subjects: Accounting, Economics, Business Studies, Mathematics, Computer Science or Information Technology, Finance, Financial Management, Public Sector Financial Management, Public Financial Management, Auditing, Risk Management, Procurement and Supply, Logistics or a pass at the final examination required for admission to membership to a recognised professional accounting body or an equivalent qualification and reckoning at least ten years' service in their respective cadres.

Page 171

To delete paragraph 17.11 and whole content

To replace by the following:

17.11 Lead Analysts in post as at 30.06.08 at the Ministry of Finance and Economic Development and Lead Analysts, *formerly Assistant Directors, Management Audit Bureau*, in post as at 30.06.08 at the former Management Audit Bureau are allowed to move incrementally up to salary point Rs 89000 in the revised Master Salary Scale provided they:

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and

(iii) are not under report.

#### Recommendation EOAC 102

**17.11A** The Committee recommends that, on reaching salary point Rs 89000, the Lead Analysts, *formerly Assistant Directors*, in post as at 30.06.08 at the Ministry of Finance and Economic Development and Lead Analysts *formerly Assistant Directors, Management Audit Bureau* in post as at 30.06.08, should be known as Assistant Director, Economic and Finance.

**17.11B** The Committee further recommends that Professional Engineers and Architects, on joining the grade of Analyst, should draw salary point of Rs 27425 and Professional Accountants should draw salary point of Rs 26675 on joining the grade.

#### VICE-PRIME MINISTER'S OFFICE, MINISTRY OF FINANCE AND ECONOMIC DEVELOPMENT

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
01 00 103	<b>Rs 156000</b> Financial Secretary
01 00 101	<b>Rs 132000</b> Deputy Financial Secretary
01 00 99	<b>Rs 111000</b> Director, Economic and Finance
01 00 93	<b>Rs 92000</b> Deputy Director, Economic and Finance
01 80 89	<b>Rs 62375 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Lead Analyst
01 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Manager, Financial Management (New Grade)

Salary Code	Salary Scale and Grade
01 49 79	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Analyst/ Senior Analyst <i>formerly Analyst</i> <i>Senior Analyst (Personal)</i>
01 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Financial Management Officer (New Grade)
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Executive Assistant (Finance)
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Stores Attendant
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> Lorry Loader
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

**ASSESSMENT REVIEW COMMITTEE**

Page 175

To insert after paragraph 17.17 the following:

**Deputy Clerk, Assessment Review Committee****Recommendation EOAC 103**

**17.17A** The Committee recommends the creation of a new grade of Deputy Clerk, Assessment Review Committee to assist the Clerk, Assessment Review Committee. Appointment to the grade should be made by selection from among candidates possessing a degree in Accounting or Economics or Law and Management or Statistics or Management.

**ASSESSMENT REVIEW COMMITTEE****REVISED SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
12 00 101	<b>Rs 132000</b> Chairperson, Assessment Review Committee
12 00 96	<b>Rs 102000</b> Vice-Chairperson, Assessment Review Committee
01 73 83	<b>Rs 49775 x 1500 – 58775 x 1800 – 65975</b> Clerk, Assessment Review Committee
01 49 73	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 49775</b> Deputy Clerk, Assessment Review Committee (New Grade)
08 46 64	<b>Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Shorthand Writer
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver

**FINANCIAL OPERATIONS CADRE**

Pages 178 and 179

To delete paragraphs 17.24 to 17.31 and whole content

To replace by the following:

**Financial Officer/ Senior Financial Officer**  
*formerly Financial Operations Officer*

**Senior Financial Operations Officers (Personal)**

17.24 Representations have been made to the effect that merging of the grades of Financial Operations Officer/Senior Financial Operations Officer has added to the duties of Financial Operations Officers and eliminated the supervisory role. The Committee considers that there is need to re-introduce a supervisory level to exercise discipline, control and accountability.

**Recommendation EOAC 104**

17.25 The Committee recommends that officers in the grade of Senior Financial Operations Officers in post as at 31 December 2012 should assume the supervisory role and be granted a personal salary.

17.26 The Committee also recommends that, in future, appointment to the grade of Financial Officer/ Senior Financial Officer should be made by selection from among incumbents in the grade of Office Management Assistant reckoning at least four years' service in the grade or an aggregate of four years' service in the executive cadre.

17.27 The Committee further recommends that incumbents in the grade of *Financial Officer/Senior Financial Officer* possessing a Diploma in Public Sector Financial Management or a Diploma in Accountancy from a recognised institution or an equivalent qualification be allowed to move incrementally in the Master Salary Scale up to salary point Rs 39275 provided they:

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

**Assistant Manager, Financial Operations**

**Recommendation EOAC 105**

17.28 The Committee recommends that, as from 01 July 2013, the grade of Assistant Manager, Financial Operations be filled by promotion, on the basis of experience and merit, of incumbents in the grade of Senior Financial Operations Officer (Personal) and Financial Officer/Senior

**Financial Officer possessing a Degree in Public Sector Financial Management or Accountancy or Finance or Mathematics or Statistics or an equivalent qualification or a pass at the final examination required for admission to Membership of a recognised professional accountancy body and reckoning at least six years' service in a substantive capacity in the cadre.**

- 17.29 The Committee further recommends that the existing modes of appointment to the grades of Manager, Financial Operations; Deputy Director, Financial Operations; and Director, Financial Operations be maintained.**

### FINANCIAL OPERATIONS CADRE

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
01 00 92	<b>Rs 86000</b> Director, Financial Operations
01 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Deputy Director, Financial Operations
01 65 79	<b>Rs 37775 x 1500 – 58775</b> Manager, Financial Operations
01 59 76	<b>Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 54275</b> Assistant Manager, Financial Operations
01 53 72	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 48275</b> Senior Financial Operations Officer ( <i>Personal to Senior Financial Operations Officer in post as 31.12.12</i> )
01 45 65	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Financial Officer/Senior Financial Officer <i>formerly Financial Operations Officer</i>
01 33 55	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175</b> Assistant Financial Operations Officer (Personal)

**INTERNAL CONTROL CADRE**

Pages 181 to 183

To delete paragraph 17.36 to 17.46 and whole content

To replace by the following:

**Internal Control Officer/Senior Internal Control Officer**  
*formerly Internal Control Officer*

**Senior Internal Control Officer (Personal)**

17.36 Representations have been made to the effect that merging of the grades of Internal Control Officer/Senior Internal Control Officer have added to the duties of Senior Internal Control Officers, thus overburdening them. The Committee considers that there is need to re-introduce a supervisory level to exercise discipline, control and accountability.

**Recommendation EOAC 106**

17.37 **The Committee recommends that officers in the grade of Senior Internal Control Officer in post as at 31 December 2012 should assume the supervisory role and be granted a personal salary.**

17.38 **The Committee also recommends that, in future, appointment to the grade of Internal Control Officer/Senior Internal Control Officer should be made by selection from among serving officers who hold a substantive appointment and who have successfully completed all papers of Fundamentals (Knowledge) and Paper F4 of Fundamentals (Skills) or have obtained the Certificate in Business Accounting (Foundation Level) of the CIMA Examinations (New Syllabus) or an equivalent qualification.**

17.39 **The Committee further recommends that incumbents in the grade of Internal Control Officer/Senior Internal Control Officer having successfully completed all Papers of Fundamentals (Knowledge) and having obtained passes in Papers F4, F5 and F8 of Fundamentals (Skills) or possessing the Certificate in Business Accounting (Foundation Level) and having obtained passes in Papers P1, P7 and P8 of the Advanced Diploma in Management Accounting (Managerial Level) of the CIMA Examinations (New Syllabus) or an equivalent qualification be allowed to move incrementally in the Master Salary Scale up to salary point Rs 39275 provided they:**

- (i) have drawn the top salary for a year;**
- (ii) have been efficient and effective in their performance during the preceding year; and**
- (iii) are not under report.**

**Assistant Manager, Internal Control**

17.40 At present, the grade of Assistant Manager, Internal Control is filled by promotion, on the basis of experience and merit, of officers in the grade of Senior Internal Control Officer who reckon at least four years' service in a substantive capacity in the grade. In the 2008 PRB Report, provision was made that, as from 1 July 2013, appointment to the grade of Assistant Manager, Internal Control be made from among Senior Internal Control Officers possessing a Degree in Public Sector Financial Management or an equivalent qualification or ACCA Fundamentals F1 to F9. With the merger of the grades of Internal Control Officer and Senior Internal Control Officer, the mode of appointment to the grade of Assistant Manager, Internal Control should be amended.

**Recommendation EOAC 107**

17.41 **The Committee recommends that, as from 01 July 2013, the grade of Assistant Manager, Internal Control be filled by promotion, on the basis of experience and merit of incumbents in the grade of Senior Internal Control Officer (Personal) and Internal Control Officer/Senior Internal Control Officer possessing a Degree in Public Sector Financial Management or an equivalent qualification or a pass at the Final Examination required for admission to Membership of a recognised professional accountancy body and reckoning at least six years' service in a substantive capacity in the cadre.**

17.42 **The Committee recommends that the existing modes of appointment to the grades of Manager, Internal Control; Deputy Director, Internal Control; and Director, Internal Control be maintained.**

**INTERNAL CONTROL CADRE****REVISED SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
01 00 92	<b>Rs 86000</b> Director, Internal Control
01 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Deputy Director, Internal Control
01 65 79	<b>Rs 37775 x 1500 – 58775</b> Manager, Internal Control



Salary Code	Salary Scale and Grade
01 59 76	<b>Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 54275</b> Assistant Manager, Internal Control
01 53 72	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 48275</b> Senior Internal Control Officer ( <i>Personal to Senior Internal Control Officers in post as at 31.12.12</i> )
01 33 65	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 37775</b> Internal Control Officer/Senior Internal Control Officer <i>formerly Internal Control Officer</i>

**PROCUREMENT POLICY OFFICE**

To delete the salary schedule at page 185 and to replace by the following:

**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
01 00 102	<b>Rs 144000</b> Director, Procurement Policy Office
01 80 88	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000</b> Manager, Procurement Policy Office
01 49 72	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 48275</b> Assistant Manager, Procurement Policy Office

**PROCUREMENT AND SUPPLY CADRE****Pages 187 to 189****Procurement and Supply Officer/ Senior Procurement and Supply Officer  
(formerly Procurement and Supply Officer)****Senior Procurement and Supply Officer (Personal)****To delete paragraphs 17.57 to 17.61 and whole content****To replace by the following:**

- 17.57 It has been reported that the grade of Assistant Procurement and Supply Officer (APSO) should have been completely phased out by 2012 and APSO upgraded to Procurement and Supply Officer (PSO) on the same basis as for Assistant Financial Operations Officer, before the coming into effect of PRB Report 2013, as recommended in the PRB Report 2008.
- 17.58 Representations have also been made to the effect that merging of the grades of Procurement and Supply Officer and Senior Procurement and Supply Officer has phased out the supervisory role in the performance of duties in the cadre. The Committee considers that there is need to re-introduce a supervisory level to exercise discipline, control and accountability for good governance.

**Recommendation EOAC 108**

- 17.59 **The Committee recommends that the grade of Assistant Procurement and Supply Officer should be upgraded to Procurement and Supply Officer prior to the implementation of this report at latest by 30 June 2013.**
- 17.60 **The Committee recommends that officers in the grade of Senior Procurement and Supply Officer in post as at 31 December 2012 should assume the supervisory role and be granted a personal salary.**
- 17.60A **The Committee also recommends that, in future, appointment to the grade of Procurement and Supply Officer/Senior Procurement and Supply Officer should be made by selection from among incumbents in the grade of Office Management Assistant reckoning at least four years' service in the grade or an aggregate of four years' service in the executive cadre.**
- 17.60B **The Committee further recommends that incumbents in the grade of Procurement and Supply Officer/Senior Procurement and Supply Officer possessing a Diploma in Purchasing and Supply Management or the Certificate in Purchasing and Supply Management obtained prior to 30 June 2008 be allowed to move incrementally in the Master Salary Scale up to salary point Rs 39275 provided they:**

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

### Assistant Manager (Procurement and Supply)

#### Recommendation EOAC 109

17.61 The Committee recommends that the grade of Assistant Manager (Procurement and Supply) should, as from 01 July 2013, be filled by promotion, on the basis of experience and merit, of officers in the grade of Procurement and Supply Officer/Senior Procurement and Supply Officer possessing a Degree in Purchasing and Supply Management and reckoning an aggregate of at least six years' service in a substantive capacity in the cadre.

17.61A The Committee recommends that the existing modes of appointment to the grades of Manager, Procurement and Supply; Deputy Director, Procurement and Supply; and Director, Procurement and Supply be maintained

### PROCUREMENT AND SUPPLY CADRE

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
21 00 92	<b>Rs 86000</b> Director (Procurement and Supply)
21 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Deputy Director (Procurement and Supply)
21 65 79	<b>Rs 37775 x 1500 – 58775</b> Manager (Procurement and Supply)
21 59 76	<b>Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 54275</b> Assistant Manager (Procurement and Supply)
21 53 72	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 48275</b> Senior Procurement and Supply Officer ( <i>Personal to Senior Procurement and Supply Officers in post as at 31.12.12</i> )

Salary Code	Salary Scale and Grade
21 45 65	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Procurement and Supply Officer/Senior Procurement and Supply Officer <i>formerly Procurement and Supply Officer</i>
21 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Assistant Procurement and Supply Officer (Personal)

## CENTRAL PROCUREMENT BOARD

Page 191

To delete paragraph 17.66 and whole content

To replace by the following:

17.66 Representations have been made to the Committee to the effect that no promotion exercise has been carried out since 2003. The Committee has examined the proposals and considers that the organisation structure recommended in the PRB Report 2003 be reinstated independently of the forthcoming re-organisational structure and future development which will take place at the Central Procurement Board.

### Recommendation EOAC 110

**17.66A The Committee recommends that all grades of the Central Procurement Board which had been made personal be re-established and the existing vacancies be filled urgently.**

**17.66B The schemes of service for grades in the Central Procurement Board should be amended so as to be at par with similar grades in the Ministry of Finance and Economic Development. Once official qualifications have been prescribed similar conditions as regards movement of salary, wherever applicable, should apply.**

### Manager, Central Procurement (New Grade)

#### Recommendation EOAC 111

**17.66C The Committee recommends the creation of a new grade of Manager, Central Procurement on the establishment of the Central Procurement Board. Appointment to the grade should be made by promotion of officers in the grade of Assistant Manager, Central Procurement reckoning at least three years' service in a substantive capacity in the grade.**

### Posting of additional staff

#### Recommendation EOAC 112

**17.66D The Committee recommends that Analysts and Lead Analysts of the Ministry of Finance and Economic Development be posted to the Central Procurement Board to assist in the formulation and implementation of procurement policies, carry out financial analysis and carry out research with a view to making policy proposals regarding procurement matters.**

**Central Procurement Officer/Senior Central Procurement Officer****Recommendation EOAC 113**

**17.66E** The Committee recommends that the grades of Central Procurement Officer and Senior Central Procurement Officer be merged and restyled Central Procurement Officer/Senior Central Procurement Officer

**CENTRAL PROCUREMENT BOARD****REVISED SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
01 00 96	<b>Rs 102000</b> Secretary, Central Procurement Board
01 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Deputy Secretary, Central Procurement Board
01 65 79	<b>Rs 37775 x 1500 – 58775</b> Manager, Central Procurement (New Grade)
01 59 76	<b>Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 46775 QB 48275 x 1500 – 54275</b> Assistant Manager, Central Procurement
01 53 65	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Central Procurement Officer/Senior Central Procurement Officer <i>formerly Central Procurement Officer Senior Central Procurement Officer</i>
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver

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**TREASURY****Page 194****To insert after paragraph 17.73 the following:****Accountant General****Deputy Accountant General**

17.73A The post of Accountant General is at present filled by selection from among officers in the grades of Deputy Accountant General and Assistant Accountant General reckoning at least three years' service in a substantive capacity.

17.73B With the increasing challenges, both at the internal and external fronts, and the reforms that are being implemented and given the level of responsibility entrusted to the incumbent, management has proposed that the grade of Accountant General and Deputy Accountant General be filled from a wider range of officers possessing the required qualifications in Accountancy and experience so as to ensure the selection of the best qualified candidate.

**Recommendation EOAC 114**

**17.73C The Committee recommends that management considers the advisability of amending the schemes of service for the grades of Accountant General and Deputy Accountant General after consultation with all parties concerned.**

17.73D Representations have been received to the effect that Accountants of the Treasury have very limited scope for career development as the next higher level of Assistant Accountant General (AAG) is filled through open competition. Accountants of the Treasury are thus required to compete with other candidates from the Public Service. Request has been made for the post of Assistant Accountant General to be filled by promotion of officers in the grade of Accountant.

**Recommendation EOAC 115**

**17.73E The Committee recommends that the grade of AAG should be filled by selection from among officers in the grade of Accountant/Senior Accountant at the Treasury reckoning at least four years' service in a substantive capacity in the grade or an aggregate of at least four years' service in a substantive capacity in the grade of Accountant and Senior Accountant.**

**Accountant/Senior Accountant***formerly Accountant**Senior Accountant*



**Recommendation EOAC 116**

**17.73F** The Committee recommends that the grades of Accountant and Senior Accountant be merged and restyled Accountant/ Senior Accountant.

**Treasury Voucher Room Assistant****Recommendation EOAC 117**

**17.73G** The Committee recommends that the grade of Treasury Voucher Room Assistant be restyled Treasury Voucher Room Operator.

**Treasury Voucher Room Supervisor (New Grade)**

**17.73H** The staff side has submitted that there is no career prospect for officers in the grade of Treasury Voucher Room Assistant. The Committee has examined the issue and considers that there is justification in the request.

**Recommendation EOAC 118**

**17.73I** The Committee recommends that a new grade of Treasury Voucher Room Supervisor be created. Appointment to the grade should be made by promotion, on the basis of experience and merit, of officers in the grade of Treasury Voucher Room Operator *formerly Treasury Voucher Room Assistant* reckoning at least five years' service in a substantive capacity in the grade.

**TREASURY****REVISED SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
01 00 100	<b>Rs 114000</b> Accountant-General
01 00 91	<b>Rs 86000</b> Deputy Accountant-General
01 70 84	<b>Rs 45275 x 1500 – 58775 x 1800 – 67775</b> Assistant Accountant-General
01 53 77	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 55775</b> Accountant/Senior Accountant <i>formerly Accountant</i> <i>Senior Accountant</i>

Salary Code	Salary Scale and Grade
01 58 73	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 49775</b> Officer-in-Charge (Passages) Officer-in-Charge (Pensions)
01 45 63	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Assistant Officer-in-Charge (Passages) Assistant Officer-in-Charge (Pensions)
04 47 63	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Treasury Computer Room Supervisor (New Grade)
04 33 58	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575</b> Treasury Computer Operator (Personal to officer in post as at 30.6.1993)
16 20 55	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425 QB 22175 x 750 – 28175</b> Machine Minder/Senior Machine Minder (Bindery)
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver Treasury Voucher Room Operator <i>formerly Treasury Voucher Room Assistant</i>
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Stores Attendant
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## STATISTICS MAURITIUS

Page 197

To insert after paragraph 17.78 the following:

**Statistician**

17.78A Representations have been received to the effect that officers in the Statistical Officer Cadre possessing the professional qualification be considered for appointment as Statistician in view of the fact that they have acquired experience and skills to perform such duties.

**Recommendation EOAC 119**

17.78B The Committee recommends that the grade of Statistician be filled in the first instance from among officers in the grades of Senior Statistical Officer and Principal Statistical Officer possessing a pass at the Final Examination of the United Kingdom Royal Statistical Society or of an equivalent recognised professional body acceptable to the Public Service Commission or a degree in Statistics or a joint degree with statistics as a major component, from a recognised institution. In the absence of qualified serving officers in Statistics Mauritius, selection should be made from among candidates possessing the required qualifications.

## STATISTICS MAURITIUS

## REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
20 00 99	<b>Rs 111000</b> Director of Statistics
20 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy Director of Statistics
20 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Principal Statistician
20 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Statistician

Salary Code	Salary Scale and Grade
20 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Statistician
20 53 67	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Principal Statistical Officer
20 45 63	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Senior Statistical Officer
20 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Statistical Officer
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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**VALUATION AND REAL ESTATES CONSULTANCY SERVICES**

Page 202

**To insert after paragraph 17.89 the following:**

17.89A Representations have been received to the effect that Government Valuers should be included in the category of professionals benefitting from Special Professional Retention Allowance on the same basis as Quantity Surveyors and Engineers. The Committee has examined the proposal and recommends as follows:

**Recommendation EOAC 120**

17.89B The Committee further recommends that, with effect from 01 January 2014 and up to the next overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector, the payment of a monthly Special Professional Retention Allowance (SPRA) to officers of the Government Valuer cadre in the Valuation Department as specified in the table below:

<b>Grade</b>	<b>SPRA % of Monthly Salary</b>
<b>Government Valuer Senior Government Valuer Lead Government Valuer</b>	<b>7</b>
<b>Deputy Director, Valuation and Real Estates Consultancy Services</b>	<b>10</b>
<b>Director, Valuation and Real Estates Consultancy Services</b>	<b>12.5</b>

17.89C The Committee also recommends that those officers who:

- (i) leave the service prior to the age at which they may retire without the approval of the appropriate Service Commission (Table II at Chapter 15 of Volume 1) should refund the totality of the Special Professional Retention Allowance paid to them; and
- (ii) retire from the service on reaching the age at which they may retire without the approval of the appropriate Service Commission or thereafter, should refund only that part of the Special Professional Retention Allowance which they would have earned under this scheme after reaching the age at which they may retire without the approval of the appropriate Service Commission.

However, provision made at paragraph 17.89C (i) and (ii), should not apply to officers retiring as per their new compulsory retirement age or on medical ground.

- 17.89D The Committee further recommends that the Schemes of Service of grades in the Valuation and Real Estates Consultancy Services should be amended to require officers to carry out any other valuation exercises requested by the Ministry of Finance and Economic Development whenever Government deems this to be in the public interest.

### VALUATION AND REAL ESTATE CONSULTANCY SERVICES

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
26 00 94	<b>Rs 95000</b> Director, Valuation and Real Estate Consultancy Services
26 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy Director, Valuation and Real Estate Consultancy Services
26 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Lead Government Valuer
26 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Government Valuer
26 54 75	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Government Valuer
26 59 72	<b>Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 48275</b> Chief Property Valuation Inspector <i>formerly Chief Property Referencer</i>

Salary Code	Salary Scale and Grade
26 53 69	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Principal Property Valuation Inspector <i>formerly Lead Property Referencer</i>
26 47 63	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Senior Property Valuation Inspector <i>formerly Senior Property Referencer</i>
26 26 58	<b>Rs 13425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575</b> Property Valuation Inspector <i>formerly Property Referencer</i>
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver

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**COMPANIES DIVISION**

The salary schedule at pages 206 and 207 is being deleted and replaced by the following:

**REVISED SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
18 00 101	<b>Rs 132000</b> Registrar of Companies (Personal)
18 00 96	<b>Rs 102000</b> Registrar of Companies (future holder)
18 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy Registrar of Companies
18 63 77	<b>Rs 35375 x 1200 – 37775 x 1500 – 55775</b> Assistant Registrar of Companies
18 60 73	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 49775</b> Chief Compliance Officer (Roster)
18 54 69	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Principal Compliance Officer (Roster)
18 46 62	<b>Rs 21425 x 750 – 29675 x 900 – 34175</b> Senior Companies Officer (Roster) (Personal)
18 29 59	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Compliance Officer (Roster)
12 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Official Receiver



Salary Code	Salary Scale and Grade
12 52 75	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Deputy Official Receiver
08 17 50	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Photocopyist
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver

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**REGISTRAR-GENERAL'S DEPARTMENT**

Page 209

**To insert at the end of paragraph 17.101 the following:**

Upon request of management, the following "e-Registry Project" which forms part of the activities of the Registrar General's Department is being included at paragraph 17.101

- **e-Registry Project** - this system provides for online registration for both movable and immovable properties. It will include:
  - e-submission document
  - e-payment
  - e-registration
  - e-delivery
  - sharing information electronically with other Ministries/Departments

**REGISTRAR-GENERAL'S DEPARTMENT****REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
18 00 96	<b>Rs 102000</b> Registrar-General
18 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy Registrar-General
18 63 77	<b>Rs 35375 x 1200 – 37775 x 1500 – 55775</b> Assistant Registrar-General
18 58 72	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 48275</b> Chief Registration Officer (Personal to officers in post as 31.12.12)
18 53 70	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Principal Registration Officer/Chief Registration Officer <i>formerly Principal Registration Officer</i>
18 45 63	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Inscription and Check Clerk

Salary Code	Salary Scale and Grade
18 45 61	<b>Rs 20675 x 750 – 29675 x 900 – 33275</b> Senior Registration Officer (Personal to officers in post as at 31.12.12)
18 29 59	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Registration Officer/Senior Registration Officer <i>formerly Registration Officer</i>
18 20 53	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b> Copyist and Check Clerk (Personal)
16 20 55	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425 QB 22175 x 750 – 28175</b> Machine Minder/Senior Machine Minder (Bindery) (Roster)
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver

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## 18. VICE-PRIME MINISTER'S OFFICE, MINISTRY OF PUBLIC INFRASTRUCTURE, NATIONAL DEVELOPMENT UNIT, LAND TRANSPORT AND SHIPPING

### PUBLIC INFRASTRUCTURE DIVISION

Page 215

To insert after paragraph 18.5 the following:

Recommendation EOAC 121

18.5A The Committee recommends the restyling of the grades in the Engineering (Civil), Architecture, Quantity Surveying and Mechanical Engineering cadres as follows:

From	To
Engineer (Civil) as at 30.06.08	Engineer/Senior Engineer (Civil)
Senior Engineer (Civil) as at 30.06.08	Principal Engineer (Civil)
Principal Engineer (Civil)	Chief Engineer (Civil)
Architect as at 30.06.08	Architect/Senior Architect
Senior Architect as at 30.06.08	Principal Architect
Principal Architect	Chief Architect
Quantity Surveyor as at 30.06.08	Quantity Surveyor/ Senior Quantity Surveyor
Senior Quantity Surveyor	Principal Quantity Surveyor
Principal Quantity Surveyor	Chief Quantity Surveyor
Mechanical Engineer as at 31.12.12	Mechanical Engineer/ Senior Mechanical Engineer
Senior Mechanical Engineer as at 31.12.12	Principal Mechanical Engineer
Principal Mechanical Engineer	Chief Mechanical Engineer

18.5A The Committee further recommends that the schemes of service for the grades in the Engineering (Civil), Architecture, Quantity Surveying and Mechanical Engineering cadres be amended accordingly.

**Page 216**

**To delete paragraph 18.12 and whole content**

**To replace by the following:**

**Recommendation EOAC 122**

**18.12 The Committee recommends that the Ministry of Civil Service and Administrative Reforms may, subject to the approval of the High Powered Committee, continue to approve the higher salary point for new entrants in the grades of Engineer/Senior Engineer (Civil), Mechanical Engineer/Senior Mechanical Engineer, Architect/Senior Architect and Quantity Surveyor/Senior Quantity Surveyor, based on the qualifications and experience of recruits, and such adjustments in salary as may be required for officers in post.**

**Page 217**

**To delete paragraph 18.14 and whole content**

**To replace by the following:**

**Recommendation EOAC 123**

**18.14 The Committee recommends that the Ministry of Public Infrastructure, National Development Unit, Land Transport and Shipping should expedite the procedures for the:**

- (i) mounting of courses in the fields of Architecture, Quantity Surveying and Mechanical Engineering at the University of Mauritius or the University of Technology, Mauritius or any other recognised institution; and**
- (ii) setting up of training schemes whereby trainees satisfying the conditions for admittance may be recruited and sponsored to pursue professional studies locally and/or abroad.**

**Page 218**

**Special Professional Retention Allowance**

**To replace the Table at paragraph 18.18 by the following Table:**

Salary	SPRA % of monthly salary
Rs 27425 up to Rs 58775 and reckoning at least 10 years' service in their respective grade	7
Above Rs 58775 and up to Rs 65975	7
Above Rs 65975 and up to Rs 80000	10
Above Rs 80000 and up to Rs 92000	12.5

**Recommendation EOAC 124**

**18.18A** The Committee recommends that Deputy Directors while being assigned duties of Director in their respective fields should draw the Special Professional Retention Allowance at the rate of 12.5%.

Page 219

**Trainees in Engineering and Architecture**

To delete paragraphs 18.22 and 18.23 and whole content

To replace by the following:

**Recommendation EOAC 125**

**18.22** The Committee recommends that the fee payable be revised to Rs 22175 monthly.

**18.23** The Committee also recommends that Trainees in Civil Engineering, Mechanical Engineering and Architecture who use their car for official travelling in the discharge of their duties should be refunded their travelling expenses based on the distance travelled at the rate of Rs 6.50 per km or should be refunded bus fares.

**Survey Fees for the Mechanical Engineering Cadre**

To delete paragraph 18.25 and whole content

To replace by the following:

**Recommendation EOAC 126**

**18.25** The Committee recommends that the fee payable to the officers of the Mechanical Engineering Cadre be revised to Rs 775 per examination.

### **Examination Fees for the Mechanical Engineering Cadre**

To delete paragraph 18.27 and whole content

To replace by the following:

**Recommendation EOAC 127**

**18.27 The Committee recommends that the fee payable to the officers of the Mechanical Engineering cadre be revised to Rs 775 per examination.**

Page 220

### **Duty Allowance**

To delete paragraph 18.29 and whole content

To replace by the following:

**Recommendation EOAC 128**

**18.29 The Committee recommends that a Duty Allowance of Rs 1000 monthly be paid to those officers of the Technical and Mechanical Officer cadre and Mechanical Engineering cadre who are required to examine Government vehicles involved in accidents after normal working hours.**

Page 220

### **Continuous Professional Development and Training**

To insert after paragraph 18.32 the following:

**18.32A It has been reported that, by virtue of the new legislation of the Council of Registered Professional Engineers of Mauritius, all engineers would be required to show proof of continuous learning/training to enable the renewal of their registration with the Council.**

**Recommendation EOAC 129**

**18.32B The Committee recommends that the provisions at paragraph 10.30 of Volume 1 of the PRB Report 2013 be made applicable to all Engineers registered with the Council of Professional Engineers of Mauritius.**

**MINISTRY OF PUBLIC INFRASTRUCTURE, NATIONAL DEVELOPMENT UNIT,  
LAND TRANSPORT AND SHIPPING**

**PUBLIC INFRASTRUCTURE DIVISION**

**REVISED SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
02 00 102	<b>Rs 144000</b> Senior Chief Executive
02 00 100	<b>Rs 114000</b> Permanent Secretary
16 20 55	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425 QB 22175 x 750 –28175</b> Machine Minder/Senior Machine Minder (Bindery)
24 22 45	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Leading Hand
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Stores Attendant
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> Lorry Loader
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker



Salary Code	Salary Scale and Grade
<i>CIVIL ENGINEERING SECTION</i>	
26 00 94	<b>Rs 95000</b> Director (Civil Engineering)
26 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy Director (Civil Engineering)
26 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Chief Engineer <i>formerly Principal Engineer</i>
26 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Principal Engineer <i>formerly Senior Engineer (Civil) as at 30.6.08</i>
26 54 77	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 55775</b> Engineer/Senior Engineer (Civil)
<i>MECHANICAL ENGINEERING SECTION</i>	
26 00 94	<b>Rs 95000</b> Director
26 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy Director (Mechanical Engineering)
26 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Chief Mechanical Engineer <i>formerly Principal Mechanical Engineer</i>
26 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Principal Mechanical Engineer <i>formerly Senior Mechanical Engineer as at 30.06.08</i>

Salary Code	Salary Scale and Grade
26 54 77	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 49775 PB 51275 x 1500 – 55775</b> Mechanical Engineer/Senior Mechanical Engineer
26 56 70	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Senior Technical and Mechanical Officer
26 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Technical and Mechanical Officer
22 21 53	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b> Automobile Electronics Technician
26 62 75	<b>Rs 34175 x 1200 – 37775 x 1500 – 52775</b> Principal Technical Officer (Civil Engineering) Principal Technical and Mechanical Officer
26 56 70	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Senior Technical Officer (Civil Engineering)
26 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Technical Officer
<i>QUANTITY SURVEYING SECTION</i>	
26 00 93	<b>Rs 95000</b> Director (Quantity Surveying)
26 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy Director (Quantity Surveying)
26 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Chief Quantity Surveyor <i>formerly Principal Quantity Surveyor</i>

Salary Code	Salary Scale and Grade
26 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Principal Quantity Surveyor <i>formerly Senior Quantity Surveyor as at 30.06.08</i>
26 54 77	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 55775</b> Quantity Surveyor/Senior Quantity Surveyor
26 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Assistant Quantity Surveyor
26 62 75	<b>Rs 34175 x 1200 – 37775 x 1500 – 52775</b> Chief Technician (Quantity Surveying)
26 56 70	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Principal Technician (Quantity Surveying)
26 51 66	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Senior Technician (Quantity Surveying)
26 33 60	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Technician (Quantity Surveying)(Personal)
26 28 59	<b>Rs 13975 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Technician (Quantity Surveying)
26 67 77	<b>Rs 40775 x 1500 – 55775</b> Head, Works Cadre (New Grade)
26 62 75	<b>Rs 34175 x 1200 – 37775 x 1500 – 52775</b> Superintendent of Works

Salary Code	Salary Scale and Grade
26 56 70	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Chief Inspector of Works
26 51 66	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Senior Inspector of Works
26 43 61	<b>Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Inspector of Works
26 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Assistant Inspector of Works
19 62 75	<b>Rs 34175 x 1200 – 37775 x 1500 – 52775</b> Materials Testing Officer
19 56 70	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Senior Technical Officer (Materials Testing Laboratory)
19 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Technical Officer (Materials Testing Laboratory)
25 44 57	<b>Rs 20075 x 600 – 20675 x 750 – 29675</b> Workshop Supervisor
04 18 51	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25175</b> Plan Printing Operator
25 36 54	<b>Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Chief Automobile <i>Electrician</i> Chief Blacksmith Chief Cabinet <i>Maker</i> Chief Carpenter Chief Coach Painter

Salary Code	Salary Scale and Grade
25 36 54	<p><b>Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b></p> <p>Chief Fitter Chief Locksmith Chief Mason Chief Motor/Diesel Mechanic Chief Painter Chief Panel Beater Chief Plumber and Pipe Fitter Chief Tinsmith Chief Turner and Machinist Chief Welder Chief Wood Machinist Foreman</p>
24 31 50	<p><b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b></p> <p>Senior Field Supervisor <i>formerly Senior Gangman</i></p>
24 25 48	<p><b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b></p> <p>Driver (Heavy vehicles above 5 tons) Driver (Mechanical Unit)</p>
25 20 48	<p><b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b></p> <p>Multi-Skilled Tradesman (Building Construction) <i>formerly Multi- Skilled Tradesman</i> Multi-Skilled Tradesman (Automotive Electricity and Electronics) <i>formerly Multi- Skilled Tradesman</i></p>
25 18 46	<p><b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b></p> <p>Automobile Electrician Blacksmith Cabinet Maker Carpenter Carpenter (Works) Coach Painter Diesel Test bench Operator Fitter Locksmith Mason Mason (Works)</p>

Salary Code	Salary Scale and Grade
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Mechanic (Works) Motor Mechanic Motor/Diesel Mechanic Painter Panel Beater Panel Beater (Works) Plumber and Pipe Fitter Sheet Metal Worker Tinsmith Turner and Machinist Typewriter Mechanic Welder Welder (Works) Wood Machinist Blinds Maker and Tarpaulin Mender Rattaner
24 22 45	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Field Supervisor <i>formerly Gangman</i>
24 32 52	<b>Rs 15175 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925</b> Head Survey Field Worker
24 13 45	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Survey Field Worker/Senior Survey Field Worker
24 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Vulcaniser
24 35 55	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175</b> Senior Laboratory Attendant
24 18 50	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Laboratory Attendant

Salary Code	Salary Scale and Grade
24 17 41	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575</b> Plant Equipment Operator Toolskeeper (Plaine Lauzun – Workshop)
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Herbicide Sprayer Operator <i>formerly Herbicide Sprayerman</i> Toolskeeper
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard (Works) <i>formerly Watchman (Works)</i>
25 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Tradesman's Assistant
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Sprayer Operator <i>formerly Sprayerman</i>
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> Gateman Vehicle Cleaner
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker (Works)
<i>ARCHITECT SECTION</i>	
26 00 94	<b>Rs 95000</b> Director (Architecture)

Salary Code	Salary Scale and Grade
26 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy Director (Architecture)
26 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Chief Architect <i>formerly Principal Architect</i>
26 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Principal Architect <i>formerly Senior Architect as at 30.06.08</i>
26 54 77	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 55775</b> Architect/Senior Architect
26 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Landscape Architect
26 62 77	<b>Rs 34175 x 1200 – 37775 x 1500 – 55775</b> Chief Technical Design Officer <i>formerly Chief Draughtsman</i>
26 56 71	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775</b> Principal Technical Design Officer <i>formerly Principal Draughtsman</i>
26 51 66	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Senior Technical Design Officer <i>formerly Senior Draughtsman</i>
26 33 60	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Technical Design Officer <i>formerly Draughtsman</i>



Salary Code	Salary Scale and Grade
26 22 24	<b>Rs 12425 x 250 – 12925</b> Trainee Technical Design Officer <i>formerly Trainee Draughtsman</i>

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## NATIONAL DEVELOPMENT UNIT

Page 231

To delete paragraph 18.41 and whole content

To replace by the following:

Recommendation EOAC 130

18.41 The Committee recommends that the grade of Project Coordinator be restyled Chief Project Manager.

18.41A The Committee also recommends that, in future, appointment to the grade of Chief Project Manager should be made by selection from among Registered Professional Engineers with the Council of Registered Professional Engineers of Mauritius reckoning ten years' experience in project management at senior professional level.

## REGIONAL DEVELOPMENT OFFICER CADRE

Page 232

Regional Development Officer

To delete paragraphs 18.45 to 18.47 and whole content

To replace by the following:

Recommendation EOAC 131

18.45 The Committee recommends that, in the first instance, appointment to the grade of Regional Development Officer should be made by selection from among officers of the Citizens Advice Bureau cadre and in the grade of Assistant Regional Development Officer holding a degree in the relevant field from a recognised institution and who possess supervisory and communication skills.

18.46 In the absence of qualified serving officers, appointment to the grade of Regional Development Officer should be made by selection from among candidates possessing a Degree in Sociology or Economics or Administration or Engineering or an equivalent qualification acceptable to the Public Service Commission from a recognised institution. Candidates should also reckon experience in community and social work and should be computer literate.

Special Professional Retention Allowance

Recommendation EOAC 132

18.47 The Committee recommends, with effect from 01 January 2014, and up to the next overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector, the payment of a monthly Special Professional Retention Allowance to officers in the grades of

**Project Officer, Project Manager and Chief Project Manager, formerly Project Coordinator, who are Registered Professional Engineers as specified in the table below:**

<b>Grade</b>	<b>SPRA % of Monthly Salary</b>
<b>Project Officer Project Manager</b>	<b>7</b>
<b>Chief Project Manager formerly Project Coordinator Director (Engineering) NDU</b>	<b>10</b>

**18.47A The Committee also recommends that those officers who:**

- (i) leave the service prior to the age at which they may retire without the approval of the appropriate Service Commission (Table II at Chapter 15 of Volume 1) should refund the totality of the Special Professional Retention Allowance paid to them; and**
- (ii) retire from the service on reaching the age at which they may retire without the approval of the appropriate Service Commission or thereafter, should refund only that part of the Special Professional Retention Allowance which they would have earned under this scheme after reaching the age at which they may retire without the approval of the appropriate Service Commission.**

**However, provision made at paragraph 18.47A (i) and (ii), should not apply to officers retiring as per their new compulsory retirement age or on medical grounds.**

#### **Cleaning of lavatories**

##### **Recommendation EOAC 133**

**18.47B The Committee recommends that the monthly non-pensionable allowance for the cleaning of lavatories be revised to Rs 500. Wherever the lavatories are used by members of the public and the cleaning is done twice daily, the allowance should be Rs 1000 monthly.**

## NATIONAL DEVELOPMENT UNIT

## REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 00 100	<b>Rs 114000</b> Permanent Secretary
02 00 91	<b>Rs 86000</b> Chief Regional Development Officer
02 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Principal Regional Development Officer
02 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Regional Development Officer
02 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Regional Development Officer
08 33 70	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Assistant Regional Development Officer ( <i>Personal</i> )
26 00 92	<b>Rs 89000</b> Chief Project Manager <i>formerly Project Coordinator</i>
26 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Project Manager
26 54 75	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Project Officer
08 60 75	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Citizen's Advice Bureau Co-ordinator

Salary Code	Salary Scale and Grade
08 53 70	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Assistant Citizen's Advice Bureau Coordinator
08 45 66	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Citizen's Advice Bureau Organiser
26 42 70	<b>Rs 19025 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Project Assistant
22 16 48	<b>Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Receptionist/Telephone Operator
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Stores Attendant
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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**LAND TRANSPORT DIVISION**

The salary schedule at pages 236 to 239 is being deleted and replaced by the following:

**REVISED SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
02 00 100	<b>Rs 114000</b> Permanent Secretary
24 22 45	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Leading Hand
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Stores Attendant
<i>TRAFFIC MANAGEMENT AND ROAD SAFETY UNIT</i>	
26 00 94	<b>Rs 95000</b> Director (Civil Engineering)
26 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 - 80000</b> Deputy Director (Civil Engineering) (New Grade)
26 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Chief Engineer <i>formerly Principal Engineer</i>
26 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Principal Engineer <i>formerly Senior Engineer (Civil) as at 30.06.08</i>

Salary Code	Salary Scale and Grade
26 54 77	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 55775</b> Engineer/Senior Engineer (Civil)
26 62 75	<b>Rs 34175 x 1200 – 37775 x 1500 – 52775</b> Principal Technical Officer (Civil Engineering)
26 56 70	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Senior Technical Officer (Civil Engineering)
26 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Technical Officer (Civil Engineering)
22 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Technical Officer (Electrical & Electronics)
26 51 66	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Senior Inspector of Works
26 43 61	<b>Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Inspector of Works
26 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Assistant Inspector of Works
26 51 66	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Senior Technical Design Officer <i>formerly Senior Draughtsman</i>

Salary Code	Salary Scale and Grade
26 33 60	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Technical Design Officer <i>formerly Draughtsman</i>
26 22 24	<b>Rs 12425 x 250 – 12925</b> Trainee Technical Design Officer <i>formerly Trainee Draughtsman</i>
10 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Communication Officer (General) Communication Officer (Oriental)
20 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Senior Traffic Census Officer
20 21 54	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Traffic Census Officer
25 36 54	<b>Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Chief Painter
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Mason Painter
24 22 45	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Leading Hand
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver



Salary Code	Salary Scale and Grade
24 17 41	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 –18575</b> Plant and Equipment Operator
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Stores Attendant
25 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Tradesman's Assistant (Painter) Tradesman's Assistant (Mason)
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 14575 x 350 – 15825</b> Lorry Loader
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

**SHIPPING DIVISION**

Page 242

To replace the Table at paragraph 18.63 by the following Table:

Salary	SPRA % of monthly salary
Rs 27425 up to Rs 55775 and reckoning at least 10 years' service in their respective grade	7
Above Rs 55775 and up to Rs 62375	7
Above Rs 62375 and up to Rs 77000	10

**SHIPPING DIVISION****REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
02 00 100	<b>Rs 114000</b> Permanent Secretary
13 00 96	<b>Rs 102000</b> Director of Shipping
13 00 93	<b>Rs 92000</b> Secretary for Shipping Development
13 82 89	<b>Rs 64175 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy Director of Shipping
13 74 86	<b>Rs 51275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000</b> Principal Marine Engineering Surveyor Principal Nautical Surveyor

Salary Code	Salary Scale and Grade
13 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Marine Engineering Surveyor Nautical Surveyor Principal Maritime Officer
13 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Superintendent of Shipping Senior Maritime Officer
13 50 79	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Maritime Security Officer (New Grade)
13 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Assistant Superintendent of Shipping Marine Scientist (New Grade)
13 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Maritime Officer
13 39 64	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Marine Information Officer (New Grade)
13 39 65	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Nautical Inspector Marine Engineering Inspector
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver  MAURITIUS MARITIME TRAINING ACADEMY
06 70 85	<b>Rs 45275 x 1500 – 58775 x 1800 – 69575</b> Principal, Mauritius Maritime Training Academy

Salary Code	Salary Scale and Grade
06 56 81	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775 x 1800 – 62375</b> Head, Deck Department Head, Engineering Department
06 39 70	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Marine Training Officer
06 39 68	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Instructor, Mechanical Workshop
13 38 57	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Petty Officer
13 30 49	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 23675</b> Boatswain (Personal)
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> School Caretaker
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## NATIONAL TRANSPORT AUTHORITY

Page 250

To insert after paragraph 18.86 the following:

### **Principal Traffic Warden (New Grade)**

18.87 Representations have been made for the creation of a new grade of Principal Traffic Warden as the scope of work of the cadre has expanded.

### **Recommendation EOAC 134**

18.88 The Committee recommends the creation of a new grade of Principal Traffic Warden. The grade should be filled by promotion on the basis of experience and merit of officers in the grade of Senior Traffic Warden reckoning at least four years' service in the grade.

18.89 Incumbents in the grade of Principal Traffic Warden would be required, *inter-alia*, to assist the Transport Controller in the administration and day to day running of the section; to supervise the work and performance of Senior Traffic Wardens and Traffic Wardens; to arrange for spot checks of motor vehicles; to attend Court in case of prosecution.

### **Road Transport Inspector**

#### **Senior Road Transport Inspector**

#### **Principal Road Transport Inspector**

#### **Chief Road Transport Inspector**

### **Recommendation EOAC 134**

18.90 The Committee recommends that officers in grades of Principal Traffic Warden, Senior Traffic Warden and Traffic Warden reckoning at least eight years' service in the cadre be given eligibility for consideration for appointment to the grade of Road Transport Inspector.

18.91 The Committee also recommends that appointment to the grade of Senior Road Transport Inspector be made by promotion of officers in the grade of Road Transport Inspector reckoning at least four years' service in the grade.

18.92 The Committee further recommends that appointment to the grade of Principal Road Transport Inspector be made by promotion of officers in the grade of Senior Road Transport Inspector reckoning at least three years' service in the grade and possessing a Diploma in Transport, or a Diploma in Logistics and Transport or an equivalent qualification.

- 18.93 The Committee recommends that appointment to the grade of Chief Road Transport Inspector be made by selection from among officers in the grade of Principal Road Transport Inspector reckoning at least three years' service in the grade and possessing an Advanced Diploma in Transport, or Advanced Diploma in Logistics and Transport or an equivalent qualification.

**NATIONAL TRANSPORT AUTHORITY**

**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
26 00 94	<b>Rs 95000</b> Road Transport Commissioner
26 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy Road Transport Commissioner
26 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Transport Controller Transport Planner
26 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Assistant Transport Planner
26 46 63	<b>Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Senior Transport Planning Officer <i>formerly Senior Planning Assistant</i>
26 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Transport Planning Officer <i>formerly Planning Assistant</i>
02 52 75	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Administrative Manager, National Transport Authority

Salary Code	Salary Scale and Grade
08 60 76	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 54275</b> Secretary, NTA Board
18 63 77	<b>Rs 35375 x 1200 – 37775 x 1500 – 55775</b> Chief Road Transport Inspector
18 53 70	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Principal Road Transport Inspector
18 47 66	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Senior Road Transport Inspector (Roster)
18 39 63	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Road Transport Inspector (Roster)
26 67 81	<b>Rs 40775 x 1500 – 58775 x 1800 – 62375</b> Chief Vehicle Examiner
26 62 75	<b>Rs 34175 x 1200 – 37775 x 1500 – 52775</b> Principal Vehicle Examiner
26 56 70	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Senior Vehicle Examiner
26 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Vehicle Examiner
18 41 64	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Principal Traffic Warden (Roster) (New Grade)

Salary Code	Salary Scale and Grade
18 35 60	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Senior Traffic Warden (Roster)
18 23 55	<b>Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175</b> Traffic Warden (Roster)
18 53 67	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Principal Licensing/Registration Officer
18 45 61	<b>Rs 20675 x 750 – 29675 x 900 – 33275</b> Senior Licensing/Registration Officer
18 25 57	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Licensing/Registration Officer
26 23 54	<b>Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Station Master
16 20 55	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 QB 21425 x 750 – 28175</b> Machine Minder/Senior Machine Minder (Bindery)(Roster)
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>



Salary Code	Salary Scale and Grade
24 01 32	Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175 General Worker

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## 19. MINISTRY OF FOREIGN AFFAIRS, REGIONAL INTEGRATION AND INTERNATIONAL TRADE

The salary schedules at pages 259 to 262 have been deleted and replaced by the revised salary schedule.

### MINISTRY OF FOREIGN AFFAIRS, REGIONAL INTEGRATION AND INTERNATIONAL

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 00 103	<b>Rs 156000</b> Secretary for Foreign Affairs
02 00 100	<b>Rs 114000</b> Ambassador High Commissioner Permanent Representative Permanent Secretary
02 00 96	<b>Rs 102000</b> Minister Counsellor/Deputy High Commissioner
02 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> First Secretary
26 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Project Manager, Foreign Affairs (New Grade)
02 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Second Secretary
08 51 74	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 51275</b> Attaché (Administration) (Personal)

Salary Code	Salary Scale and Grade
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 450 – 16525</b> Stores Attendant
<b>REGIONAL INTEGRATION</b>	
02 00 96	<b>Rs 102000</b> Director, Cooperation
02 00 91	<b>Rs 86000</b> Deputy Director, Cooperation (Personal)
02 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy Director, Cooperation
02 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Principal Analyst (Cooperation) <i>formerly Principal Cooperation Analyst</i>
02 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Analyst (Cooperation) <i>formerly Senior Cooperation Analyst</i>
02 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Analyst (Cooperation) <i>formerly Cooperation Analyst</i>
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver

Salary Code	Salary Scale and Grade
<b>INTERNATIONAL TRADE DIVISION</b>	
02 00 96	<b>Rs 102000</b> Director, Trade Policy
02 00 90	<b>Rs 86000</b> Deputy Director, Trade Policy (Personal)
02 80 88	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000-80000</b> Deputy Director, Trade Policy
02 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Principal Analyst (Trade Policy) <i>formerly Principal Trade Policy Analyst</i>
02 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Analyst (Trade Policy) <i>formerly Senior Trade Policy Analyst</i>
02 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Analyst (Trade Policy) <i>formerly Trade Policy Analyst</i>
18 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Controller, Industrial Property Office
18 60 73	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 49775</b> Principal Industrial Property Officer
18 53 67	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Senior Industrial Property Officer
18 45 62	<b>Rs 20675 x 750 – 29675 x 900 – 34175</b> Industrial Property Officer

Salary Code	Salary Scale and Grade
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Trade Policy Information Officer
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver

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## 20. MINISTRY OF HOUSING AND LANDS

Page 265

To delete paragraph 20.16 and whole content

To replace by the following:

Recommendation EOAC 136

20.16 The Committee recommends that the fee payable for undergoing training in Land Surveying be revised as follows:

Diplomates	Rs 16875 monthly
Graduates	Rs 22175 monthly

### MINISTRY OF HOUSING AND LANDS

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 00 100	<b>Rs 114000</b> Permanent Secretary
26 00 96	<b>Rs 102000</b> Chief Technical Officer
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Stores Attendant
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker
<i>HOUSING DIVISION</i>	
26 00 90	<b>Rs 83000</b> Chief Housing Development Officer
26 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Principal Housing Development Officer

Salary Code	Salary Scale and Grade
26 54 75	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b>
	Housing Development Officer
26 47 52	<b>Rs 22175 x 750 – 25925</b>
	Housing Development Cadet
08 53 69	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b>
	Housing Officer
08 29 63	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b>
	Assistant Housing Officer
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b>
	Executive Assistant (Housing)
08 21 54	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b>
	Housing Clerk
23 29 60	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b>
	Social Facilitator
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b>
	Housing Attendant
	<i>PLANNING DIVISION</i>
26 00 92	<b>Rs 89000</b>
	Chief Town and Country Planning Officer
26 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b>
	Deputy Chief Town and Country Planning Officer

Salary Code	Salary Scale and Grade
26 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Principal Town and Country Planning Officer
26 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Town and Country Planning Officer
26 54 75	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Town and Country Planning Officer
26 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Sociologist/Planner (Personal)
26 62 77	<b>Rs 34175 x 1200 – 37775 x 1500 – 55775</b> Chief Technical Design Officer <i>formerly Chief Town and Country Planning Draughtsman</i>
26 56 71	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775</b> Principal Technical Design Officer <i>formerly Principal Town and Country Planning Draughtsman</i>
26 51 64	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Senior Technical Design Officer <i>formerly Senior Town and Country Planning Draughtsman</i>
26 33 60	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Technical Design Officer <i>formerly Town and Country Planning Draughtsman</i>
26 22 24	<b>Rs 12425 x 250 – 12925</b> Trainee Technical Design Officer <i>formerly Trainee Town and Country Planning Draughtsman</i>
26 56 70	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Senior Development Control Officer



Salary Code	Salary Scale and Grade
26 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Development Control Officer
26 22 25	<b>Rs 12425 x 250 – 13175</b> Trainee Development Control Officer
26 46 63	<b>Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Senior Planning Assistant (Personal)
<i>SURVEY DIVISION</i>	
26 00 92	<b>Rs 89000</b> Chief Surveyor
26 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy Chief Surveyor
26 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Principal Surveyor
26 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Surveyor
26 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Surveyor
26 47 63	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Senior Survey Technician
26 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Survey Technician

Salary Code	Salary Scale and Grade
26 22 25	<b>Rs 12425 x 250 – 13175</b> Trainee Surveyor
26 64 81	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 62375</b> Chief Cartographer
26 58 74	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 51275</b> Principal Cartographer
26 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Senior Cartographer (Personal salary for officers in post as at 31.12.12)
26 35 66	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Cartographer/Senior Cartographer <i>formerly Cartographer</i>
26 22 24	<b>Rs 12425 x 250 – 12925</b> Trainee Cartographer
26 18 54	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Plans and Records Officer (Personal)
08 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Secretary, Morcellement Board
24 32 52	<b>Rs 15175 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925</b> Head, Survey Field Worker
16 20 55	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425 QB 22175 x 750 – 28175</b> Machine Minder/Senior Machine Minder (Bindery)

Salary Code	Salary Scale and Grade
04 18 51	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25175</b> Plan Printing Operator
24 13 45	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Survey Field Worker/Senior Survey Field Worker
08 51 76	<p style="text-align: center;"><i>NATIONAL PLANNING AND DEVELOPMENT COMMISSION</i></p> <b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 54275</b> Secretary, National Planning and Development Commission

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## **21. MINISTRY OF SOCIAL SECURITY, NATIONAL SOLIDARITY AND REFORM INSTITUTIONS**

Pages 271 and 272

Paragraph 21.7, 2<sup>nd</sup> and 3<sup>rd</sup> lines

To delete “Sugar Industry Labour Welfare Fund”

Page 272

Office Clerk

To delete paragraph 21.11 and whole content

To replace by the following:

Recommendation EOAC 137

21.11 The Committee recommends that:

- (i) the grade of Clerk Assistant be restyled Office Clerk;
- (ii) the MCSAR, in collaboration with the Civil Service College, Mauritius, mount an appropriate award course for Office Clerks formerly Clerk Assistants;
- (iii) on successful completion of the award course, incumbents be allowed to move incrementally in the master salary scale up to salary point Rs 25925; and
- (iv) Management should ensure that the officers are entrusted responsibilities commensurate with the position.

Page 273

To delete paragraph 21.13 and whole content

To replace by the following:

Recommendation EOAC 138

21.13 The Committee recommends the payment of an “In-Attendance” allowance to Disability Officers, officers of the Social Security cadre, Organising Officers and Senior Organising Officers who are required to work beyond normal working hours at the Pointe aux Sables and Belle Mare Recreation Centres to provide a 24-hour coverage during nights, weekends and public holidays as hereunder:

Periods	"In-Attendance" Allowance Rs
<b>Weekdays</b>	
1600 – 2200 hours	310
2200 – 0800 hours the next day	510
<b>Saturdays</b>	
0800 – 2200 hours	720
2200 – 0900 hours the next day	570
<b>Sundays and Public Holidays</b>	
0900 – 1600 hours	365
1600 – 2200 hours	310
2200 – 0900 hours the next day	570

Page 276

To delete paragraph 21.30 and whole content

To replace by the following:

Recommendation EOAC 139

**21.30** The Committee recommends that incumbents in the grades of Senior Social Security Officer and Principal Social Security Officer possessing a Diploma in Social Work or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to salary points Rs 35375 and Rs 42275 respectively provided they:

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

## 21.1 REFORM INSTITUTIONS

Page 284

### Night Duty Allowance

To delete paragraph 21.1.24 and whole content

To replace by the following:

Recommendation EOAC 140

21.1.24 The Committee recommends that the monthly Night Duty Allowance payable to officers of the RYC who effectively perform night shift, should be equivalent to 25% of the normal rate per hour for hours between 2300 hours and 0500 hours including a maximum of two hours lying-in period.

Page 285

### Night Attendance Bonus

To delete paragraph 21.1.26 and whole content

To replace by the following:

Recommendation EOAC 141

21.1.26 The Committee recommends that the monthly Night Attendance Bonus payable to officers performing operations duties at the RYC, for attending duty on all scheduled nights during the month should be as hereunder:

Grade	Reckoning up to 10 years' service	Reckoning over 10 years' service
Principal Officer, RYC Principal Female Officer, RYC	Rs 735	Rs 965
Senior Officer, RYC Senior Female Officer, RYC	Rs 585	Rs 735
Officer, RYC Female Officer, RYC	Rs 585	Rs 735

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### Rent Allowance

To insert after paragraph 21.1.29 the following:

21.1.29A Representations have been received to the effect that the quantum of rent allowance payable to Superintendent, Rehabilitation Youth Centre in the Table at paragraph 21.1.29 in the PRB Report 2013 is Rs 1180 whereas the

allowance recommended in the PRB Report 2008 for the same grade was Rs 1330.

### Recommendation EOAC 142

**21.1.29B** The Committee recommends that the amount of the rent allowance of Rs 1180 for the grade of Superintendent, Rehabilitation Youth Centre in the Table at paragraph 21.1.29 be revised to Rs1380.

## MINISTRY OF SOCIAL SECURITY, NATIONAL SOLIDARITY AND REFORM INSTITUTIONS

### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 00 100	<b>Rs 114000</b> Permanent Secretary
09 80 92	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 89000</b> Director, Medical Unit
09 69 86	<b>Rs 43775 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000</b> Assistant Director, Medical Unit
23 00 92	<b>Rs 89000</b> Commissioner, Social Security
23 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Deputy Commissioner, Social Security
23 63 83	<b>Rs 35375 x 1200 – 37775 x 1500 – 58775 x 1800 – 65975</b> Manager, National Pensions
23 58 76	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 54275</b> Assistant Commissioner, Social Security
23 54 68	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Principal Social Security Officer

Salary Code	Salary Scale and Grade
23 46 63	<b>Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Senior Social Security Officer
23 39 61	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Higher Social Security Officer
23 29 58	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575</b> Social Security Officer
23 63 83	<b>Rs 35375 x 1200 – 37775 x 1500 – 58775 x 1800 – 65975</b> Head, Disability Empowerment Unit <i>formerly Head, Disability Unit</i>
23 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Principal Disability Empowerment Officer <i>formerly Senior Disability Officer</i>
23 39 68	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Disability Empowerment Officer/Senior Disability Empowerment Officer <i>formerly Disability Officer</i>
23 70 84	<b>Rs 45275 x 1500 – 58775 x 1800 – 67775</b> Manager, Recreation Centre
23 52 69	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Senior Organising Officer, Recreation Centre
23 30 61	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Organising Officer, Recreation Centre
08 17 50	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Office Clerk <i>formerly Clerk Assistant</i>



Salary Code	Salary Scale and Grade
24 25 48	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Driver (Heavy Vehicles above 5 tons)
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Cutter General Assistant
24 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Driver (Roster)
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Social Security Attendant Stores Attendant
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker
<b>REFORM INSTITUTIONS</b>	
23 86 90	<b>Rs 72000 x 2500 – 77000 x 3000 – 83000</b> Commissioner of Probation and After Care
23 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Deputy Commissioner of Probation and After Care
23 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Assistant Commissioner of Probation and After Care
19 54 75	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Psychologist (Clinical and Social)

Salary Code	Salary Scale and Grade
23 52 68	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Principal Probation Officer
23 47 65	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Senior Probation Officer
23 31 63	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 34175 x 1200 – 35375</b> Probation Officer
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
<b>LIFE PLUS UNIT</b>	
23 31 61	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Life Care Officer (New Grade)

## REHABILITATION YOUTH CENTRE

## REVISED SALARY SCHEDULE

Salary Code	Grades and Salary Codes
23 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Head, Institutional Care Division
17 60 74	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 51275</b> Superintendent, Rehabilitation Youth Centre
17 55 68	<b>Rs 28175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Assistant Superintendent, Rehabilitation Youth Centre Female Assistant Superintendent, Rehabilitation Youth Centre
17 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Welfare Officer, Rehabilitation Youth Centre (Female) (New Grade) Welfare Officer, Rehabilitation Youth Centre(Male)
17 51 65	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Chief Female Officer, Rehabilitation Youth Centre Chief Officer, Rehabilitation Youth Centre
17 46 62	<b>Rs 21425 x 750 – 29675 x 900 – 34175</b> Principal Female Officer, Rehabilitation Youth Centre Principal Officer, Rehabilitation Youth Centre
17 41 59	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Senior Female Officer, Rehabilitation Youth Centre Senior Officer, Rehabilitation Youth Centre
17 26 56	<b>Rs 13425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Female Officer, Rehabilitation Youth Centre Officer, Rehabilitation Youth Centre

Salary Code	Grades and Salary Codes
17 18 20	<b>Rs 11425 x 250 – 11925</b> Trainee Officer, Rehabilitation Youth Centre Trainee Female Officer, Rehabilitation Youth Centre
23 25 55	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175</b> Matron
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>

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## 22. MINISTRY OF EDUCATION AND HUMAN RESOURCES

### PRIMARY SCHOOL SECTOR

Page 294

To insert after paragraph 22.6 the following:

#### **Alignment of salary of Educators (Primary) to that of Educators (Secondary) (Diploma Holders)**

22.6A The Federations of staff unions have made strong representations to the effect that the salary of Educators (Primary) be aligned to that of Educators (Secondary) (Diploma Holders). They have laid emphasis on the fact this is a long standing issue which has been the subject of protracted discussions with no positive outcome so far. The Committee noted that, even at the highest level of the hierarchy of the Ministry concerned, there is a clear and forceful willingness to find a lasting solution. Moreover, according to the Mauritius Institute of Education, the Teachers' Diploma (Primary) and Teachers' Diploma (Secondary) are of the same level and, therefore, Educators (Primary) and Educators (Secondary) (Diploma Holders) possess equivalent qualifications and are performing duties of a similar nature. **The Committee is fully agreeable with the submission of both Management and the Unions and is recommending accordingly.**

Pages 297 and 298

#### **Compensation for Additional Skills and Competencies**

To delete paragraphs 22.20 (i) and (ii) and 22.21 and whole content

To replace by the following:

22.19A The Staff Unions have contended that the increment for the Diploma in Educational Management should be granted on obtention of the diploma instead of on promotion as Deputy Head Master or Deputy Head Teacher (Oriental Languages) or Head Master. The Committee is agreeable to the request and is recommending accordingly.

#### **Recommendation EOAC 143**

22.20 The Committee recommends that:

- (i) **Teacher/Senior Teachers and Teacher/Senior Teachers (Oriental Languages) who have successfully completed the Diploma in Educational Management should, in future, be granted one increment with effect from the date of obtention of the Diploma; and**
- (ii) **Teacher/Senior Teachers and Teacher/Senior Teachers (Oriental Languages) who are already holders of the Diploma in**

**Educational Management should be granted one increment for the Diploma with effect from 1 January 2013.**

- 22.21** The Committee also recommends that Teacher/Senior Teachers and Teacher/Senior Teachers (Oriental Languages) possessing a Teacher's Diploma (Primary) in addition to holding an Advanced Certificate in Education should proceed incrementally in their salary scale up to salary point Rs 36575 in the master salary scale. Teacher/Senior Teachers and Teacher/Senior Teachers (Oriental Languages) possessing a Teacher's Diploma (Primary) and who were not required to follow the Advanced course leading to the Advanced Certificate in Education should also proceed incrementally in their salary scale up to salary point Rs 36575 in the master salary scale.

To insert after paragraph 22.21 the following:

**Grant of Increment on Promotion**

**Recommendation EOAC 144**

- 22.21A** The Committee recommends that Teacher/Senior Teachers and Teacher/Senior Teachers (Oriental Languages) should, on promotion to the grade of Deputy Head Master or Deputy Head Teacher (Oriental Languages) or Head Master, be granted a maximum of three increments inclusive of the increment/s previously obtained for long service, subject to the top salary of the higher grade.

**Page 299**

**Head Master**

**To delete paragraph 22.24 and whole content**

**To replace by the following :**

- 22.24** Management has submitted that the new scheme of service for the grade of Head Master has been prescribed on 7 November 2012. However, some Deputy Head Masters who have been assigned the duties of Head Master could not be appointed to the higher grade as a cut-off date for promotion purposes of 30 June 2012 has been included in the new scheme of service. The Committee has examined the issue and considers that for the sake of fairness, all Deputy Head Masters who have been assigned the duties of Head Master *vice* vacancies which occurred prior to the effective date of the new scheme of service should be given equal opportunity to be promoted to the higher post.
- 22.24A** Furthermore, the Staff Unions have represented that, in accordance with the recommendations made in the 2008 PRB Report, Teacher/Senior Teachers possessing a degree are not required to possess the Diploma in Educational Management to be eligible for promotion as Head Master. The Staff Unions

are of the opinion that the Diploma in Educational Management should be a pre-requisite for this category of teachers to perform at managerial level. The Committee considers that the request made is reasonable.

#### **Recommendation EOAC 145**

**22.24B** The Committee, therefore, recommends that all Deputy Head Masters who have been assigned the duties of Head Master *vice* vacancies which occurred prior to 7 November 2012 should be considered for promotion as Head Master on the same basis as their colleagues who have been appointed before them.

**22.24C** The Committee also recommends that Teacher/Senior Teachers possessing a degree should also be required to possess the Diploma in Educational Management together with at least 12 years' teaching experience to be eligible for consideration for appointment as Head Master.

To insert after paragraph 22.24C the following:

#### **Allowance to oversee pre-primary schools**

**22.24D** Management has submitted that Headmasters are required to oversee pre-primary schools operating under the aegis of Early Childhood Care and Education Authority which are found on the premises of primary schools against payment of a monthly allowance of Rs 1,000. A request has been made for the review of the allowance.

#### **Recommendation EOAC 146**

**22.24E** The Committee recommends the payment of a monthly allowance of Rs 2000 to Head Masters who are required to oversee pre-primary schools which are on the premises of Government Primary Schools.

#### **Support Teacher (New Grade)**

**22.24F** The Ministry has embarked on the Remedial Education Strategy Project which aims at dealing with children who face problems in acquiring foundational learning skills so as to give them an opportunity to catch up with the academic programmes. Management has recommended that a new grade of Support Teacher be created to provide support to Teacher/Senior Teachers and Educators (Primary) in a cluster of schools.

#### **Recommendation EOAC 147**

**22.24G** The Committee, therefore, recommends the creation of a new grade of Support Teacher on the establishment of the Ministry of Education and Human Resources. Appointment thereto should be made from among candidates who possess the Cambridge School Certificate with credit in at least five subjects and the Cambridge Higher School Certificate or the

**General Certificate of Education with passes in at least two subjects at Advanced Level or an equivalent qualification acceptable to the Public Service Commission. Selected candidates would be required to follow an approved training course as may be approved and arranged by the Ministry.**

- 22.24H The Support Teacher would be required, amongst others, to select pupils who need special attention in STD III with the consent of the class teacher and to have a 'catch up programme' with them; to coach and develop self-confidence in pupils; to prepare basic teaching materials for teaching and class activities; to develop basic reading, writing and listening skills in pupils and to identify pupils who, through assessment, can be sent back to mainstream.

**Page 299**

**To delete paragraph 22.27 and whole content**

**To replace by the following:**

**“Zones d’Education Prioritaires” (ZEP)**

**Recommendation EOAC 148**

- 22.27 The Committee recommends that the monthly ZEP allowance payable to the staff of ZEP schools should be revised as hereunder:**

<b>Grade</b>	<b>Monthly ZEP Allowance (Rs)</b>
<b>Head Master</b>	<b>3630</b>
<b>Mentor</b>	<b>3410</b>
<b>Deputy Head Master Deputy Head Teacher (Oriental Languages)</b>	<b>3190</b>
<b>Teacher/Senior Teacher Teacher/Senior Teacher (Oriental Languages) Health and Physical Education Instructor</b>	<b>2860</b>
<b>Teaching Assistant</b>	<b>2000</b>
<b>School Clerk</b>	<b>1000</b>
<b>ICT Support Officer</b>	<b>1000</b>
<b>Ancillary Staff</b>	<b>730</b>

**Page 300**



To insert after paragraph 22.27 the following:

**Allowance in connection with CPE, Cambridge School Certificate and Cambridge Higher School Certificate Examinations**

22.27A Management has submitted that invigilation and other fees paid by the MES to staff of the Primary Education Sector and that of Secondary Education Sector selected to work in connection with CPE, SC and HSC Examinations should be fixed at standard rates until the next overall Pay Review in the Public Sector. The Committee has examined the issue and considers that the request is justified.

**Recommendation EOAC 149**

22.27B The Committee, therefore, recommends that, as from 01 January 2013 up to the next overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector, fees payable to Resource Persons enlisted by the Mauritius Examinations Syndicate to work for the Certificate of Primary Education, Cambridge School Certificate and Higher School Certificate Examinations be increased by 5% annually for all categories of officers

**Bibliobus Project**

To delete paragraph 22.29 and whole content

To replace by the following:

**Recommendation EOAC 150**

22.29 The Committee recommends that the monthly allowance payable to Teacher/Senior Teachers performing duties of Animateur in Bibliobus be revised to Rs 1200.

**Special Education Needs (SEN) Sector**

**Page 302**

To delete paragraph 22.40 and whole content

To replace by the following:

**Inspector Specialised Schools/Day Care Centres**

22.40 At present, appointment to the grade of Inspector Specialised Schools/Day Care Centres is made by selection from among Heads, Specialised Schools reckoning at least three years' service in a substantive capacity in the grade. Following the creation of the level of Manager, SEN Resource Centres now restyled Head, SEN Resource Centres, there is need for consequential amendments to be made to the scheme of service for the grade of Inspector Specialised Schools/Day Care Centres.

**To delete paragraph 22.42 and whole content****To replace by the following:****Deputy Head, Specialised Schools**

22.42 At present, posts in the grade of Deputy Head, Specialised Schools are filled by promotion of Educators (SEN) reckoning at least two years' experience in a substantive capacity or an aggregate of at least two years' service in a substantive capacity in the grades of Teacher/Senior Teacher and Educator (SEN) or Teacher/Senior Teacher (Oriental Languages) and Educator (SEN) or Educator (Primary) and Educator (SEN). The Ministry has submitted that the number of years of experience is inadequate for the incumbent to assume full responsibility at the next higher level. The Committee has examined the issue and considers that any increase in the number of years of experience would cause prejudice to those prospective candidates already reckoning two years' service. We are, therefore, of the view that any increase in the number of years of experience should be done at the level of the Ministry of Education and Human Resources, in consultation with staff associations and **the Committee recommends accordingly.**

**Page 303****Allowance - Special Education Needs****To delete paragraph 22.45 and whole content****To replace by the following:****Recommendation EOAC 151**

22.45 **The Committee recommends that the monthly allowance paid to Teacher/Senior Teachers, Teacher/Senior Teachers (Oriental Languages), Deputy Head Masters and Deputy Head Teachers (Oriental Languages) on secondment to serve at the Specialised Schools, Penal Institutions, Probation Hostels, Rehabilitation Centres and Shelters for Women should be revised to Rs 3100.**

**Educator (Special Education Needs)****Page 304****To delete paragraphs 22.49 and 22.50 and whole content****To replace by the following:**

22.49 The Ministry of Education and Human Resources has now submitted that the Mauritius Institute of Education has been requested to mount an appropriate course for Teacher/Senior Teachers, Teacher/Senior Teachers (Oriental Languages) and Educators (Primary), not possessing the Diploma (SEN), posted in Specialised Schools. **We are maintaining the recommendation made in the 2008 Report for the grade of Educator (SEN) as hereunder:**

***“We recommend that appointment to the grade of Educator SEN should be made from among Educators (Primary) reckoning at least four years’ experience in a substantive capacity and possessing the Diploma (Special Education Needs).”***

***“We further recommend that Teacher/Senior Teachers and Teacher/Senior Teachers (Oriental Languages) possessing the Educator’s Licence – Special Education Needs should reckon at least 2 years’ teaching experience in specialised schools to be considered for appointment to the grade of Educator (SEN). The allowance payable to Teacher/Senior Teachers and Teacher/Senior Teachers (Oriental Languages), on secondment at the Specialised Schools, should be integrated into the new salary on conversion following the appointment of incumbents to the grade of Educator (SEN) and the allowance should lapse.”***

Page 305

#### **Additional Qualification**

**To insert after paragraph 22.49 the following:**

22.49A The Ministry of Education and Human Resources has submitted that the contents of paragraph 22.50 are confusing and need to be clearly specified. Paragraph 22.50 has, therefore, been redrafted in line with the Ministry’s recommendations.

**To delete paragraph 22.50 and whole content**

**To replace by the following:**

22.50 “In our last Report, specific salary scales have been provided to incumbents in the grades of Deputy Head, Specialised Schools and Head, Specialised Schools possessing the additional qualifications of Certificate in Educational Management (CEM) and Advanced Certificate in Educational Management (ACEM) respectively. **We are maintaining this arrangement.**”

**To delete paragraph 22.51 and whole content**

**To replace by the following:**

#### **Recommendation EOAC 152**

22.51 The Committee recommends that Educators (SEN) possessing the Diploma (Special Education Needs) who are subsequently appointed to the grade of Deputy Head, Specialised Schools or Head, Specialised Schools should draw salary in the scale as hereunder –

**06 49 68 Rs 23675 x 750 - 29675 x 900 - 34175 x 1200 - 37775 x 1500 - 42275**

Deputy Head, Specialised Schools

**06 56 71 Rs 28925 x 750 - 29675 x 900 - 34175 x 1200 - 37775 x 1500 - 46775**

Head, Specialised Schools

## **SECONDARY SCHOOL SECTOR**

**Page 307**

**To delete paragraph 22.60 (ii) and whole content**

**To replace by the following:**

### **Educator (Secondary)**

**22.60 (ii) Educators (Secondary) possessing a post 'A' level Diploma or a post Cambridge School Certificate Degree and drawing a salary which is less than Rs 23675 should, on obtention of the qualifications required to cross the QB, be allowed to join the recommended salary scale at salary point Rs 23675.**

### **Senior Educator (Secondary)**

**To delete paragraph 22.63 and whole content**

**To replace by the following:**

**22.63 The Committee has examined the request made by the staff associations for appointment to the grade of Senior Educator (Secondary) to be made on the basis of seniority and considers that the request is justified.**

### **Recommendation EOAC 153**

**22.63A The Committee, therefore, recommends that appointment to the grade of Senior Educator (Secondary) should, in future, be made by promotion of Educators (Secondary) possessing the qualification required to cross the QB in the salary scale of the grade and reckoning at least 15 years' service in a substantive capacity in the grade.**

**To insert after paragraph 22.66 the following:**

### **Deputy Rector**

### **Recommendation EOAC 154**

**22.66A The Committee recommends that appointment to the grade of Deputy Rector should be made by selection from among Senior Educators**

**(Secondary) and Educators (Secondary) reckoning at least 15 years' teaching experience and possessing the Postgraduate Certificate in Education together with the qualifications required to cross the QB and from Educators (Secondary) reckoning at least 18 years' service and possessing the Postgraduate Certificate in Education together with the qualifications required to cross the QB.**

Page 308

To delete paragraphs 22.67 to 22.69 and whole content

To replace by the following:

#### **Head of Department**

22.67 Educators (Secondary) are assigned duties of Head of Department on the basis of seniority. Heads of Departments are required to teach subjects of specialisation for a maximum of 25 periods weekly and are paid a monthly allowance of Rs 1200. We are reviewing the quantum of the allowance.

#### **Recommendation EOAC 155**

22.68 **The Committee recommends that assignment of duties of Head of Department should be made on the basis of seniority and qualifications and from among Educators (Secondary) who reckon at least five years' service. Educators (Secondary), assigned duties of Head of Department, should be paid an allowance of Rs 2000 monthly and continue to teach subjects of specialisation for a maximum of 25 periods weekly.**

#### **Technical Division**

##### **Director**

22.69 The PRB had, in its 2009 Errors, Omissions and Clarifications Report, recommended that the requirement of a Master's degree in Education for serving officers of the Ministry to be eligible for appointment to the grade of Director should be applicable as from 1 July 2012. The Ministry has submitted that the moratorium period for officers in the grade of Assistant Director to acquire the Master's degree was not sufficient as the officers concerned have been appointed only in October 2011 and that the requirement of that qualification for appointment as Director should be postponed to 1 July 2015. The Committee is making necessary provision to that effect.

#### **Recommendation EOAC 156**

22.69A **The Committee recommends that the implementation date for the requirement of the Master's degree in Education for Assistant Directors to be appointed as Director should be deferred to 1 July 2015.**

To delete paragraph 22.71 and whole content

To replace by the following:

**Allowance**

**Recommendation EOAC 157**

**22.71** The monthly allowance payable to Educators (Secondary), not possessing the qualifications required to cross the QB and who are called upon to teach sixth form subjects in scarcity areas for a maximum of eight periods weekly, should be revised to Rs 2250 monthly. On obtention of the qualification required to cross the QB, Educators (Secondary), would be eligible to the salary point arrived at after adding the allowance to the basic salary or to draw the higher salary point where the sum thus obtained is between two salary points and would draw the newly determined salary or Rs 23675 whichever is the higher.

**Prevocational Education**

**Page 309**

To delete paragraphs 22.77 and 22.78 and whole content

To replace by the following:

**Educator (Secondary) (Prevocational)**

**Recommendation EOAC 158**

**22.77** The Committee recommends that officers possessing a post 'A' Level Degree and appointed Educator (Secondary) (Prevocational) should join the recommended salary scale at salary point Rs 23675. Incumbents possessing a Diploma or a post School Certificate Degree and drawing a salary less than Rs 23675 should, on obtention of the qualification required to cross the QB, be allowed to join the recommended salary scale at salary point Rs 23675.

**Educator (Secondary) and Educator (Secondary) (Prevocational)**

**Recommendation EOAC 159**

**22.78** The Committee recommends that incumbents in the grades of Educator (Secondary) and Educator (Secondary) (Prevocational) satisfying the requirements to cross the QB should, on reaching the top salary point of Rs 52775, be allowed to move incrementally in the master salary scale up to salary point Rs 57275 provided they:

- (i)** have drawn the top salary for a year;
- (ii)** have been efficient and effective in their performance during the preceding year; and

(iii) are not under report.

Page 311

To insert after paragraph 22.87 the following:

**Analyst (Education) (New Grade)**

22.87A Management has submitted that reports on the state of education statistics conducted independently by various teams of experts converge to the fact that the Ministry holds a host of data but little attempt has been made at data analysis. Moreover, Mauritius has also participated in a number of regional and international studies and its findings need to be further analysed as a basis for performance monitoring, policy analysis and decision-making. Necessary provision is being made in the report for the creation of a new grade of Analyst (Education) to assist in the setting up of an education database for the Ministry.

**Recommendation EOAC 160**

**22.87B The Committee recommends the creation of a new grade of Analyst (Education). Appointment to the grade should be made from among candidates possessing a degree in Statistics/ Economics/ Accounting/Mathematics or Finance from a recognised institution or an equivalent qualification acceptable to the Public Service Commission.**

**22.87C The Analyst (Education) would be required, amongst others, to collect and analyse educational data for the purpose of Programme Based Budget preparation and monitoring, preparation of reports/briefs/papers describing and analysing the performance of education-related issues, carry out research with a view to making policy proposals regarding educational reforms, carry out management analysis and consultancy works, project management and development of quality management systems and assist in statistical design of surveys and studies at field level.**

**Health and Welfare Division**

**Director, Health and Welfare (New Grade)**

**Assistant Director, Health and Welfare (New Grade)**

22.87D Management has submitted that up to now, the Ministry has, with the collaboration of various organisations, both public and NGOs, promoted a wide range of extracurricular activities in the primary and secondary school sectors aimed at inculcating at a young age the concern for healthy lifestyle, human values, good citizenship and personal fulfilment. Management has recommended that there is need for a dedicated structure to coordinate and implement health promotion programmes in the primary and secondary

education sector. The Committee is, therefore, making necessary provision to this effect.

### **Recommendation EOAC 161**

- 22.87E** The Committee recommends the setting up of a Health and Welfare Division in the Ministry of Education and HR which will be responsible for the coordination and implementation of health promotion programmes and health-related issues in the primary and secondary sectors. The Division will have under its responsibility the National Education Counselling Service, Physical Education Section, Health and Anti-Drug Unit and Special Wellness Programme.
- 22.87F** The Committee recommends that a new grade of Director, Health and Welfare and a new grade of Assistant Director, Health and Welfare be created.
- 22.87G** The Director, Health and Welfare, should be recruited from among candidates who are fully registered as a medical practitioner in accordance with legislation in force in Mauritius and who reckon at least 10 years' proven experience relevant to the most common problems affecting/likely to affect school children.
- 22.87 H** The Assistant Director, Health and Welfare, should be recruited from among candidates who are fully registered as a medical practitioner in accordance with legislation in force in Mauritius and who reckon at least seven years' proven experience relevant to the most common problems affecting/likely to affect school children.
- 22.87 I** The Director, Health and Welfare, would be required, amongst others, to address primary, secondary and tertiary prevention; advise students, Educators and parents on appropriate health promotion and rehabilitation measures/therapies; participate in training and research programmes and ensure community participation in health activities. The Assistant Director, Health and Welfare would assist the Director, Health and Welfare in the above duties.

**Page 312**

**Educational Social Worker**

**To delete paragraph 22.93 and whole content**

**To replace by the following:**

**Risk Allowance**

- 22.93** It has been represented that Educational Social Workers are, by nature of their work, exposed to very risky situations/environment where alcohol,



prostitution and drug trafficking prevail and that they should be entitled to the payment of a risk allowance.

### **Recommendation EOAC 162**

**22.93A** The Committee recommends that, Educational Social Workers, who, by the nature of their work, are exposed to very risky situations/environment, be paid a monthly risk allowance equivalent to one and a half increments at the initial of their salary scale.

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### **E-Government Unit**

To delete paragraph 22.102 and whole content

To replace by the following:

### **Recommendation EOAC 163**

**22.102** The Committee recommends that ICT Technician/Senior ICT Technicians, *formerly Computer Technicians* who possess a Degree in Computer Science or an equivalent qualification and who have reached the top of their salary scale, should be allowed to move incrementally in the master salary scale up to salary point Rs 48275 provided they:

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

**22.102A** The Committee recommends the creation of a new grade of Principal ICT Technician. Appointment to the grade should be made by promotion of officers in the grade of ICT Technician/Senior ICT Technician reckoning at least four years' service in a substantive capacity in the grade.

**Page 315**

To delete paragraph 22.111 and whole content

To replace by the following:

### **Vacation Leave**

**22.111** For the purpose of this section on SPECIFIC CONDITIONS (EDUCATION), the term "teaching personnel" is deemed to read officers in the following grades:

- (i) Teacher/Senior Teacher, Teacher/Senior Teacher (Oriental Languages), Educator (Primary), Deputy Head Teacher (Oriental Languages), Mentor, Health and Physical Education Instructor,

**Educator (SEN), Deputy Head Master (assigned full responsibility of classroom teaching and who effectively perform teaching duties during a whole calendar year);**

- (ii) Senior Educator (Secondary);**
- (iii) Educator (Secondary);**
- (iv) Educator (Secondary) (Physical Education);**
- (v) Educator (Secondary) (Prevocational);**
- (vi) Teacher (Secondary) (Prevocational); and**
- (vii) Teaching Assistant.**

**MINISTRY OF EDUCATION AND HUMAN RESOURCES**  
**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
02 00 102	<b>Rs 144000</b> Senior Chief Executive
02 00 100	<b>Rs 114000</b> Permanent Secretary
06 00 96	<b>Rs 102000</b> Chief Technical Officer (Education)
06 00 94	<b>Rs 95000</b> Director Director, Quality Assurance Director (Health and Welfare) (New Grade)
06.80.90	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 83000</b> Assistant Director (Health and Welfare) (New Grade)
06 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Assistant Director Assistant Director (Primary) Principal Physical Education Organiser
06 74 88	<b>Rs 51275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000</b> Senior Quality Assurance Officer

Salary Code	Salary Scale and Grade
06 72 85	<b>Rs 48275 x 1500 – 58775 x 1800 – 69575</b> Administrator (Education) Rector
06 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Head, National Education Counselling Service Principal School Inspector Senior Physical Education Organiser
06 63 81	<b>Rs 35375 x 1200 – 37775 x 1500 – 58775 x 1800 – 62375</b> Deputy Rector Quality Assurance Officer
06 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Inspector (Pre-Vocational) ( <i>Personal to holder in post as at 30.06.08</i> ) Music Organiser Pedagogical Inspector ( <i>Personal to holder in post as at 30.06.03</i> ) Physical Education Organiser Senior Educational Psychologist Senior Educator (Secondary)
06 63 77	<b>Rs 35375 x 1200 – 37775 x 1500 – 55775</b> Senior Inspector, Specialised Schools/Day Care Centres Senior School Inspector Senior Supervisor Oriental Languages
06 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Educational Psychologist Analyst (Education) (New Grade)
06 39 75	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42775 QB 43775 x 1500 – 52775</b> Educator(Secondary) (Personal) <i>formerly Educator (Secondary) (Personal to holder in post as at 30.06.03)</i> Educator (Secondary) (Physical Education) (Personal to holder in post as at 30.06.03)
06 39 75	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 36575 QB 37775 x 1500 – 52775</b> Educator (Secondary) Educator (Secondary) (Physical Education) Educator (Secondary) (Prevocational)

Salary Code	Salary Scale and Grade
06 59 74	<b>Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 51275</b> Inspector Specialised Schools/Day Care Centres School Inspector Supervisor Oriental Languages Supervisor (The Arts)
06 56 71	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775</b> Coordinator, Health and Anti Drug Head, Specialised Schools [possessing Diploma (SEN)]
06 39 71	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775</b> Liaison Officer/Senior Liaison Officer
06 56 72	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 48275</b> Head Master (possessing Advanced Certificate in Educational Management or Diploma in Educational Management) Head, SEN Resource Centres (possessing Advanced Certificate in Educational Management) <i>formerly Manager, SEN Resource Centres</i> Head Specialised Schools (possessing Advanced Certificate in Educational Management or Diploma in Educational Management)
06 54 70	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Assistant Supervisor (Oriental Languages) Head Master Head Specialised Schools Head, SEN Resource Centre
06 48 69	<b>Rs 22925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Assistant Supervisor (The Arts)
09 49 68	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 = 42275</b> Deputy Head, Specialised Schools (possessing Diploma SEN)
06 51 67	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Deputy Head Master (possessing Certificate in Educational Management) Deputy Head Teacher (Oriental Languages) (possessing Certificate in Educational Management)

Salary Code	Salary Scale and Grade
06 45 67	<b>Rs 20675 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Deputy Head, Specialised Schools (possessing Certificate in Educational Management)
06 41 67	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Mentor
06 47 65	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Deputy Head Master Deputy Head Teacher (Oriental Languages) Health and Physical Education Instructor
06 43 65	<b>Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Deputy Head, Specialised Schools
06 39 64	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Educator (Primary) Educator (SEN)
06 29 64	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Educational Social Worker
06 33 60	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Teacher/Senior Teacher (possessing Advanced Certificate in Education) Teacher/Senior Teacher (Oriental Languages) (possessing Advanced Certificate in Education)
06 29 59	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Teacher/Senior Teacher Teacher/Senior Teacher (Oriental Languages)
06 26 58	<b>Rs 13425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575</b> Teacher (Secondary) (Prevocational)

Salary Code	Salary Scale and Grade
06 17 48	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Teaching Assistant Support Teacher (New Grade)
06 22 25	<b>Rs 12425 x 250 – 13175</b> Trainee Educator (Secondary)
06 22 24	<b>Rs 12425 x 250 – 12925</b> Trainee Educator (Primary) Trainee Educator (Primary) <i>formerly Trainee Educator (Primary) (Oriental Languages)</i> <i>Trainee Educator (Primary) (Kreol Morisien)</i>
02 00 90	<b>Rs 83000</b> Director, Human Resource Development
02 70 81	<b>Rs 45275 x 1500 – 58775 x 1800 – 62375</b> Principal Human Resource Analyst
02 64 77	<b>Rs 36575 x 1200 – 37775 x 1500 – 55775</b> Senior Human Resource Analyst
02 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Human Resource Analyst
04 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Manager (ICT)
04 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Assistant Manager (ICT)
06 46 73	<b>Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 49775</b> Principal ICT Technician (New Grade)
04 39 70	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> ICT Technician/Senior ICT Technician <i>formerly Computer Technician (NCITRC)</i>
04 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> ICT Support Officer

Salary Code	Salary Scale and Grade
04 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Printing Machine Operator
05 72 85	<b>Rs 48275 x 1500 – 58775 x 1800 – 69575</b> Head, Library Cadre
05 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Librarian
05 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Librarian
05 51 70	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Senior Library Officer
05 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Library Officer
05 38 57	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Senior Library Clerk
05 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Library Clerk
05 18 20	<b>Rs 11425 x 250 – 11925</b> Trainee Library Clerk
18 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Principal Careers Counsellor <i>formerly Principal Careers Officer</i>
18 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Careers Counsellor <i>formerly Senior Careers Officer</i>
18 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Careers Counsellor <i>formerly Careers Officer</i>

Salary Code	Salary Scale and Grade
08 52 69	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> School Superintendent
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Assistant School Superintendent
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> School Clerk
08 21 53	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b> Word Processing Operator (Oriental Language)
11 37 63	<b>Rs 16875 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Usher/Senior Usher (Education) (Female) Usher/Senior Usher (Education) (Male)
10 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Communication Officer
26 43 61	<b>Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Inspector of Works
26 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Assistant Inspector of Works Draughtman's Assistant
16 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Graphic Artist



Salary Code	Salary Scale and Grade
16 20 55	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 - 22175QB 22925 x 750 – 28175</b> Machine Minder/Senior Machine Minder (Bindery) (Roster)
24 35 55	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 –28175</b> Senior Computer Laboratory Attendant Senior Laboratory Attendant
24 18 50	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Computer Laboratory Attendant Laboratory Attendant
24 25 48	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Driver (Bibliobuses) Driver (Heavy vehicles above 5 tons)
24 31 46	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Head, Workshop Assistant
24 22 46	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x750 – 21425</b> Senior/Head School Caretaker
24 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Driver (Roster)
24 19 47	<b>Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 600 – 22175</b> Driver (Roster – Day and Night)
25 36 54	<b>Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 –27425</b> Foreman
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver

Salary Code	Salary Scale and Grade
24 14 42	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 –19025</b> Workshop Assistant/Senior Workshop Assistant
24 23 42	<b>Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 –19025</b> Senior Library Attendant
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Gardener/Nursery Attendant <i>formerly Gardener/Nurseryman</i> Library Attendant School Caretaker Seamstress(P)
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Stores Attendant
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 - 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker
24 10 34	<b>Rs 9450 x 225 x 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> Cloakroom Attendant Lorry Loader
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> General Assistant Maintenance Assistant Rattaner Cabinet Maker Carpenter Mason Painter Plumber and Pipe Fitter

Salary Code	Salary Scale and Grade
25 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Maintenance Handy Worker Tradesman's Assistant

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## 23. MINISTRY OF AGRO INDUSTRY AND FOOD SECURITY

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To insert after paragraph 23.13 the following:

23.13 A Management has submitted that the grades of Technical Assistant and Senior Technical Assistant provide support services in the Technical Cadre and has requested that the grades be restyled Agricultural Support Officer and Senior Agricultural Support Officer respectively.

**Recommendation EOAC 164**

**23.13B The Committee recommends that the grades of Technical Assistant and Senior Technical Assistant be restyled Agricultural Support Officer and Senior Agricultural Support Officer respectively.**

Page 329

To delete paragraph 23.16 and whole content

To replace by the following:

23.16 The allowances presently paid are being revised as specified below:

(a)	Technical Officers and Senior Technical Officers posted at the Plant Pathology Section of the National Plant Protection Office	Rs 1185 monthly
(b)	Agricultural Support Officer, <i>formerly Technical Assistant</i> and Senior Agricultural Support Officer, <i>formerly Senior Technical Assistant</i> , residing on stations for shouldering higher responsibilities outside normal working hours	Rs 240 monthly
(c)	Officers working on a roster basis at outstations as follows:  Agricultural Support Officer, <i>formerly Technical Assistant</i>  Senior Agricultural Support Officer, <i>formerly Senior Technical Assistant</i>	Rs 300 monthly  Rs 475 monthly

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Training in Engineering

To delete paragraph 23.19 and whole content

To replace by the following:

Recommendation EOAC 165

23.19 The Committee recommends that the fee payable to Trainees in Engineering be revised to Rs 22175 monthly.

Pages 332 and 333

To delete paragraphs 23.32 and 23.33 and whole content

To replace by the following:

Recommendation EOAC 166

23.32 The Committee recommends that the following allowances be paid to Veterinary Officers who are required to be on-call after working hours in relation with the 24-hour service provided to the breeding community:

<b><i>Weekdays</i></b> 1530 hours to 0900 hours the next day	Rs 425
<b><i>Saturdays</i></b> Noon to 1800 hours 1800 hours to 0900 hours the following day	Rs 200 Rs 330
<b><i>Sundays and Public Holidays</i></b> 0900 hours to 1700 hours 1700 hours to 0900 hours the following day	Rs 275 Rs 375

23.33 The Committee also recommends that Veterinary Officers be paid an allowance of Rs 200 per hour when attending work while on call, subject to the following maxima:

<b>Weekdays</b>	Rs 1030
<b>Saturdays</b>	Rs 1240
<b>Sundays and Public Holidays</b>	Rs 1650

**Office Clerk**

To delete paragraph 23.36 and whole content

To replace by the following:

**Recommendation EOAC 167**

**23.36 The Committee recommends that:**

- (i) the grade of Clerk Assistant be restyled Office Clerk;**
- (ii) the MCSAR, in collaboration with the relevant institution, mount an appropriate award course for Office Clerk *formerly Clerk Assistant*;**
- (iii) on successful completion of the award course, incumbents be allowed to move incrementally in the master salary scale up to salary point Rs 25925 wherever they have been posted; and**
- (iv) Management should ensure that the officers are entrusted responsibilities commensurate with the position.**

To insert after paragraph 23.36 the following:

**23.36A With the closing of the Livestock Feed Factory, the Committee recommends that the grade of Factory Supervisor be made evanescent. The incumbent in post is being granted a personal salary.**

**FORESTRY SERVICES**

**Page 335**

To delete paragraph 23.43 and whole content

To replace by the following:

**Recommendation EOAC 168**

**23.43 In view of the distinct and different nature of work performed by the Assistant Conservator of Forests, the Committee recommends that the appellation of Assistant Conservator of Forests be retained.**

**Pages 335 and 336**

To delete paragraph 23.49 and whole content

To replace by the following:

**Recommendation EOAC 169**

**23.49 The Committee recommends that the daily all-inclusive allowance, in lieu of overtime, payable to officers of the Forestry Services for participating in expeditions to islets and on mountain tops be revised as follows:**

Grade	Daily All-Inclusive Allowance (Including Meal Allowance) Amount (Rs)
Conservator of Forests	3660
Deputy Conservator of Forests	3660
Assistant Conservator of Forests	2930
Divisional Forest Officer <i>formerly Divisional Forest Assistant</i>	2930
Chief Forest Conservation and Enforcement Officer <i>formerly Forest Ranger</i>	2200
Principal Forest Conservation and Enforcement Officer <i>formerly Deputy Forest Ranger</i>	1900
Senior Forest Conservation and Enforcement Officer <i>formerly Forester</i>	1465
Forest Conservation and Enforcement Officer <i>formerly Forest Guard</i>	1320
General Worker	825

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#### Walking Allowance

To delete paragraph 23.53 and whole content

To replace by the following:

#### Recommendation EOAC 170

23.53 The Committee recommends that a Walking Allowance be paid to Forest Conservation and Enforcement Officers, *formerly Forest Guards*, and Senior Forest Conservation and Enforcement Officers, *formerly Foresters*, be revised to Rs 250 monthly.

Pages 338 and 339

To delete paragraph 23.64 and whole content

To replace by the following:

**23.64** The Committee recommends that the daily all-inclusive allowance, in lieu of overtime, payable to officers of the National Parks and Conservation Service for participating in expeditions to islets be revised as follows:

<b>Grade</b>	<b>Daily All-Inclusive Allowance (Including Meal Allowance) Amount (Rs)</b>
<b>Director (NPCS)</b>	<b>3660</b>
<b>Deputy Director (NPCS)</b>	<b>3660</b>
<b>Senior Scientific Officer (Conservation) <i>formerly Senior Research and Development Officer (Wildlife)</i></b>	<b>3660</b>
<b>Scientific Officer (Conservation) <i>formerly Research and Development Officer (Wildlife)</i></b>	<b>2930</b>
<b>Technical Officer/Senior Technical Officer (Conservation) <i>formerly Technical Officer/Senior Technical Officer (Wildlife)</i></b>	<b>2350</b>
<b>Technical Officer</b>	<b>2200</b>
<b>Senior Park Ranger</b>	<b>2200</b>
<b>Park Ranger</b>	<b>1900</b>
<b>Assistant Park Ranger</b>	<b>1465</b>
<b>Senior Forest Conservation and Enforcement Officer <i>formerly Forester</i></b>	<b>1465</b>
<b>Forest Conservation and Enforcement Officer <i>formerly Forest Guard</i></b>	<b>1320</b>



Grade	Daily All-Inclusive Allowance (Including Meal Allowance) Amount (Rs)
<b>Gardener/Nursery Attendant</b> <i>formerly Gardener/Nurseryman</i>	<b>1025</b>
<b>Mason</b>	<b>1025</b>
<b>Tradesman's Assistant</b>	<b>880</b>
<b>General Worker</b>	<b>825</b>

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Walking Allowance

To delete paragraph 23.66 and whole content

To replace by the following:

Recommendation EOAC 171

**23.66** The Committee recommends the payment of a Walking Allowance of Rs 250 monthly to Assistant Park Rangers, Park Rangers and Senior Park Rangers of the National Parks and Conservation Service.

**MINISTRY OF AGRO INDUSTRY AND FOOD SECURITY**  
**(AGRO INDUSTRY DIVISION)**

**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
02 00 102	<b>Rs 144000</b> Senior Chief Executive
02 00 100	<b>Rs 114000</b> Permanent Secretary
02 72 85	<b>Rs 48275 x 1500 – 58775 x 1800 – 69575</b> Chief Agricultural Planning Officer
02 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Agricultural Planning Officer

Salary Code	Salary Scale and Grade
02 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Agricultural Planning Officer
01 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Agricultural Analyst
08 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Agricultural Executive Assistant (Personal) <i>formerly in GSE10</i>
08 51 66	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Agricultural Executive Assistant (Personal) <i>formerly in GSE 14</i>
08 41 63	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 35375</b> Agricultural Executive Assistant (Personal) <i>formerly in GSE 5</i>
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Agricultural Clerk (Personal) <i>formerly in GSC 10</i> Agricultural Executive Assistant (Personal) <i>formerly in GSE 2</i>
08 21 54	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Agricultural Clerk (Personal) <i>formerly in GSC 9</i>
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver (Ordinary vehicles up to 5 tons)
<b>AGRICULTURAL SERVICES</b>	
19 00 96	<b>Rs 102000</b> Chief Agricultural Officer

Salary Code	Salary Scale and Grade
19 00 92	<b>Rs 89000</b> Deputy Chief Agricultural Officer
19 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Principal Agricultural Officer Principal Agricultural Officer (Veterinary Services)
19 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Divisional Veterinary Officer
19 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Veterinary Officer
19 60 75	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Veterinary Officer
19 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Divisional Scientific Officer
19 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Scientific Officer
19 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Scientific Officer
19 73 82	<b>Rs 49775 x 1500 – 58775 x 1800 – 64175</b> Agricultural Technician (Personal) <i>formerly Administrative and Personnel Manager (Teafac)</i>
19 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Agricultural Technician (Personal) <i>formerly Assistant Factory Manager (Teafac) (Personal)</i> <i>Economist (Personal)</i> <i>Project Officer (Tea Board) (Personal)</i> <i>Statistics &amp; Marketing Officer (Teafac) (Personal)</i> <i>Tea Officer (Graduate scale) (Personal)</i>

Salary Code	Salary Scale and Grade
19 41 70	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Agricultural Technician (Personal) <i>formerly Tea Officer</i>
19 67 81	<b>Rs 40775 x 1500 – 58775 x 1800 – 62375</b> Senior Agricultural Superintendent
19 62 75	<b>Rs 34175 x 1200 – 37775 x 1500 – 52775</b> Agricultural Superintendent Senior Laboratory Technologist (Personal)
19 56 70	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Laboratory Technologist (Personal) Senior Laboratory Technologist Senior Technical Officer
19 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Apicultural Officer Laboratory Technologist Technical Officer
26 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Principal Agricultural Engineer
26 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Agricultural Engineer
26 54 75	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Agricultural Engineer
26 51 66	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Senior Technical Design Officer <i>formerly Senior Draughtsman</i>

Salary Code	Salary Scale and Grade
26 33 60	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Technical Design Officer <i>formerly Draughtsman</i>
26 22 24	<b>Rs 12425 x 250 – 12925</b> Trainee Technical Design Officer <i>formerly Trainee Draughtsman</i>
19 41 59	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Senior Field Assistant (Personal)
19 23 52	<b>Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925</b> Field Assistant (Personal)
19 45 61	<b>Rs 20675 x 750 – 29675 x 900 – 33275</b> Senior Agricultural Support Officer <i>formerly Senior Technical Assistant</i>
19 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Agricultural Support Officer <i>formerly Technical Assistant</i> Dog Control Officer
19 45 61	<b>Rs 20675 x 750 – 29675 x 900 – 33275</b> Agricultural Supervisor
26 41 70	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Transport Officer
08 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Agricultural Executive Assistant (Personal) <i>formerly in GSE 10</i>

Salary Code	Salary Scale and Grade
08 51 66	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Agricultural Executive Assistant (Personal) <i>formerly in GSE 14</i>
08 45 66	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Agricultural Executive Assistant (Personal) <i>formerly Technical Officer (Tea Board)</i>
08 45 63	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Agricultural Executive Assistant (Personal) <i>formerly Accounts Officer, Tea Board            Public Relations/Welfare Officer, Tea Board</i>
08 41 63	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Agricultural Executive Assistant (Personal) <i>formerly in GSE 5</i>
08 38 63	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Agricultural Confidential Secretary (Personal) <i>formerly in GSS 3</i>
08 45 59	<b>Rs 20675 x 750 – 29675 x 900 – 31475</b> Agricultural Executive Assistant (Personal) <i>formerly in GSE 3</i>
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Agricultural Clerk (Personal) <i>formerly in GSC 10</i> Agricultural Executive Assistant
08 21 54	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Agricultural Clerk (Personal) <i>formerly in GSC 9</i>

Salary Code	Salary Scale and Grade
08 18 51	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25175</b> Tickets/Sales Officer
08 17 50	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Office Clerk <i>formerly Clerk Assistant</i>
25 44 57	<b>Rs 20075 x 600 – 20675 x 750 – 29675</b> Workshop Supervisor
19 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Supervisor of Works
10 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Audio Visual Production Officer Visual Artist (Graphics)
10 18 52	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925</b> Publicity Assistant
16 20 55	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175 QB 22925 x 750 – 28175</b> Machine Minder/Senior Machine Minder (Bindery)
04 18 51	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25175</b> Plan Printing Operator
24 13 45	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Survey Field Worker/Senior Survey Field Worker

Salary Code	Salary Scale and Grade
04 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Printing Machine Operator
24 35 55	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175</b> Senior Laboratory Attendant
24 18 50	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Laboratory Attendant
25 36 54	<b>Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Chief Blacksmith Chief Cabinet Maker Chief Carpenter Chief Mason Chief Motor Mechanic Chief Panel Beater Chief Welder Foreman
24 32 52	<b>Rs 15175 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925</b> Head Survey Field Worker
24 31 50	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Senior Field Supervisor <i>formerly Senior Gangman</i>
24 25 48	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Driver (Heavy Vehicles above 5 tons) Driver (Mechanical Unit)
24 20 48	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Agricultural Implement Operator Driver (Shift)
24 19 47	<b>Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175</b> Forklift Driver



Salary Code	Salary Scale and Grade
24 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Incinerator Operator
24 31 46	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Head Gardener/ Nursery Attendant <i>formerly Head Gardener/Nurseryman</i>
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Automobile Electrician Blacksmith Cabinet Maker Carpenter Coach Painter Fitter Mason Motor Mechanic Painter Panel Beater Plumber and Pipe Fitter Tinsmith Turner and Machinist Welder General Development Handy Worker <i>formerly General Development Handyman</i> Maintenance Assistant Sailmaker General Assistant
24 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Vulcaniser
24 22 45	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Field Supervisor <i>formerly Gangman</i> Hatchery Operator (Personal to officers in post at 30.06.2003) Leading Hand Senior Stockman

Salary Code	Salary Scale and Grade
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver (Ordinary vehicles up to 5 tons) General Development Worker (Personal) <i>formerly Gangman (TDA) or Driver (TDA)</i>
24 14 45	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> General Development Worker (Personal) <i>formerly Telephone Operator (TDA)</i> <i>Telephone Operator (Tea Board)</i>
24 19 43	<b>Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475</b> General Development Worker (Personal) <i>formerly Leaf Weigher (TDA)</i>
24 17 41	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575</b> Plant and Equipment Operator Senior Gardener/ Nursery Attendant <i>formerly Senior Gardener/Nurseryman</i>
24 15 40	<b>Rs 10675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125</b> Barnman (On Shift) Irrigation Operator (On Roster)
25 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Maintenance Handy Worker (Personal)
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Gardener/Nursery Attendant <i>formerly Gardener/Nurseryman</i> General Development Worker (Personal) <i>formerly Office Attendant (TDA/TEAFAC)</i> <i>Office Attendant, Tea Board</i> Hatchery Operator Household Attendant Insecticide Sprayer Operator <i>formerly Insecticide Sprayerman</i> Operator Pumping Station Stockman (Roster) Toolskeeper

Salary Code	Salary Scale and Grade
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Stone Breaker Stores Attendant
25 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Maintenance Handy Worker Tradesman's Assistant
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> General Development Worker (Personal) <i>formerly Watchman (TDA)</i> Security Guard <i>formerly Watchman</i>
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> General Development Worker (Personal) <i>formerly Motor Mechanic, Boiler and Turbine Operator, Supervisor (TDA/Teafac)</i> Lorry Loader Sanitary Attendant Tobacco Grader
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Development Worker (Personal) <i>formerly Agricultural Development Assistant</i> General Worker
11 45 63	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Factory Supervisor
21 30 54	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Senior Sales Officer, Agricultural Extension Shop
21 17 52	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925</b> Sales Officer, Agricultural Extension Shop
24 19 43	<b>Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475</b> Factory Operative (Roster) (Personal)

Salary Code	Salary Scale and Grade
24 17 41	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575</b> Factory Operative
24 15 40	<b>Rs 10675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125</b> Factory Operative Assistant (Roster) (Personal)
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Factory Operative Assistant
<b>FORESTRY SERVICES</b>	
19 00 94	<b>Rs 95000</b> Conservator of Forests
19 74 86	<b>Rs 51275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000</b> Deputy Conservator of Forests
19 50 76	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 54275</b> Assistant Conservator of Forests <i>formerly Scientific Officer (Forests)</i>
19 61 74	<b>Rs 33275 x 900 – 34175 x 1200 – 37775 x 1500 – 51275</b> Divisional Forest Officer <i>formerly Divisional Forest Assistant</i>
19 52 67	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Chief Forest Conservation and Enforcement Officer <i>formerly Forest Ranger</i>
19 45 61	<b>Rs 20675 x 750 – 29675 x 900 – 33275</b> Principal Forest Conservation and Enforcement Officer <i>formerly Deputy Forest Ranger</i>
19 38 57	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Senior Forest Conservation and Enforcement Officer <i>formerly Forester</i>

Salary Code	Salary Scale and Grade
19 21 54	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Forest Conservation and Enforcement Officer <i>formerly Forest Guard</i>
26 33 60	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Technical Design Officer <i>formerly Draughtsman</i>
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Agricultural Clerk (Personal) <i>formerly in GSC 10</i> Agricultural Executive Assistant (Personal) <i>formerly in GSE 2</i>
08 21 54	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Agricultural Clerk (Personal) <i>formerly in GSC 9</i>
25 36 54	<b>Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Chief Mason ( <i>formerly Chief Tradesman</i> )
24 31 50	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Senior Field Supervisor <i>formerly Senior Gangman</i>
24 25 48	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Driver (Heavy Vehicles above 5 tons) Driver (Mechanical Unit)
24 31 46	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 21425</b> Head Gardener/Nursery Attendant <i>formerly Head Gardener/Nurseryman</i>
24 17 41	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575</b> Senior Gardener/Nursery Attendant <i>formerly Senior Gardener/Nurseryman</i>

Salary Code	Salary Scale and Grade
25 18 46	<p><b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b></p> <p>Blacksmith Carpenter Mason Motor Mechanic Painter</p>
24 22 45	<p><b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b></p> <p>Field Supervisor <i>formerly Gangman</i> Leading Hand</p>
24 17 45	<p><b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b></p> <p>Driver (Ordinary Vehicles up to 5 tons) General Development Worker (Personal) <i>formerly Gangman (TDA) and Driver (TDA)</i></p>
24 32 52	<p><b>Rs 15175 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925</b></p> <p>Head Survey and Field Worker</p>
24 13 45	<p><b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b></p> <p>Survey Field Worker/Senior Survey Field Worker</p>
24 19 43	<p><b>Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475</b></p> <p>General Development Worker (Personal) <i>formerly Leaf Weigher &amp; Telephone Operator (TDA)</i></p>
24 14 39	<p><b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b></p> <p>Gardener/Nursery Attendant <i>formerly Gardener/Nurseryman</i> General Development Worker (Personal) <i>formerly Office Attendant (TDA/Teafac)</i> Woodcutter</p>
24 13 38	<p><b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b></p> <p>General Development Worker (Personal) <i>formerly Watchman (TDA)</i> Security Guard <i>formerly Watchman</i></p>

Salary Code	Salary Scale and Grade
25 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Tradesman's Assistant
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> Lorry Loader General Development Worker (Personal) <i>formerly Motor Mechanic, Boiler and Turbine Operator, Supervisor (TDA/Teafac)</i> Sanitary Attendant
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Development Worker (Personal) <i>formerly Agricultural Development Assistant</i> General Worker
<b>NATIONAL PARKS AND CONSERVATION SERVICE</b>	
19 00 92	<b>Rs 89000</b> Director
19 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Deputy Director
19 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Scientific Officer (Conservation) <i>formerly Senior Research and Development Officer (Wildlife)</i>
19 51 75	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Scientific Officer (Conservation) <i>formerly Research and Development Officer (Wildlife)</i>
19 41 70	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Technical Officer/Senior Technical Officer (Conservation) <i>formerly Technical Officer/Senior Technical Officer (Wildlife)</i>
19 52 67	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Senior Park Ranger

Salary Code	Salary Scale and Grade
19 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Technical Officer
19 45 61	<b>Rs 20675 x 750 – 29675 x 900 – 33275</b> Park Ranger
19 38 57	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Assistant Park Ranger Senior Forest Conservation and Enforcement Officer <i>formerly Forester</i>
19 21 54	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Forest Conservation and Enforcement Officer <i>formerly Forest Guard</i>
19 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Agricultural Support Officer <i>formerly Technical Assistant</i>
19 23 52	<b>Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925</b> Field Assistant (Personal)
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Agricultural Clerk (Personal) <i>formerly in GSC 10</i>
08 21 54	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Agricultural Clerk (Personal) <i>formerly in GSC 9</i>
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Carpenter Mason



Salary Code	Salary Scale and Grade
24 22 45	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Field Supervisor <i>formerly Gangman</i>
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> General Development Worker (Personal) <i>formerly Gangman (TDA) and Driver (TDA)</i>
24 19 43	<b>Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475</b> General Development Worker (Personal) <i>formerly Leaf Weigher &amp; Telephone Operator (TDA)</i>
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Gardener/Nursery Attendant <i>formerly Gardener/Nurseryman</i> General Development Worker (Personal) <i>formerly Office Attendant (TDA/Teafac)</i>
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> General Development Worker (Personal) <i>formerly Watchman (TDA)</i> Security Guard <i>formerly Watchman</i>
25 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Tradesman's Assistant
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> General Development Worker (Personal) <i>formerly Motor Mechanic, Boiler and Turbine Operator, Supervisor (TDA/Teafac)</i>
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Development Worker (Personal) <i>formerly Agricultural Development Assistant</i> General Worker

Salary Code	Salary Scale and Grade
	<p style="text-align: center;"><b>Ex - CANE PLANTERS AND MILLERS ARBITRATION AND CONTROL BOARD</b></p> <p style="text-align: center;"><i>All salaries are personal to holders of the post</i></p>
19 00 92	<p><b>Rs 89000</b> General Manager (Personal)</p>
19 80 89	<p><b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy General Manager, Cane Planters &amp; Millers Arbitration and Control Board (Personal)</p>
19 50 79	<p><b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Sugar Technologist (Personal)</p>
19 67 81	<p><b>Rs 40775 x 1500 – 58775 x 1800 – 62375</b> Senior Area Superintendent (Personal)</p>
19 62 75	<p><b>Rs 34175 x 1200 – 37775 x 1500 – 52775</b> Area Superintendent (Personal)</p>
20 54 81	<p><b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775 x 1800 – 62375</b> Statistician/Systems Coordinator (Personal)</p>
19 56 70	<p><b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Senior Technical Officer (Personal)</p>
19 39 66	<p><b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Technical Officer (Sugar) (Personal) Technical Officer (Personal)</p>
19 51 66	<p><b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Principal Test Chemist (Personal)</p>

Salary Code	Salary Scale and Grade
19 45 61	<b>Rs 20675 x 750 – 29675 x 900 – 33275</b> Senior Test Chemist (Personal) Senior Test Chemist <i>formerly Assistant Mechanical Officer (Personal)</i>
19 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Test Chemist (Personal)
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Agricultural Clerk (Personal) <i>formerly in GSC 10</i>
08 21 54	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Agricultural Clerk (Personal) <i>formerly in GSC 9</i>
24 18 50	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Laboratory Attendant (Personal)
24 31 50	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Senior Sampler (Personal)
24 17 41	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575</b> Sampler (Personal)
24 25 48	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Driver (Mechanical Unit) (Personal)

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## 24. MINISTRY OF ENVIRONMENT AND SUSTAINABLE DEVELOPMENT

Page 364

**On-Call Allowance**

To delete paragraphs 24.25 and 24.26 and whole content

To replace by the following:

**Recommendation EOAC 172**

**24.25** The Committee recommends that the monthly commuted allowance, payable to the professional and technical staff for being on-call during the whole month after office hours, be revised as follows:

Grade	Amount (Rs)
Environment Enforcement Officer (Personal)	550
Environment Officer Scientific Officer (Environment)	1000
Divisional Environment Officer Divisional Scientific Officer (Environment)	1375

**24.26** The Committee also recommends that when attending work while on-call, these officers be paid allowances per hour, inclusive of travelling time, as follows:

Grade	Amount (Rs)
Environment Enforcement Officer (Personal)	110
Environment Officer Scientific Officer (Environment)	200
Divisional Environment Officer Divisional Scientific Officer (Environment)	275

Page 365

**On-Call Monthly Commuted Allowance**

To delete paragraph 24.28 and whole content

To replace by the following:

**Recommendation EOAC 173**

**24.28** The Committee recommends that the monthly on-call commuted allowance payable to the Drivers who are required to be on-call to attend to environmental hazards/emergencies be revised to Rs 325.

**MINISTRY OF ENVIRONMENT AND SUSTAINABLE DEVELOPMENT**

**REVISED SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
02 00 100	<b>Rs 114000</b> Permanent Secretary
26 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Project Manager
26 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Deputy Project Manager
26 54 75	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Project Officer
26 56 70	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Chief Inspector
26 51 66	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Senior Inspector
26 43 61	<b>Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Inspector
24 31 50	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Senior Leading Hand
24 22 45	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Leading Hand

Salary Code	Salary Scale and Grade
24 25 48	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Driver, Mechanical Unit
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Cabinet Maker Carpenter Mason Painter Welder General Assistant
25 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Tradesman Assistant
24 12 37	<b>Rs 9925 x 250 – 13675 x 300 – 15475 x 350 – 16875</b> Handy Worker (Special Class)
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Stores Attendant
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225x 450 – 17675</b> Gardener/Nursery Attendant <i>formerly Gardener/Nurseryman</i>
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

Salary Code	Salary Scale and Grade
<b>DEPARTMENT OF ENVIRONMENT</b>	
19 00 96	<b>Rs 102000</b> Director of Environment
19 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy Director of Environment
26 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Project Co-ordinator
19 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Divisional Environment Officer Divisional Scientific Officer
19 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Environment Officer Scientific Officer
19 28 59	<b>Rs 13975 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Environment Enforcement Officer (Personal)
24 18 50	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Laboratory Attendant
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Maintenance Assistant
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver

Salary Code	Salary Scale and Grade
24 14 39	Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675 Resource Centre Attendant

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**ENVIRONMENT AND LAND USE APPEAL TRIBUNAL**

The salary schedule at page 369 is deleted and replaced by the following:

**REVISED SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
12 00 101	<b>Rs 132000</b> Chairperson, Environment and Land Use Appeal Tribunal
12 00 99	<b>Rs 111000</b> Vice Chairperson, Environment and Land Use Appeal Tribunal
08 57 79	<b>Rs 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Secretary, Environment Appeal Tribunal
08 46 64	<b>Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Shorthand Writer

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## 25. MINISTRY OF TERTIARY EDUCATION, SCIENCE, RESEARCH AND TECHNOLOGY

The salary schedule at pages 373 and 374 is being deleted and replaced by the following:

### MINISTRY OF TERTIARY EDUCATION, SCIENCE, RESEARCH AND TECHNOLOGY

#### *REVISED SALARY SCHEDULE*

Salary Code	Salary Scale and Grade
02 00 100	<b>Rs 114000</b> Permanent Secretary
06 00 96	<b>Rs 102000</b> Chief Technical Officer (New Grade)
06 00 92	<b>Rs 89000</b> Director
06 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Assistant Director
06 72 85	<b>Rs 48275 x 1500 – 58775 x 1800 – 69575</b> Administrator
06 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Project Officer (New Grade)
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver

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## 26. MINISTRY OF INFORMATION AND COMMUNICATION TECHNOLOGY

Page 380

To delete paragraph 26.32 and whole content

To replace by the following:

Recommendation EOAC 174

**26.32** The Committee recommends that Assistant Systems Analyst/Senior Assistant Systems Analysts *formerly Assistant Systems Analysts* who possess a Degree in Computer Science or an equivalent qualification and who have reached the top of their salary scale, should be allowed to move incrementally in the master salary scale up to salary point Rs 51275, provided they:

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

Page 381

To insert after paragraph 26.33 the following:

26.34 The Ministry has submitted proposals for –

- (a) the setting up of an ICT Directorate and the creation of the following Departments under the Directorate:
  - Policy and Advisory Department
  - E-Government Planning and Projects Department
  - IT Security and Assurance Department
  - Information Systems Support Department
- (b) the restructuring of the CISD by creating different specialised Units and creating new posts which would pave the way for the future in the provision of specialised ICT Support Services in all Ministries/ Departments
- (c) Restructuring of the IT Security Unit of the CISD by creating:
  - an effective and assertive ICT Security Division to carry out the implementation of the various policy imperatives mainly the

PMO's Government Security Instructions and the IT Security Strategic Thrust (S8) of the NICTSP Report

- an IT Security & Assurance Department to enable a fit-for-purpose structure for effective IT Security Management in the Civil Service.

### Recommendation EOAC 175

**26.35** The Committee recommends that the Ministry's proposals be referred to the Public Sector Re-engineering Bureau for an in-depth study before its implementation.

### Chief Project Manager, Central Informatics Bureau (New Grade)

**26.36** In the meantime, the Committee recommends the creation of a new grade of Chief Project Manager, Central Informatics Bureau in the Central Informatics Bureau. Appointment to the grade should be made by selection from among officers in the grade of Project Manager reckoning four years' service in the grade. The incumbent would, *inter-alia*, supervise and oversee the work of Project Managers.

## MINISTRY OF INFORMATION AND COMMUNICATION TECHNOLOGY

### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 00 100	<b>Rs 114000</b> Permanent Secretary
04 00 96	<b>Rs 102000</b> Chief Technical Officer, ICT (New Grade)
04 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Head, IT Security Unit
04 67 85	<b>Rs 40775 x 1500 – 58775 x 1800 – 69575</b> Project Manager, IT Security

Salary Code	Salary Scale and Grade
22 31 51	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25175</b> Senior Receptionist/Telephone Operator
22 16 48	<b>Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Receptionist/Telephone Operator
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
<b>CENTRAL INFORMATICS BUREAU</b>	
04 00 96	<b>Rs 102000</b> Director, CIB
04 00 92	<b>Rs 89000</b> Deputy Director, CIB
04 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Chief Project Manager, CIB (New Grade)
04 67 87	<b>Rs 40775 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 74500</b> Project Manager, CIB
05 39 61	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Documentalist
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver

Salary Code	Salary Scale and Grade
<b>CENTRAL INFORMATION SYSTEMS DIVISION</b>	
04 00 94	<b>Rs 95000</b> Manager
04 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy Manager
04 70 86	<b>Rs 45275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000</b> Technical Manager
04 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Systems Analyst
04 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Systems Analyst
04 42 72	<b>Rs 19025 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 48275</b> Assistant Systems Analyst/Senior Assistant Systems Analyst <i>formerly Assistant Systems Analyst</i>
04 61 72	<b>Rs 33275 x 900 – 34175 x 1200 – 37775 x 1500 – 48275</b> Operations Manager
04 54 69	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Assistant Operations Manager
04 49 64	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Data Entry Controller

Salary Code	Salary Scale and Grade
04 49 66	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Computer Operations Controller (Roster)
04 39 62	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175</b> Senior Computer Support Officer (Roster)
04 25 57	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Computer Support Officer (Roster)
04 39 61	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Data Entry Supervisor
04 33 56	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Senior Data Entry Officer
04 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Data Entry Officer (Personal)
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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**Information and Communication Technologies Appeal Tribunal**

The salary schedule at pages 385 and 386 is being deleted and replaced by the following:

**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
<b>ICT APPEAL TRIBUNAL</b>	
12 00 101	<b>Rs 132000</b> Chairperson, ICT Appeal Tribunal
12 00 99	<b>Rs 111000</b> Deputy Chairperson, ICT Appeal Tribunal
08 46 64	<b>Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Shorthand Writer

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## 27. MINISTRY OF FISHERIES

Page 389

Office Clerk

To delete paragraph 27.17 and whole content

To replace by the following:

Recommendation EOAC 176

27.17 The Committee recommends that:

- (i) the grade of Clerk Assistant be restyled Office Clerk;
- (ii) the MCSAR, in collaboration with the Civil Service College, Mauritius mount an appropriate award course for Office Clerk, *formerly Clerk Assistant*;
- (iii) on successful completion of the award course, incumbents be allowed to move incrementally in the master salary scale up to salary point Rs 25925 wherever they have been posted; and
- (iv) Management should ensure that the officers are entrusted responsibilities commensurate with the position.

Page 390

To delete paragraph 27.20 and whole content

To replace by the following:

Recommendation EOAC 177

27.20 Incumbents would be responsible, among others, for keeping available all deck stores and equipment; participate in fishing operations, constructions, setting and maintenance of full aggregating services, take part in any search and rescue operations and in landing operations on any islet in the waters of Mauritius; record attendance of all crew directly under his supervision; and perform such duties as may be assigned during the docking of boats/vessels.

To delete paragraph 27.22 and whole content

To replace by the following:

27.22 Incumbents would be required, among others, to carry out proper co-ordination and execution of fishing operations, operate fishing, patrol, research and training boats with central and outboard engines; be responsible for the general maintenance of boats and their equipment and for the safe keeping of stores items; take part in the preparation of

fishing operations; assist in the preparation and setting of fish aggregating devices at sea; and take part in any Search and Rescue Operations and in landing operations on any islet in the waters of Mauritius.

Page 392

#### Sea-Going Allowance

To delete paragraphs 27.31 and 27.33 and whole content

To replace by the following:

#### Recommendation EOAC 178

27.31 We recommend that officers who work as observers on board vessels operating in our Economic Exclusive Zone (EEZ), and officers participating in Surveillance Missions outside our EEZ, and who are not entitled to overtime, be paid an allowance of Rs 975 a day for working for a period of five days at a stretch.

#### Recommendation EOAC 179

27.33 The Committee recommends the continued payment of a Sea-Going Allowance for the Scientific/Technical staff as well as officers of the Fisheries Protection cadre who are required to go out at sea for the placing and maintenance of Fish Aggregating Devices, for research work and training of those fishermen working in the Aquaculture Division, the Marine Conservation Centre, the Import/Export Quarantine Clearance Unit and the Licensing Unit as follows:

- (a) one day's pay for working in the open sea for four hours up to 12 hours on working days.
- (b) 1½ day's pay for working beyond 12 hours, including Saturdays, up to 24 hours.
- (c) one day's pay and one day off for working four to 12 hours on Public Holidays and Sundays.

#### In-Attendance Allowance

To delete paragraph 27.35 and whole content

To replace by the following:

#### Recommendation EOAC 180

27.35 The Committee recommends that Scientific Officers and Technical Officers, who effectively work outside normal working hours in emergency cases, should be paid an In-Attendance Allowance of Rs 125 per hour.

## Page 393

## Diving Allowance

To delete paragraph 27.39 and whole content

To replace by the following:

## Recommendation EOAC 181

**27.39** The Committee recommends that the diving allowance paid to the officers of the Fisheries Division be revised to Rs 660 per dive, subject to a maximum of Rs 9900 a month.

## Allowance for officers posted in Flying Squads

To insert after paragraph 27.40 the following:

27.40A Management has made representations to the effect that the word '*revising*' at paragraph 27.40 (4<sup>th</sup> line) should be replaced by '*maintaining*'. Paragraph 27.40 should be deleted and replaced by the following:

**'Presently, a monthly Special Duty Allowance equivalent to one and a half increments at the initial of their respective salary scales is paid to officers of the Fisheries Protection Service posted in the Flying Squads. We are maintaining the allowance'**.

## Page 394

## Night Allowance

To delete paragraph 27.44 and whole content

To replace by the following:

## Recommendation EOAC 182

**27.44** The Committee recommends that Fisheries Protection Officers, Senior Fisheries Protection Officers and Principal Fisheries Protection Officers who effectively work on night shift should continue to be paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours including up to a maximum of two hours lying-in period.

To insert after paragraph 27.45 the following:

## Duty Free Facilities

## Fisheries Protection Officers

27.46 Representations have been made to the Committee by Fisheries Protection Officers to the effect that, since excise duty has been removed on autocycles/ motorcycles of engine capacity of up to 200 c.c they be granted duty remission on motorcycle of higher engine capacity up to 250 c.c.

**Recommendation EOAC 183**

**27.47** The Committee recommends that Fisheries Protection Officers be granted duty remission on motorcycle of engine capacity of up to 250 c.c.

**Competent Authority**

27.48 Management has informed the Committee that a Competent Authority has been set up for carrying out the verification and certification of fish and fish products for export to European countries, in conformity with established norms.

27.49 Presently, the Competent Authority is staffed by officers on secondment from the Ministry of Agro-Industry and Food Security and officers on the establishment of the Ministry of Fisheries, but it is not functioning properly. The Committee considers that there is need to provide the necessary human resources to support the sector by creating the appropriate grades on the establishment of the Ministry of Fisheries to accommodate the officers on secondment from the Ministry of Agro-Industry and Food Security on a permanent basis and ensure optimum returns from the Competent Authority.

**Recommendation EOAC 184**

**27.50** The Committee, therefore, recommends the creation of the following grades on the establishment of the Ministry of Fisheries for the Competent Authority:

- Senior Veterinary Officer
- Veterinary Officer
- Technical Officer
- Technical Officer (Fisheries)
- Technical Assistant
- General Worker

**Senior Veterinary Officer (New Grade)**

**27.51** Appointment to the grade of Senior Veterinary Officer should be made by promotion, on the basis of experience and merit, of officers in the grade of Veterinary Officer who reckon at least four years' service in the grade, have good organisational skills and are able to lead and motivate teams of officers.

**27.52** Incumbents would be responsible, *inter-alia*, for:

- the organisation, supervision and monitoring of the work of Veterinary Officers
- the conduct and supervision of applied research in the laboratory and/or in the field
- the enforcement of appropriate legislation in force

#### **Veterinary Officer (New Grade)**

**27.53** Appointment to the grade of Veterinary Officer should be made by selection from among candidates who are fully registered as Veterinary Surgeon in accordance with the legislation in force. The incumbent would be responsible, *inter-alia*, to the Head of the Division for the performance of the following duties:

- inspection of imported seafood products
- inspection and certification of export of fish and seafood products
- veterinary applied research and diagnostics
- supervision of the work of technical staff
- enforcement of appropriate legislation in force

#### **Technical Officer (New Grade)**

**27.54** Appointment to the grade of Technical Officer should be made by selection from among candidates possessing a Diploma in Agriculture/ Aquaculture/ Fisheries Science or a relevant field from a recognised institution. The incumbent would be responsible, *inter-alia*, to carry out inspection of fish business establishments, fish and fish products; undertake inspection of fishing boats and vessels; to perform work related to fisheries research, fishing technology and aquaculture research and extension.

#### **Technical Officer (Fisheries) (New Grade)**

**27.55** Appointment to the grade of Technical Officer (Fisheries) should be made by selection from among candidates possessing a Diploma in Fisheries Science or in any fisheries related subject from a recognised institution. Incumbent would be required, *inter-alia*, to carry out inspection of fish business establishments, fish and fish products; to perform work related to fisheries research, fishing technology and aquaculture research and extension; to assist in training of fishermen, fisheries extension, fisheries surveys and carry out awareness campaign.

**Technical Assistant (New Grade)**

**27.56** Appointment to the grade of Technical Assistant should be made by selection from among candidates possessing a Higher School Certificate with passes at Principal level in at least two subjects including Biology/ Chemistry/ Physics. The incumbent would, *inter-alia*, be responsible to the Veterinary Officer and officers of the technical cadre for performing duties related to the sale of fish and fish products, providing assistance during conferences, seminars, exhibitions and other related activities organised by the Ministry.

**Recommendation EOAC 185**

**27.57** The Committee also recommends that officers on secondment from the Ministry of Agro-Industry serving the Competent Authority should be given the option to join the new grades at the appropriate level.

**27.58** The Committee further recommends that the allowance presently payable to officers on secondment to the Competent Authority, should be integrated into the new salary on appointment of incumbents to the appropriate grades and the allowance should then lapse accordingly.

**MINISTRY OF FISHERIES****REVISED SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
02 00 100	<b>Rs 114000</b> Permanent Secretary
19 00 96	<b>Rs 102000</b> Director of Fisheries
19 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Assistant Director (Fisheries) <i>formerly Principal Fisheries Officer</i>
19 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Divisional Scientific Officer (Fisheries)

Salary Code	Salary Scale and Grade
19 50 79	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Scientific Officer/Senior Scientific Officer (Fisheries) <i>formerly Scientific Officer (Fisheries)</i> <i>Senior Scientific Officer (Fisheries)</i>
19 61 74	<b>Rs 33275 x 900 – 34175 x 1200 – 37775 x 1500 – 51275</b> Controller, Fisheries Protection Service
19 59 70	<b>Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Deputy Controller, Fisheries Protection Service
19 52 67	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Assistant Controller, Fisheries Protection Service
19 45 61	<b>Rs 20675 x 750 – 29675 x 900 – 33275</b> Principal Fisheries Protection Officer
19 38 57	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Senior Fisheries Protection Officer
19 21 54	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Fisheries Protection Officer
19 62 75	<b>Rs 34175 x 1200 – 37775 x 1500 – 52775</b> Principal Technical Officer (Fisheries)
19 56 70	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Senior Technical Officer (Fisheries)
19 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Technical Officer (Fisheries)
19 39 65	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Fishing Boat Inspector (Engineering) Fishing Boat Inspector (Nautical)

Salary Code	Salary Scale and Grade
13 30 50	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Motorman/Engine Driver <i>formerly Artificer</i> Second-Hand Fishing (Limited) <i>formerly Coxswain</i>
05 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Library and Documentation Officer
08 17 50	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Office Clerk <i>formerly Clerk Assistant</i>
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Agricultural Clerk (Personal) <i>formerly GSC 10</i>
08 21 54	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Agricultural Clerk (Personal) <i>formerly GSC 9</i>
24 35 55	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175</b> Senior Laboratory Attendant
24 18 50	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Laboratory Attendant
24 22 45	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Field Supervisor <i>formerly Gangman</i>
24 27 50	<b>Rs 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Driver (Heavy Vehicles above 5 tons ) (Roster-day and night)



Salary Code	Salary Scale and Grade
24 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Driver (Roster)
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Stores Attendant
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Carpenter Marine Mechanic – Diesel (Fisheries) Mason Painter Plant Mechanic
24 31 46	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Head Nursery Attendant <i>formerly Head Nurseryman</i>
24 32 48	<b>Rs 15175 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Head Nursery Attendant (Fisheries) (Roster) <i>formerly Head Nurseryman (Fisheries) (Roster)</i>

Salary Code	Salary Scale and Grade
24 22 45	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Senior Nursery Attendant (Fisheries) (Roster) <i>formerly Senior Nurseryman (Fisheries) (Roster)</i>
24 17 41	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575</b> Nursery Attendant (Fisheries) (Roster) <i>formerly Nurseryman (Fisheries) (Roster)</i>
13 37 65	<b>Rs 16875 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375 QB 33275 x 900 – 34175 x 1200 – 37775</b> Skipper <i>formerly Boatswain (Sea-going Vessel)</i>
13 17 41	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575</b> Deckhand/Fisherman
13 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Boatman
25 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Tradesman's Assistant
COMPETENT AUTHORITY	
19 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Veterinary Officer (New Grade)
19 60 75	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Veterinary Officer (New Grade)
19 39 65	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Technical Officer (New Grade) Technical Officer (Fisheries) (New Grade)

Salary Code	Salary Scale and Grade
19 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Technical Assistant (New Grade)
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker (New Grade)

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## 28. MINISTRY OF YOUTH AND SPORTS

### YOUTH SECTION

Pages 399 and 400

To delete paragraphs 28.8 and 28.9 and whole content

To replace by the following:

**Scheme of Service**

**Youth Officer**

28.8 Management has submitted that over and above their normal set of activities, Youth Officers are also required, among others, to perform duties related to counselling, organisation of youth projects and conduct of training programmes. There is need, therefore, to revisit the existing scheme of service for the grade so that it is more attuned to youth activities. Moreover, management has proposed that the qualifications requirement for the grade of Youth Officer be upgraded to either a Diploma in Social Work or a Diploma in Management as there are sufficient diploma holders on the labour market who can be recruited for the grade.

**Recommendation EOAC 186**

28.9 **The Committee recommends that the scheme of service for the grade of Youth Officer be amended such that appointment to the grade should, in future, be made from among candidates possessing either a Diploma in Social Work or a Diploma in Management or an equivalent qualification acceptable to the Public Service Commission. Incumbents would also be required to, *inter alia*, organise peer counselling and skills management programmes for the youth; manage the organisation of regional and national youth projects during national celebrations/ events; conduct training in Entrepreneurial schemes for youth employability and prevention programmes for youth at risk in HIV/AIDS, drugs and alcohol; and organise special programmes and training in climate change and disaster management. These duties have been taken into consideration in arriving at the salary recommended for the grade.**

28.9A **The Committee also recommends that incumbents in the grade of Youth Officer possessing a Diploma in Social Work or an equivalent qualification from a recognised institution should be allowed to proceed beyond the QB in the salary scale of the grade.**

**Page 400**

To insert after paragraph 28.9A the following:

**Maintenance Supervisor (New Grade)**

28.9B Representations have been received to the effect that there is need for the creation of a new grade of Maintenance Supervisor in order to maintain the existing infrastructure, comprising 122 Youth Sports Centres, as well as new ones under construction in good condition which will require the re-engineering and a structural change of the existing Maintenance Unit of the Ministry.

**Recommendation EOAC 187**

28.9C **The Committee recommends the creation of a new grade of Maintenance Supervisor. Appointment to the grade should be made by promotion, on the basis of experience and merit, of employees in the grade of Foreman on the establishment of the Ministry reckoning at least three years' service in a substantive capacity in the grade.**

28.9 D **Incumbent would be required, *inter-alia*, to be responsible for the coordination, with the relevant authorities for maintenance/repair works of Youth and Sport Infrastructure; be required to supervise, coordinate and control the work of Foreman and Field Supervisor, *formerly Gangman*, to carry out detail surveys in connection with maintenance/repair works; to give assistance in the estimation of quantity of materials and their procurement; and to make arrangements for keeping of proper records of receipts and issue of tools and materials.**

**Page 401****Coach Cadre**

To delete paragraph 28.17 and whole content

To replace by the following:

**Recommendation EOAC 188**

28.17 **The Committee recommends that new recruits in the grade of Coach who would be required to conduct coaching sessions in swimming should join the salary scale at salary point Rs 14875.**

**Page 402****Sports Medical Officer**

To delete paragraph 28.24 and whole content

To replace by the following:

**Recommendation EOAC 189**

**28.24** The Committee recommends that Sports Medical Officers, who have reached the top of their salary scale, should be allowed to move incrementally up to salary point Rs 86000 in the master salary scale.

Page 403

**Commuted Allowance to Sports Nursing Officer**

To delete paragraph 28.29 and whole content

To replace by the following:

**Recommendation EOAC 190**

**28.29** The Committee recommends that, as far as possible, Sports Nursing Officers should be granted equivalent time off for the extra hours put in. In case time off cannot be granted, they should be paid a monthly commuted allowance of Rs 1850 for putting in a minimum of 20 hours over and above their normal working week in the month.

**MINISTRY OF YOUTH AND SPORTS****REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
02 00 100	<b>Rs 114000</b> Permanent Secretary
	<b>SPORTS DIVISION</b>
06 00 88	<b>Rs 77000</b> Director of Sports
06 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Assistant Director of Sports
06 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Sports Officer
06 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Sports Officer

Salary Code	Salary Scale and Grade
06 48 67	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Senior Coach <i>formerly Senior Coach</i> <i>Senior Coach (Swimming)</i>
06 31 60	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Coach <i>formerly Coach</i> <i>Coach (Swimming)</i>
09 69 86	<b>Rs 43775 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000</b> Sports Medical Officer
09 37 63	<b>Rs 16875 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Sports Nursing Officer
09 40 58	<b>Rs 18125 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575</b> Maintenance Supervisor (New Grade)
22 27 59	<b>Rs 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Technician (Youth and Sports)
25 36 54	<b>Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Foreman
25 21 50	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Boiler Operator (Personal)
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Boiler Operator General Assistant Maintenance Assistant Electrician Painter Welder

Salary Code	Salary Scale and Grade
25 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Assistant Welder
24 20 48	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Driver (Shift) (Personal salary for employees in post as at 30.06.08)
24 19 47	<b>Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175</b> Driver (Roster – day and night)
24 18 47	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175</b> Swimming Pool Attendant (Roster)
24 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Driver (Roster) (Personal salary for employees in post as at 30.06.08)
24 22 45	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Field Supervisor <i>formerly Gangman</i>
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver (Personal to employees in post as at 30.06.08)
24 15 40	<b>Rs 10675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125</b> Caretaker (Roster)
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Gardener/Nursery Attendant <i>formerly Gardener/Nurseryman</i>
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>



Salary Code	Salary Scale and Grade
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Stores Attendant
24 12 37	<b>Rs 9925 x 250 – 13675 x 300 – 15475 x 350 – 16875</b> Handy Worker (Special Class)
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 –15825</b> Lorry Loader
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker
<b>YOUTH DIVISION</b>	
23 00 86	<b>Rs 72000</b> Director of Youth Affairs
23 60 75	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Assistant Director of Youth Affairs
23 52 69	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Principal Youth Officer
23 47 66	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Senior Youth Officer
23 32 63	<b>Rs 15175 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 34175 x 1200 – 35375</b> Youth Officer
24 19 47	<b>Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175</b> Driver (Roster – day and night)

Salary Code	Salary Scale and Grade
24 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Driver (Roster) (Personal salary for employees in post as at 30.06.08)
24 22 45	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Field Supervisor <i>formerly Gangman</i>
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 15 40	<b>Rs 10675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125</b> Caretaker (Roster)
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## 29. MINISTRY OF LOCAL GOVERNMENT AND OUTER ISLANDS

Page 411

To insert after paragraph 29.4 the following:

### **Solid Waste Management Division**

29.4A Representations have been received, to which management is agreeable, for:

- (i) the restructuring of the Solid Waste Management Division into Solid and Hazardous Waste Management Department; and
- (ii) the creation of four functional Divisions in the Solid and Hazardous Waste Management Department:
  - Project and Contract Management Division;
  - Hazardous Waste Management Division;
  - Waste Recovery/Recycling Division; and
  - Legislation and Enforcement Division.

### **Recommendation EOAC 191**

**29.4B The Committee recommends that the above requests be referred to the Public Sector Re-engineering Bureau for an in-depth study before its implementation.**

Page 412

To insert after paragraph 29.11 the following:

### **Principal Project Officer (New Grade)**

29.11A Representations have been received, supported by management to the effect that there is need for the creation of a grade of Principal Project Officer who would be responsible for supervision and the implementation of programmes/projects and schemes under their responsibilities.

### **Recommendation EOAC 192**

**29.11B The Committee recommends the creation of a new grade of Principal Project Officer. Appointment to the grade should be made by promotion, on the basis of experience and merit, of officers in the merged grade of Project Officer/Senior Project Officer reckoning at least six years' service in the Project Officer cadre.**

**29.11C Incumbents would be responsible, *inter-alia*, for the planning, development, operation and management of the Mare Chicose Landfill and other disposal sites; for the planning, development, operation and management of transfer stations; for the preparation of bidding documents; specifications and drawings, vetting of tender documents**

and evaluation of bids; to be responsible for conducting feasibility studies, project write-ups for project under their responsibility; be required to monitor progress on projects and recommend collective actions, as and when required; to certify payment and assess claims and variations orders.

Page 414

To insert after paragraph 29.24 the following:

#### **Unified Local Government Service Board**

**29.25** The Unified Local Government Service Board (ULGSB) has been set up under section 68 of the Local Government Act 2011. The ULGSB is presided by the Permanent Secretary of the Ministry of Local Government and Outer Islands and comprises representatives of the Prime Minister's Office, the Ministry of Finance and Economic Development, the Ministry of Civil Service and Administrative Reforms, the Ministry of Labour, Industrial Relations and Employment, and the Ministry of Local Government and Outer Islands.

**29.26** The ULGSB has the power, *inter-alia*, to:

- approve the establishment of any office of emolument in the service of a local authority;
- change the posting of an officer, except an officer from the Workmen's group, from one local authority to another;
- redeploy local government officers;
- issue guidance on general human resource matters;
- approve loans to eligible officers in accordance with section 74 of the Act;
- determine applications for leave without pay made by local government officers;
- decide whether a permanent vacancy should be filled by recruitment and, if so, report the vacancy to the Local Government Service Commission;
- decide whether a temporary vacancy should be filled in an acting capacity and approve such assignment of duties;
- decide whether a temporary vacancy, arising from local government officers being on leave without pay or on extended leave, should be filled and whether recruitment should be made on a contract basis, for such temporary replacements; and
- establish training policy for local government officers and ensure that appropriate security bonds are entered into by officers who are sponsored to follow courses.

- 29.27 The ULGSB has been vested with such powers that were formerly exercised either by the Minister, the Local Government Service Commission (LGSC), or the Permanent Secretary of the Ministry. While the Local Government Service Commission (LGSC) continues to exercise its role of recruiting the required human resources and taking disciplinary action wherever necessary, the ULGSB is a central body that ensures an optimum use of human resources in the Local Authorities.
- 29.28 The ULGSB is presently being serviced by officers of the Ministry of Local Government and Outer Islands and the Deputy Permanent Secretary acts as Secretary to the Board and heads the Unit. They are all paid two increments for performing these additional duties.
- 29.29 Representations have been received to the effect that the allowance of two increments presently paid to the Secretary and the support staff is not sufficient to compensate for the time and effort put in delivering the output expected from them. The Committee has examined this proposal and considers that the present arrangements in meeting the needs of the ULGSB be maintained pending the setting up of a permanent staffing structure.

#### **Recommendation EOAC 193**

- 29.30 The Committee recommends that the allowance paid to the support staff be revised to three increments worth at the point reached in their respective salary scales. The Secretary should be paid an allowance equivalent to the difference between the salary of his substantive post and that of Secretary, ULGSB, or an allowance equivalent to three increments' worth at the point reached in his salary scale, whichever is the higher.
- 29.31 The Committee also recommends that the fees payable to the Chairperson and members of the ULGSB be the same as those recommended for payment to the Chairperson and members of Statutory Boards and Committees at paragraphs 19.11 and 19.24 of the PRB Report 2013, Volume 1.

#### **Secretary, Unified Local Government Service Board (New Grade)**

#### **Recommendation EOAC 194**

- 29.32 The Committee further recommends the creation of a new grade of Secretary, Unified Local Government Service Board on the establishment of the Ministry of Local Government. The grade should, in future, be filled by assignment of duties of an officer not below the level of Deputy Permanent Secretary against payment of a responsibility allowance equivalent to the difference between his salary and that of the grade of Secretary, Unified Local Government Service Board.

**Special Professional Retention Allowance****Recommendation EOAC 195**

29.33 The Committee recommends, with effect from 1 January 2014 and up to the next overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector, the payment of a monthly Special Professional Retention Allowance (SPRA) to officers in the Solid Waste Management Division, as specified in the table below on the same terms and conditions as at paragraph 18.19 at the PRB Report 2013 (Volume 2 Part I):

Grade	SPRA % of Monthly salary
Project Officer/Senior Project Officer reckoning 10 years' service as an Engineer in the Public Sector  Principal Project Officer	7
Deputy Director Solid Waste Management Division (Registered Civil Engineer)	10
Director, Solid Waste Management Division	12.5

**MINISTRY OF LOCAL GOVERNMENT AND OUTER ISLANDS****REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
02 00 100	<b>Rs 114000</b> Permanent Secretary
26 56 70	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Chief Inspector
26 51 66	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Senior Inspector
26 43 61	<b>Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Inspector

Salary Code	Salary Scale and Grade
26 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Assistant Inspector of Works
08 54 63	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Clerk Valuation Tribunal
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Local Government Executive Assistant
08 21 54	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Local Government Clerk
25 36 54	<b>Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Foreman
24 22 50	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Leading Hand/Senior Leading Hand <i>formerly Leading Hand</i> <i>Senior Leading Hand</i>
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Refuse Collector
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

Salary Code	Salary Scale and Grade
02 00 94	<p style="text-align: center;">UNIFIED LOCAL GOVERNMENT SERVICE BOARD</p> <p><b>Rs 95000</b> Secretary, Unified Local Government Service Board (New Grade)</p>
08 21 54	<p style="text-align: center;">LOCAL AUTHORITIES</p> <p><b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Local Government Clerk</p>
08 21 53	<p><b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b> Local Government Word Processing Operator</p>
25 18 46	<p><b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Local Government Painter</p>
22 13 45	<p><b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Local Government Telephone Operator</p>
24 14 39	<p><b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Local Government Gardener/Nursery Attendant <i>formerly Local Government Gardener/Nurseryman</i></p>
24 11 36	<p><b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Local Government Groundsman Local Government Road Mender</p>
25 11 36	<p><b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Local Government Binder's Assistant Local Government Tradesman's Assistant</p>
24 10 33	<p><b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475</b> Local Government Drainman</p>



Salary Code	Salary Scale and Grade
	<b>SOLID WASTE MANAGEMENT AND FIELD SERVICES UNIT</b>
26 00 93	<b>Rs 89000</b> Director, Solid Waste Management Division
26 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Deputy Director, Solid Waste Management Division
26 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Principal Project Officer (New Grade)
26 50 79	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Project Officer/ Senior Project Officer (Solid Waste Management Division) <i>formerly Project Officer, Solid Waste Management Division</i> <i>Senior Project Officer, Solid Waste Management Division</i>
26 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Technical Officer
18 58 72	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 48275</b> Principal Technical Enforcement Officer <i>formerly Principal Local Government Enforcement Officer</i>
18 53 67	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Senior Technical Enforcement Officer <i>formerly Senior Local Government Enforcement Officer</i>
18 31 63	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575 QB 31475 x 900 – 34175 x 1200 – 35375</b> Technical Enforcement Officer
18 29 58	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575</b> Local Government Enforcement Officer (Personal)

Salary Code	Salary Scale and Grade
26 43 61	<b>Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Inspector
26 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Assistant Inspector of Works
25 36 54	<b>Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Foreman
24 25 48	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Driver (Mechanical Unit)
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Cabinet Maker Carpenter Electrician Mason Painter Plumber and Pipe Fitter Welder General Assistant
24 22 50	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Leading Hand/Senior Leading Hand <i>formerly Leading Hand</i> <i>Senior Leading Hand</i>
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 17 41	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575</b> Plant and Equipment Operator
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Gardener/Nursery Attendant <i>formerly Gardener/Nurseryman</i>

Salary Code	Salary Scale and Grade
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
25 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 X 350 – 16525</b> Tradesman`s Assistant
24.10.35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 X 350 – 16175</b> Handy Worker
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 X 350 – 15825</b> Lorry Loader
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## GOVERNMENT FIRE SERVICES

Page 422

**Bank of Fire Officers Scheme**  
*formerly Bank of Firefighters*

To delete paragraph 29.1.11 and whole content

To replace by the following:

Recommendation EOAC 196

29.1.11 The Committee recommends that the allowance payable to officers of the “Bank of Fire Officers Scheme” should be revised to Rs 610 for up to three hours work and on a pro-rata basis for all hours of work put in beyond the specified number of hours.

Page 423

**Night Duty Allowance**

To delete paragraph 29.1.17 and whole content

To replace by the following:

Recommendation EOAC 197

29.1.17 The Committee recommends that the Night Duty Allowance payable to officers of the Firefighter Cadre who effectively perform night shift, should be equivalent to 25% of the normal rate per hour for hours between 2300 hours and 0500 hours including a maximum of two hours lying-in period.

**Maintenance and Repair Allowance**

To delete paragraph 29.1.19 and whole content

To replace by the following :

Recommendation EOAC 198

29.1.19 The Committee recommends that officers of the Firefighter Cadre who perform maintenance and repair duties in respect of radio telephone equipment and breathing apparatus should be paid a revised monthly allowance of Rs 365.

**GOVERNMENT FIRE SERVICES****REVISED SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
07 00 94	<b>Rs 95000</b> Chief Fire Officer
07 74 88	<b>Rs 51275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000</b> Deputy Chief Fire Officer
07 61 75	<b>Rs 33275 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Assistant Chief Fire Officer
07 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Divisional Officer
07 49 65	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Senior Station Officer
07 43 62	<b>Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175</b> Station Officer
07 41 59	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Sub-Officer
07 28 56	<b>Rs 13975 x 300 – 15475 x 350 – 16875 QB 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Firefighter
25 44 57	<b>Rs 20075 x 600 – 20675 x 750 – 29675</b> Workshop Supervisor
25 36 54	<b>Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Foreman

Salary Code	Salary Scale and Grade
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Automobile Electrician Cabinet Maker Coach Painter Motor Mechanic Panel Beater Plumber and Pipe Fitter Welder General Assistant
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 X 350 – 15825</b> Handy Worker
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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### 30. MINISTRY OF ARTS AND CULTURE

Page 428

Arts Officer

To delete paragraph 30.12 and whole content

To replace by the following:

Recommendation EOAC 199

**30.12** The Committee recommends that Arts Officers should be recruited from among candidates possessing a Cambridge Higher School Certificate and a Diploma in any one of the areas of Arts (Music, Dance, Dramatic Arts, Cinema). Incumbents in the grade of Arts Officer possessing the required Diploma would be allowed to move incrementally up to salary point Rs 36575 in the master salary scale provided they:

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

Page 429

Centres de Formation Artistique

To delete paragraph 30.18 and whole content

To replace by the following:

Recommendation EOAC 200

**30.18** The Committee recommends that the rate of payment per session for dispensing courses at the “Centre de Formation Artistique” be revised to Rs 330 for qualified Instructors and to Rs 300 for non-qualified Instructors/Resource Persons.

Page 431

Driver (Roster – Day and Night)

To delete paragraph 30.29 and whole content

To replace by the following:

Recommendation EOAC 201

**30.29** The Committee recommends that incumbents in the grade of Driver and Driver (Roster) in post as at 30 June 2008, who join the grade of Driver

(Roster – Day and Night) should on joining, be granted two additional increments at the point reached in their salary scale.

**“On-Call” and “In-Attendance” Allowances**

To insert after paragraph 30.29 the following:

30.29A Representations have been received regarding payment of ‘On-Call’ and ‘In-Attendance’ allowances to the Theatre Superintendent for emergency service after normal office hours.

**Recommendation EOAC 202**

**30.29B** The Committee recommends that an ‘On-Call’ allowance of Rs 100 daily should be paid to the Theatre Superintendent. When attending emergencies, he should also be paid an hourly ‘In-Attendance’ allowance at the normal hourly rate for each hour of attendance outside normal working hours.

**MINISTRY OF ARTS AND CULTURE**

**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
02 00 100	<b>Rs 114000</b> Permanent Secretary
05 00 92	<b>Rs 89000</b> Director of Culture
05 74 88	<b>Rs 51275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000</b> Deputy Director of Culture
05 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Principal Culture Officer
05 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Culture Officer



Salary Code	Salary Scale and Grade
05 54 75	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Coordinator, CELPAC
05 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Culture Officer
05 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Theatre Manager (New Grade)
05 61 75	<b>Rs 33275 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Chief Arts Officer
05 58 70	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Principal Arts Officer
05 46 66	<b>Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Senior Arts Officer
05 29 63	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Arts Officer
05 51 70	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Assistant Coordinator, CELPAC (New Grade)
05 39 60	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Senior Library and Animation Officer (Personal salary for officers in post as at 31.12.12)
05 23 58	<b>Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575</b> Library and Animation Officer/Senior Library and Animation Officer <i>formerly Officer, CELPAC</i> <i>Senior Officer, CELPAC</i>

Salary Code	Salary Scale and Grade
05 29 60	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Theatre Superintendent
22 35 63	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Technician (Light/Sound) (Roster)
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Executive Assistant (Arts and Culture)
08 21 53	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b> Word Processing Operator (Oriental Language)
06 21 54	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Percussionist
10 18 52	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925</b> Public Address Operator (Roster)
10 17 51	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25175</b> Public Address Operator (Personal to holder in post as at 30.06.2008)
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Carpenter Electrician
24 27 50	<b>Rs 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Driver (Heavy Vehicles above 5 tons) (Roster - Day and Night)

Salary Code	Salary Scale and Grade
24 19 47	<b>Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175</b> Driver (Roster – Day and Night)
24 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Driver (Roster) (Personal to employees in post as at 30.06.08)
24 22 45	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Leading Hand
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 14 42	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19025</b> Attendant/Senior Attendant (Arts and Culture) <i>formerly Attendant, CELPAC</i>
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Gardener/Nursery Attendant <i>formerly Gardener/Nurseryman</i>
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Stores Attendant
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 X 350 – 15825</b> Handy Worker
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

## FILM CLASSIFICATION BOARD

Page 437

Allowance in connection with Film Censorship

To delete paragraph 30.41 and whole content

To replace by the following:

Recommendation EOAC 203

30.41 The Committee recommends that officers in the grades of Secretary, Film Classification Board; Assistant Secretary, Film Classification Board; Executive Assistant; Senior Projectionist and Projectionist should continue to be paid an allowance per session of at least two hours for performing duties related to censorship after normal working hours as hereunder:-

Grade	Allowance per session (Rs)
Secretary, Film Classification Board	490
Assistant Secretary, Film Classification Board	420
Executive Assistant	355
Senior Projectionist	355
Projectionist	355

### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
08 60 75	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Secretary, Film Classification Board <i>formerly Secretary, Board of Film Censors</i>
08 41 63	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Assistant Secretary, Film Classification Board <i>formerly Assistant Secretary, Board of Film Censors</i>

Salary Code	Salary Scale and Grade
10 43 61	<b>Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Senior Projectionist
10 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Projectionist
18 28 56	<b>Rs 13975 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Enforcement Officer ( <i>Personal to officer in post as at 31.12.12</i> )

**NATIONAL ARCHIVES DEPARTMENT**

Page 440

Principal Archives Officer

To delete paragraph 30.1.11 and whole content

To replace by the following:

Recommendation EOAC 204

**30.1.11** The Committee recommends that recruitment to the grade of Principal Archives Officer should, henceforth, be made by promotion on the basis of experience and merit, of officers in the grade of Archives Officer/Senior Archives Officer reckoning at least six years' service in a substantive capacity in the cadre.

**REVISED SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
05 00 91	<b>Rs 86000</b> Director
05 63 83	<b>Rs 35375 x 1200 – 37775 x 1500 – 58775 x 1800 – 65975</b> Deputy Director
05 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Conservator
05 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Archivist Record Manager
05 54 69	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Chief Archives Officer
05 47 63	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Principal Archives Officer

Salary Code	Salary Scale and Grade
05 38 57	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Senior Archives Officer (Personal salary for officers in post as at 31.12.12)
05 22 55	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175</b> Archives Officer/Senior Archives Officer <i>formerly Archives Officer</i>
05 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Conservation Assistant
10 23 54	<b>Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Audio Visual Technician (Operations)
26 18 54	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Reprographic Operator (Archives)
16 20 55	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175 QB 22925 x 750 – 28175</b> Machine Minder/Senior Machine Minder (Bindery) (Roster)
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker

Salary Code	Salary Scale and Grade
24 01 32	Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175 General Worker

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## 31. MINISTRY OF LABOUR, INDUSTRIAL RELATIONS AND EMPLOYMENT

Page 443

To insert after paragraph 31.4 the following:

31.4A Representations have been made for:

- the re-organisation of the Specialist Support Services Unit so that the Unit be separated from the Occupational Safety and Health (OSH) Inspectorate
- the creation of a new grade of "Principal Specialist" to assist the Head, Specialist Support Services
- changing the appellation of Occupational and Health Safety Inspectorate into that of Directorate, OSH Services or OSH, Administration
- promotion to the grade of Director, OSH be made on the basis of qualification, experience and merit from officers in the grade of Chief Occupational Safety and Health Officers only.

31.4B The views of management were sought on the above proposals and the latter has replied that, in the absence of a holistic approach to revitalise the divisions, it would not be appropriate to proceed with any piecemeal reorganisation or change in appellation.

### Recommendation EOAC 205

**31.4C The Committee recommends that the above proposals for restructuring be submitted to the Public Sector Re-engineering Bureau for an in-depth study.**

## OCCUPATIONAL SAFETY AND HEALTH

Page 446

To insert after paragraph 31.19 the following:

**Special Professional Retention Allowance**

### Recommendation EOAC 206

**31.19A The Committee recommends, with effect from 01 January 2014 and up to the next overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector, the payment of a monthly Special Professional Retention Allowance at the rate of 7% of the monthly salary to the Occupational Safety and Health Engineer/Senior Occupational Safety and Health Engineer, as specified in the table below on the same**

terms and conditions at paragraph 18.19 of the PRB Report 2013 (Volume 2, Part I).

**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
02 00 100	<b>Rs 114000</b> Permanent Secretary
08 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Senior Shorthand Writer
08 46 64	<b>Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Shorthand Writer
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Stores Attendant
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker
	LABOUR ADMINISTRATION AND INDUSTRIAL RELATIONS
18 00 88	<b>Rs 77000</b> Director, Labour and Industrial Relations
18 67 81	<b>Rs 40775 x 1500 – 58775 x 1800 – 62375</b> Assistant Director, Labour and Industrial Relations
18 61 74	<b>Rs 33275 x 900 – 34175 x 1200 – 37775 x 1500 – 51275</b> Principal Labour and Industrial Relations Officer
18 51 69	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Senior Labour and Industrial Relations Officer
18 29 63	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375 QB 33275 x 900 – 34175 x 1200 – 35375</b> Labour and Industrial Relations Officer

Salary Code	Salary Scale and Grade
	OCCUPATIONAL SAFETY AND HEALTH
18 00 88	<b>Rs 77000</b> Director, Occupational Safety and Health
18 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Chief Occupational Safety and Health Officer
18 61 75	<b>Rs 33275 x 900 – 34175 x 1200 – 37775 x 1500 – 49775 QB 51275 x 1500 – 52775</b> Divisional Occupational Safety and Health Officer
18 51 72	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275 QB 46775 x 1500 – 48275</b> Principal Occupational Safety and Health Officer
18 39 68	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275 QB 40775 x 1500 – 42275</b> Occupational Safety and Health Officer/Senior Occupational Safety and Health Officer
26 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Head, Specialist Support Services
26 54 79	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Occupational Safety and Health Engineer/Senior Occupational Safety and Health Engineer <i>formerly Occupational Safety and Health Engineer</i>
	NATIONAL REMUNERATION BOARD
02 00 96	<b>Rs 102000</b> Chairperson, National Remuneration Board
02 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Vice-Chairperson, National Remuneration Board
02 72 85	<b>Rs 48275 x 1500 – 58775 x 1800 – 69575</b> Head Remuneration Analyst

Salary Code	Salary Scale and Grade
02 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Remuneration Analyst
02 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> (Remuneration Analyst)
REGISTRY OF ASSOCIATIONS	
18 80 88	<b>Rs 77000</b> Registrar of Associations
18 67 81	<b>Rs 40775 x 1500 – 58775 x 1800 – 62375</b> Deputy Registrar of Associations
18 57 76	<b>Rs 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 54275</b> Principal Inspector of Associations (Personal)
18 57 74	<b>Rs 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 51275</b> Principal Inspector of Associations
18 49 66	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Senior Inspector of Associations
18 29 63	<b>Rs 14275 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375 QB 33275 x 900 – 34175 x 1200 – 35375</b> Inspector of Associations
EMPLOYMENT DIVISION	
18 00 88	<b>Rs 77000</b> Director, Employment Service
18 63 77	<b>Rs 35375 x 1200 – 37775 x 1500 – 55775</b> Deputy Director, Employment Service
18 54 69	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Chief Employment Officer

Salary Code	Salary Scale and Grade
18 45 63	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Senior Employment Officer
18 25 58	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575</b> Employment Officer
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b> Stores Attendant
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## 32. ATTORNEY-GENERAL'S OFFICE

Page 455

To insert after paragraph 32.13 the following :

**Special Legal Service Allowance**

**Recommendation EOAC 207**

**32.13A** The Committee recommends, with effect from 1 January 2014, and up to the next overall review of Pay and grading Structures and Conditions of Service in the Public Sector, the payment to the Solicitor-General a monthly Special Legal Service Allowance of the same percentage as that payable to the Senior Puisne Judge.

**32.13B** The above recommendation is made on the understanding that no additional remuneration, over and above the recommended packages will be considered until the next overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector.

Page 457

To insert after paragraph 32.21 the following:

**Trainee Legal Assistant**

**Recommendation EOAC 208**

**32.21A** The Committee recommends that Trainee Legal Assistants should be required to undergo theoretical and practical training in legal procedures and in general principles of law for a period of at least one year before they may be considered for appointment to the grade of Legal Assistant.

**Black Jacket Allowance**

To delete paragraph 32.23 and whole content

To replace by the following:

**Recommendation EOAC 209**

**32.23** The Committee recommends that the Black Jacket Allowance be revised to Rs 4800.

Page 457

To insert after paragraph 32.23 the following:

**Special Provision**

**32.23A** Representations have been received from officers in the grades of Assistant Solicitor-General, Chief State Attorney and Chief Legal

Secretary to the effect that prior to 1 January 2013, their salaries were at par with that of a Permanent Secretary. As such they were eligible to all the benefits attached to the latter grade. Following the implementation of the 2013 PRB Report, they would no longer be eligible to benefits attached to the post of Permanent Secretary as their salaries are no longer at par.

### Recommendation EOAC 210

**32.23B** The Committee, therefore, recommends that officers in the grades of Assistant Solicitor-General, Chief State Attorney and Chief Legal Secretary should, as from 1 January 2013, be eligible for the benefits they were entitled to prior to the implementation of the 2013 PRB Report, on a personal basis.

### ATTORNEY-GENERAL'S OFFICE REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
12 00 103	<b>Rs 156000</b> Solicitor-General
12 00 101	<b>Rs 132000</b> Deputy Solicitor-General Parliamentary Counsel
12 00 99	<b>Rs 111000</b> Assistant Solicitor-General
12 00 96	<b>Rs 102000</b> Assistant Parliamentary Counsel
12 77 89	<b>Rs 55775 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Principal State Counsel
12 60 79	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Legal Research Officer
12 77 89	<b>Rs 55775 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 - 80000</b> Legal Secretary

Salary Code	Salary Scale and Grade
12 70 84	<b>Rs 45275 x 1500 – 58775 x 1800 – 67775</b> Assistant Legal Secretary Senior State Counsel
12 60 79	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> State Counsel
12 00 99	<b>Rs 111000</b> Chief Legal Secretary Chief State Attorney
12 00 96	<b>Rs 102000</b> Deputy Chief State Attorney
12 77 89	<b>Rs 55775 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Principal State Attorney
12 70 84	<b>Rs 45275 x 1500 – 58775 x 1800 – 67775</b> Senior State Attorney
12 61 79	<b>Rs 33275 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Curator of Vacant Estates State Attorney
12 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Registrar (Legal Assistant Cadre)
12 58 73	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 49775</b> Chief Legal Assistant
12 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Principal Legal Assistant
12 45 64	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Senior Legal Assistant



Salary Code	Salary Scale and Grade
12 30 60	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Legal Assistant
12 22 24	<b>Rs 12425 x 250 – 12925</b> Trainee Legal Assistant
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker

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### 33. MINISTRY OF TOURISM AND LEISURE

Page 463

**Leisure Events Officer**  
*formerly Leisure Officer*

To delete paragraph 33.16 and whole content

To replace by the following:

**Recommendation EOAC 211**

**33.16** The Committee recommends that incumbents in the grade of Leisure Events Officer *formerly Leisure Officer* possessing a Diploma in the field of Leisure or a Diploma in Management with specialisation in Leisure should be allowed to move incrementally up to salary point Rs 36575 in the master salary scale provided they:

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

To insert after paragraph 33.18 the following:

**33.19** Management has proposed that the grade of Executive Assistant be deleted as it has been abolished since 2009.

**Recommendation EOAC 212**

**33.20** The Committee recommends that the grade of Executive Assistant be deleted from the salary schedule of the Ministry.

**Recommendation EOAC 213**

**33.21** Management has made representations to the effect that the structure of the Planning Unit should be split into two clearly defined sub-units - (i) Sea-base and (ii) Land-base, each headed by a Principal Tourism Planner. The Committee is agreeable to the request and recommends accordingly.

**REVISED SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
02 00 100	<b>Rs 114000</b> Permanent Secretary
02 00 92	<b>Rs 89000</b> Secretary for Tourism Development
10 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Principal Tourism Planner
10 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Tourism Planner
10 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Tourism Planner
18 39 64	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Tourism Enforcement Officer
23 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Leisure Events Organiser <i>formerly Leisure Organiser</i>
23 47 65	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Senior Leisure Events Officer <i>formerly Senior Leisure Officer</i>
23 30 63	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Leisure Events Officer <i>formerly Leisure Officer</i>
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver

Salary Code	Salary Scale and Grade
24 01 32	Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175 General Worker

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## 34. MINISTRY OF HEALTH AND QUALITY OF LIFE

Page 468

To insert after paragraph 34.11 the following:

**Director, Clinical Services**  
*formerly Head, Clinical Services*

**Recommendation EOAC 214**

**34.11A** The Committee recommends that, in future, appointment to the grade of Director, Clinical Services should be made from among officers in the grades of Consultant-in-Charge and Specialist/Senior Specialist who reckon at least 10 years' service in a substantive capacity in the grade and possess strong leadership, managerial and communication skills.

Page 469

To insert after paragraph 34.14 the following:

**Regional Health Director**

**34.14A** Management has submitted that, following discussions with stakeholders in the Health Sector, the grade of Regional Health Director which had been made evanescent, should be restored in view of the fact that the scope, purport and expansion of services in regional hospitals can only be understood by a highly qualified person with extensive experience acquired over several years spanning junior to senior positions of a mainly clinical nature and supplemented by a minimum of administrative and managerial training. The Committee considers that the reasons put forward by Management are justified and is recommending accordingly.

**Recommendation EOAC 215**

**34.14B** The Committee recommends that the grade of Regional Health Director on the establishment of the Ministry of Health and Quality of Life be restored.

**34.14C** The Committee also recommends that the grade of Senior/Principal Analyst (Health) be restyled Lead Health Analyst.

**MEDICAL GROUP**

Page 470

To insert after paragraph 34.22 the following:

**Director, Health Services**

**34.22A** The Ministry of Health & QL has submitted that, in its 2008 Report, the PRB had recommended that the grade of Director, Non-Communicable Diseases and Health Promotion be created against the abolition of the post of Principal

Medical Officer for NCDs and Primary Health Care, and that the former grade does not suit the Ministry's actual needs. The Ministry has, therefore, recommended that the grade of Director, Non-Communicable Diseases and Health Promotion be reconverted to Director, Health Services. The Committee has examined the issue and is making recommendations accordingly.

### **Recommendation EOAC 216**

**34.22B The Committee recommends that the existing grade of Director, Non-Communicable Diseases and Health Promotion be restyled Director, Health Services.**

**To delete the sub-title "National Diabetes Coordinator (New Grade)" and paragraphs 34.25 to 34.27 and whole content**

**To replace by the following:**

#### **Diabetes and Vascular Health Centre**

34.25 The Ministry has represented that in spite of strong recommendations made by Management, no provision has been made in the 2013 PRB Report for the setting up of an appropriate structure for the Diabetes and Vascular Health Centre. On the basis of submissions from management, the Committee is providing for an appropriate structure for the Diabetes and Vascular Health Centre to ensure better coordination of all its activities related to diabetes.

#### **Executive Director (New Grade)**

### **Recommendation EOAC 217**

**34.25A The Committee recommends the creation of a new grade of Executive Director to be filled by selection from among Specialist/Senior Specialists (General Medicine) possessing a Diploma in Management or an equivalent qualification acceptable to the Public Service Commission or from among candidates who possess a Master's degree in the field of Management or an equivalent qualification acceptable to the Public Service Commission together with at least five years' working experience.**

**34.25B The Executive Director will be in charge of the Centre and will be required, amongst others, to coordinate the overall activities of the Centre and research in Diabetes; to ensure the smooth running of National programmes on Diabetes and related issues; to coordinate the implementation of the Diabetes Management System; to conduct meetings and workshops with the various consultants in the medical and paediatric department on control of diabetes and prevention of complications; to coordinate all activities relating to audits on diabetes care in Health Centres and to submit regular reports to Management on all national programmes carried out by the Centre.**

**Lead Diabetologist (New Grade)****Recommendation EOAC 218**

- 34.25C** The Committee recommends the creation of a new grade of Lead Diabetologist to be filled by selection from among Specialist/Senior Specialists (General Medicine) having followed a specific training in Diabetes for a period of at least one year.
- 34.25D** The Lead Diabetologist would be required, amongst others, to supervise all training activities at the Diabetes and Vascular Health Centre; to coordinate the National Service Framework for Diabetes; to be responsible for doing specialist clinics at the Centre; to conduct audits on diabetes care on regional hospitals and Health Care Centres and make recommendations; to advise on future care of diabetes; to conduct National Awareness Campaigns for a better control of diabetes; to assist in the setting up of foot clinics in main hospitals and to conduct research in diabetes.

**Diabetes Public Health Coordinator (New Grade)****Recommendation EOAC 219**

- 34.25E** The Committee recommends the creation of a new grade of Diabetes Public Health Coordinator to be filled by selection from among Community Physicians who possess at least five years' experience in diabetes and related activities.
- 34.25F** The Diabetes Public Health Coordinator would be required, amongst others, to be responsible for all public health issues regarding diabetes prevention and control; to coordinate the National Diabetes Retinopathy Screening Service; to coordinate the National Foot Care Programme; to be the Project Manager for the World Diabetes Foundation Project; to conduct National Awareness Campaign to sensitise people on diabetes prevention; to conduct health audits in Health Care Centres on diabetes care; to supervise training programmes and activities for community leaders and NGOs; to do research in diabetes and provide regular reports on his activities to the Director, Health Services.

**Administrator (New Grade)****Recommendation EOAC 220**

- 34.25G** The Committee recommends the creation of a new grade of Administrator to be filled by selection from among candidates possessing a degree in management or an equivalent qualification acceptable to the Public Service Commission together with at least three years' working experience at mid management level.

**34.25H** The Administrator would be required, amongst others, to be responsible for the general administration of the Diabetes and Vascular Health Centre; procurement and supply, financial issues, maintenance of equipment; to keep inventory of all assets of the Centre; to ensure proper management of logistics; to ensure that the Centre is properly equipped, staffed and provided with sufficient quantities/stocks of other requisites including drugs; to maintain discipline and report on the work output of the Centre; to be responsible for the management of the budget; to deal with administrative issues in relation to National Diabetes Retinopathy Screening Service and National Foot Care Service and to maintain the National Diabetes Register.

Page 471

To insert after paragraph 34.29 the following:

#### **Regional Public Health Superintendent**

34.29A Management has recommended that, following the creation of new grades of Senior Community Physician and NCD Coordinator, the grade of Regional Public Health Superintendent, which so far has been filled from Community Physicians should now be opened also to the new grades. The Committee is making the necessary provisions to that effect.

#### **Recommendation EOAC 221**

**34.29B** The Committee recommends that, in future, appointment to the grade of Regional Public Health Superintendent be made by selection from among Senior Community Physicians, Community Physicians and NCD Coordinators.

#### **Deputy Director, Laboratory Services**

34.29C The Ministry of Health and Quality of Life has submitted that the PRB in its 2009 Errors, Omissions and Clarifications Report recommended the creation of a new grade of Deputy Director, Laboratory Services for each of the following disciplines, namely, blood transfusion and Haematology, Microbiology, Histopathology and Cytopathology. As the medical specialities mentioned have not yet been recognised at the level of the Medical Council, it has not been possible up to now to specify the scheme of service for the post. The Ministry has, therefore, proposed that there should be only one Deputy Director, Laboratory Services who should be the second in command at the Central Health laboratory Services. The Committee is agreeable to the proposal and is recommending accordingly.



**Recommendation EOAC 222**

- 34.29D** The Committee recommends that there should be only one post of Deputy Director, Laboratory Services to be filled by selection from among officers in the grade of Specialist/Senior Specialist known as Consultant (Pathology) reckoning at least three years' experience.

**Superintending Dental Surgeon**

To delete paragraphs 34.32 and 34.33 and whole content

To replace by the following:

**Recommendation EOAC 223**

- 34.32** The Committee recommends that the grade of Superintending Dental Surgeon be restyled Regional Dental Superintendent.
- 34.33** The Committee additionally recommends that a Regional Dental Superintendent, *formerly Superintending Dental Surgeon*, be posted in each of the five regional hospitals.

**Allowance for Extra Work in Community Health Centres/Area Health Centres**

Page 472

To insert after paragraph 34.35 the following:

**Recommendation EOAC 224**

- 34.35A** The Committee recommends that, for work after 1100 hours on Sundays and Public Holidays, Medical and Health Officer/Senior Medical and Health Officers and Community Physicians be paid allowances, inclusive of travelling time, at the hourly rates of Rs 355 and Rs 385 respectively.

Page 475

To insert after paragraph 34.46 the following:

- 34.46A** Representations have been received from the Government Medical and Dental Officers Association to the effect that, with the implementation of the 2008 PRB Report whereby the allowance equivalent to one increment for each year of service in an acting capacity at the level of Specialist, should be used to determine the entry point on substantive appointment of Specialists, has given rise to an anomalous situation where the salary of junior specialists is higher than that of their senior colleagues appointed prior to 2008.

**Recommendation EOAC 225**

**34.46B** The Committee recommends that the salary of Specialist/Senior Specialists appointed prior to 1 July 2008 and which is lower than that of Specialists appointed after 1 July 2008 should be adjusted hypothetically up to the date preceding the date of the implementation of this Report, subject to the Medical Officers/Senior Medical Officers having acted as Specialist/Senior Specialist before their appointment in a substantive capacity and subject to the maximum salary of the grade of Specialist/Senior Specialist.

Page 476

**Allowance to Regional Public Health Superintendent for coverage**

To delete paragraph 34.54 and whole content

To replace by the following:

**Recommendation EOAC 226**

**34.54** The Committee recommends that the allowance payable to Regional Public Health Superintendents for providing coverage at port and airport in relation to arrival of ships and planes and for attending to public health problems, including treatment of malaria cases after normal working hours, be revised to Rs 2860 monthly.

To insert after paragraph 34.54 the following:

**On Call and In-attendance Allowance for Regional Public Health Superintendent**

**34.54A** Following representations made by the Regional Public Health Superintendent for the payment to him of an on-call allowance, the Ministry of Health and Quality of Life has submitted that the request is justified in view of the fact that the movement of passengers at the port and airport is on the increasing trend, thus resulting in more risk for the introduction of communicable diseases and that the services of public health officers are usually required in the aftermath of natural disasters. The Ministry has recommended that the Regional Public Health Superintendent should be paid 60% of the allowance payable to the Consultant-in-Charge and Director, Emergency Services. The Committee is recommending accordingly.

**Recommendation EOAC 227**

**34.54B** The Committee recommends that the Regional Public Health Superintendent be paid on-call allowance as follows:

Period	On-call Allowance
Weekdays 1600 hours to 0900 hours the following day	620
Saturdays 1200 hours to Sunday 0900 hours	930
Sundays and Public Holidays: 0900 hours to 0900 hours the following day	930

**34.54C** The Committee also recommends that the Regional Public Health Superintendent should be paid an "in-attendance allowance" of Rs 890 per hour only in situations warranting his physical presence for the management of patients.

#### **Allowance to Consultants-in-Charge for Specialised Hospitals**

To delete paragraph 34.56 and whole content

To replace by the following:

#### **Recommendation EOAC 228**

**34.56** The Committee recommends that the Consultants-in-Charge responsible for Specialised hospitals should be paid a monthly allowance of Rs 2860.

#### **Allowance to Consultants-in-Charge responsible for the Central Health Laboratory**

To delete paragraph 34.58 and whole content

To replace by the following:

#### **Recommendation EOAC 229**

**34.58** The Committee recommends that the Consultant-in-Charge responsible for the Central Health Laboratory should be paid a monthly allowance of Rs 2860.

#### **In Attendance/On-Call Allowance to doctors posted to Agalega Islands**

To delete paragraph 34.61 and whole content

To replace by the following:

**Recommendation EOAC 230**

**34.61** The Committee recommends that doctors posted on a tour of service to Agalega be paid a monthly On-Call Allowance of Rs 20860 for being on-call during the whole month and an In-Attendance Allowance of Rs 420 per hour.

**Page 479**

**Travelling Allowance for Doctors undergoing pre-registration training**

**34.76A** The sub-heading “Training Allowance for Doctors undergoing pre-registration training” should read “Travelling Allowance for Doctors undergoing pre-registration training”.

**Pages 483 and 484**

To delete paragraphs 34.98 and 34.99 and whole content

To replace by the following:

**Special Provisions for officers of the Medical and Dental Professions****Recommendation EOAC 231**

**34.98** The Committee recommends that members of the medical and dental professions drawing salary in the scale the maximum of which is not less than Rs 65975 and not more than Rs 83000 and having reached the top of their respective salary scale should be allowed to move incrementally up to a maximum of two increments in the master salary scale provided they:

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

**34.99** The Committee further recommends that members of the medical and dental professions reckoning fourteen years’ service in their respective grades would be entitled to car benefits as per provision at paragraph 18.2.19 (No. 2) of Volume 1 though drawing a monthly salary in a scale the maximum of which is less than Rs 80000.

Page 485

**Medical and Dental Specialists**

To delete paragraph 34.104 and whole content

To replace by the following:

**Recommendation EOAC 232**

**34.104** The Committee recommends that Specialist/Senior Specialists and Specialists (Dental Services) should be known as Consultant on reaching salary point Rs 83000.

**MINISTRY OF HEALTH AND QUALITY OF LIFE****SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
02 00 102	<b>Rs 144000</b> Senior Chief Executive
09 00 101	<b>Rs 132000</b> Director-General, Health Services
02 00 100	<b>Rs 114000</b> Permanent Secretary
02 00 97	<b>Rs 105000</b> Manager, Hospital Services
09 00 97	<b>Rs 105000</b> Director, Health Services Director, Health Services <i>formerly Director, Non-Communicable Diseases and Health Promotion</i>
09 00 96	<b>Rs 102000</b> Director, Clinical Services <i>formerly Head, Clinical Services</i> Director, Dental Services Director, Laboratory Services Regional Health Director

Salary Code	Salary Scale and Grade
09 00 94	<b>Rs 95000</b> Consultant-in-Charge Deputy Director, Laboratory Services Deputy Director, Health Services <i>formerly Deputy Director, Non-Communicable Diseases and Health Promotion</i> Director, Emergency Services Head, AIDS Unit Head, Occupational Health Unit Regional Public Health Superintendent
09 80 92	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 89000</b> Medical Superintendent
09 78 92	<b>Rs 57275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 89000</b> Regional Dental Superintendent <i>formerly Superintending Dental Surgeon</i> Specialist/Senior Specialist Specialist (Dental Services)
09 80 90	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 83000</b> NCD Coordinator Officer-in-Charge, Harm Reduction Section Senior AIDS Physician Senior Community Physician Senior Emergency Physician Senior Occupational Health Physician
09 69 88	<b>Rs 43775 x 1500 – 58775 x 1800 – 72000 x 2500 – 77000</b> AIDS Physician Community Physician Emergency Physician Occupational Health Physician Registrar
09 66 83	<b>Rs 39275 x 1500 – 58775 x 1800 – 65975</b> Medical and Health Officer/Senior Medical and Health Officer
09 65 83	<b>Rs 37775 x 1500 – 58775 x 1800 – 65975</b> Ayurvedic Medical Officer/Senior Ayurvedic Medical Officer <i>formerly Ayurvedic Medical Officer</i> Dental Surgeon/Senior Dental Surgeon

Salary Code	Salary Scale and Grade
<b>DIABETES AND VASCULAR HEALTH CENTRE</b>	
09 00 96	<b>Rs 102000</b> Executive Director (New Grade)
09 00 92	<b>Rs 89000</b> Lead Diabetologist (New Grade)
09 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Diabetes Public Health Coordinator (New Grade)
09 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Administrator (New Grade)

### PHARMACY DIVISION

**Page 487**

**To delete paragraph 34.110 and whole content**

**To replace by the following:**

34.110 The Pharmacy Division comprises professionals in the Pharmacist cadre, supported by officers in the Pharmacy Dispenser cadre.

**To delete paragraphs 34.118 and 34.119 and whole content**

**To replace by the following :**

**Pages 488 and 489**

**Pharmacist/Senior Pharmacist**

**Recommendation EOAC 233**

34.118 The Committee recommends that officers in post as at 30.06.08 in the grade of Senior Pharmacist restyled Pharmacist/Senior Pharmacist should, on reaching the top salary of Rs 58775, be allowed to move incrementally, on a personal basis, in the master salary scale up to salary point Rs 62375 provided they:

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and

(iii) are not under report.

34.119 The Committee further recommends that officers in the grade of Pharmacist/Senior Pharmacist should, on reaching the top salary of Rs 58775, be allowed to move incrementally in the master salary scale up to salary point Rs 60575 provided they:

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

Page 489

Inspection of Private Pharmacies and clearance of parcels at Parcel Post Office

To delete paragraph 34.121 and whole content

To replace by the following:

Recommendation EOAC 234

34.121 The Committee recommends that the allowance paid to officers of the Pharmacist Cadre for each inspection carried out in private pharmacies, outside office hours and which may involve submission of a report and/or legal proceedings or for each visit carried out at the Parcel Post Office, be revised to Rs 475.

Page 491

Diploma in Pharmacy Technician

To delete paragraph 34.128 (i) and whole content

To replace by the following:

Recommendation EOAC 235

34.128(i) The Committee recommends that appointment to the grade of Pharmacy Technician, *formerly Pharmacy Dispenser*, should, in future, be made by appointment of Student Pharmacy Technicians, *formerly Student Pharmacy Dispensers*, who have successfully completed the Diploma in Pharmacy Technician.

Page 492

Bank Pharmacy Technicians Scheme

*formerly Bank Pharmacy Dispensers Scheme*

To delete paragraph 34.133 and whole content



To replace by the following:

**Recommendation EOAC 236**

**34.133** The Committee recommends that retired officers as well as officers of the Pharmacy Technician Cadre (*formerly Pharmacy Dispenser Cadre*) who are allowed to work under the “Bank Pharmacy Technician Scheme” formerly “Bank Pharmacy Dispenser Scheme” in Government Health Institutions be paid an allowance of Rs 700 per day session of four hours and Rs 800 per night session of four hours.

Page 493

**Night Duty Allowance**

To delete paragraph 34.136 and whole content

To replace by the following:

**Recommendation EOAC 237**

**34.136** The Committee recommends that officers in the Pharmacy Technician Cadre (*formerly Pharmacy Dispenser Cadre*) who effectively work on night shift should be paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours including up to a maximum of two hours lying-in period.

**PHARMACY DIVISION**

**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
09 00 91	<b>Rs 86000</b> Director, Pharmaceutical Services
09 74 88	<b>Rs 51275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000</b> Deputy Director, Pharmaceutical Services
09 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Principal Pharmacist
09 54 79	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Pharmacist/Senior Pharmacist

Salary Code	Salary Scale and Grade
09 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Quality Control Pharmacist/Chemist
09 65 79	<b>Rs 37775 x 1500 – 58775</b> Chief Pharmacy Technician <i>formerly Chief Pharmacy Dispenser</i>
09 60 72	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 48275</b> Principal Pharmacy Technician <i>formerly Principal Pharmacy Dispenser</i>
09 55 69	<b>Rs 28175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Pharmacy Stores Manager
09 47 67	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Senior Pharmacy Technician <i>formerly Senior Pharmacy Dispenser</i>
09 31 63	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 34175 x 1200 – 35375</b> Pharmacy Technician <i>formerly Pharmacy Dispenser</i>
09 20 22	<b>Rs 11925 x 250 – 12425</b> Student Pharmacy Technician <i>formerly Student Pharmacy Dispenser</i>

### NURSING GROUP

Page 495

Diploma in General Nursing

To delete paragraph 34.143 and whole content

To replace by the following :

Nursing Officer

**Recommendation EOAC 238**

**34.143** The Committee recommends that appointment to the grade of Nursing Officer should, in future, be made by appointment of Student Nurses who have successfully completed the National Diploma Level 6 in Nursing.

To insert after paragraph 34.143 the following:

**Nursing Officer Cadre**

**34.143A** The Committee has taken note that the PRB had, in its 2008 Report, recommended “the advisability for the Ministry of Health and Quality of Life of running and awarding a Diploma in Nursing, now known as National Diploma Level 6 in Nursing instead of a General Certificate in Nursing, to Student Nurses on successful completion of their three year training”. It has also been noted that, in the PRB Report 2013, Qualification Bars (QB) have been inserted in the salary scales of officers at the level of Charge Nurse and Nursing Officer, progression beyond which would be subject to obtention of the National Diploma Level 6 in Nursing or equivalent. Officers at the level of Charge Nurse and Nursing Officer would thus be required to follow top-up programmes leading to a National Diploma Level 6 in Nursing to be allowed to cross the QB.

**34.143B** The Committee considers that the introduction of the QB in the salary scales of the abovementioned grades is inappropriate and unfair in that –

- (i) the obtention of the National Diploma is subject to the capability of the Ministry to mount top-up programmes for all the officers concerned;
- (ii) it would take some time before all the Nursing staff concerned are awarded the Diploma as they would have to be trained in batches; and
- (iii) officers would, in the meantime, stagnate at the salary point just before the QB and some of the officers at the level of Charge Nurse and Nursing Officer are on the verge of retirement.

**34.143C** The Committee, therefore, recommends that the QB provided in the salary scales of grades at the level of Charge Nurse and Nursing Officer should be removed in order not to penalise officers concerned.

**34.143D** The Committee additionally recommends that the Ministry of Health and Quality of Life should make provision for officers of the Nursing Officer Cadre of the Ministry and of the Rodrigues Regional Assembly to follow

top up training programmes leading to a National Diploma Level 6 in Nursing.

- 34.143E** The Committee further recommends that, on obtention of the National Diploma Level 6, Nursing officers of the Nursing Officer Cadre should be allowed to proceed incrementally by one salary point in the Master Salary Scale, provided they have drawn the revised top salary for one year.

#### **Nurse Mentor**

- 34.143F** The Nursing Association has represented that there are about 100 nurses possessing the BSc (Hons) Nursing or MA Nursing who are serving the Ministry but who have not been given the opportunity to use their knowledge and acquired competencies to improve Health Care. As nursing is a practice - based profession, the Committee is of the view that the skills of these graduate nurses could be more effectively utilised by the Ministry.

#### **Recommendation EOAC 239**

- 34.143G** The Committee, therefore, recommends that graduate nurses be given the opportunity to provide clinical teaching and practice to student nurses as well as assuming team leadership roles in different units of the Health Care Delivery System where these student nurses are posted.

- 34.143H** The Committee further recommends that these graduate nurses should be known as Nurse Mentor and, upon designation, be granted an allowance equivalent to two increments at the point reached in their respective salary scales.

#### **Enlistment as Student Nurse**

- 34.143I** Representations have been received from officers in the grade of Health Care Assistant to the effect that they should be given priority of consideration for enlistment as Student Nurse as they have a good knowledge of nursing duties as their core duties consist in assisting the nursing personnel in attending to the basic needs of patients. The Committee has examined the request and considers that it is justified.

#### **Recommendation EOAC 240**

- 34.143J** The Committee recommends that the scheme of service for Student Nurse should be amended such that, in future, enlistment as Student Nurse should be made from among candidates possessing a Cambridge School Certificate with credit in at least five subjects including at least one Science subject and from among Health Care Assistants (General) who reckon at least five years' service in a substantive capacity in the grade and who are not more than 48 years of age.

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### Notional Time

To delete paragraph 34.145 and whole content

To replace by the following:

#### Recommendation EOAC 241

**34.145** The Committee recommends that the Charge Nurses and any other officer(s) involved in handing over who are posted in the wards should be compensated for handing over time up to a maximum of 30 minutes (by time-off) when effective working hours and notional time exceeds 40 hours weekly or a multiple of 40 hours, where the shift covers a cycle.

### Retention Allowance

To delete paragraph 34.148 and whole content

To replace by the following:

#### Recommendation EOAC 242

**34.148** The Committee recommends that:

- (i) Nursing Officers who have successfully completed the bonded period as well as Charge Nurses, Ward Managers, Nursing Supervisors, Nursing Administrators, Regional Nursing Administrators, Public Health Nursing Officers, *formerly Community Health Nursing Officers*, Senior Public Health Nursing Officers, *formerly Senior Community Health Nursing Officers*, Principal Public Health Nursing Officers, *formerly Principal Community Health Nursing Officers*, Specialised Nurses, Nurse Educators, Senior Nurse Educators, Principal Nurse Educators, Midwife Educators and Senior Midwife Educators should continue, until the next overall Review on Pay and Grading Structures and Conditions of Service in the Public Sector, to be eligible for a monthly Retention Allowance equivalent to two additional increments at the point they have reached in the master salary scale, subject to satisfactory performance and upon recommendation of the Responsible/ Supervising Officer.
- (ii) subject to paragraph 34.149, those officers who resign or retire from the Service before reaching the age at which they may retire without the approval of the appropriate Service Commission, should refund the totality of the Retention Allowance which they have actually earned under this scheme.

**Shift Work and Night Duty Allowance**

To delete paragraphs 34.154 and 34.155 and whole content

To replace by the following:

**Recommendation EOAC 243**

**34.154** The Committee recommends that officers in the Nursing Group who effectively work on night shift be paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours, including up to a maximum of two hours lying-in period.

**34.155** The Committee also recommends that the Night Duty Allowance be computed exceptionally at the rate of 25% and on the basis of eight hours in respect of the present night shift of 13½ hours for officers in the Nursing Officer Cadre and officers in the grades of Health Care Assistant (General), Senior Midwife, Midwife and Student Midwife.

Page 498

**Night Attendance Bonus**

To delete paragraph 34.157 and whole content

To replace by the following:

**34.157** The Ministry of Health & Quality of Life has submitted that no Nursing Supervisor stays in that grade beyond 10 years' service. Hence, the years of service attached to the rates of the recommended quantum of the Night Attendance Bonus should be reduced from 10 to 5 years. The Committee is making the necessary recommendations accordingly.

**Recommendation EOAC 244**

**34.157A** The Committee recommends the payment of a monthly Night Attendance Bonus, up to the publication of the next Report, to officers in the grades listed below provided they attend duty on all scheduled night shifts during the month:

<b>Grade</b>	<b>Night Attendance Bonus (Rs)</b>
<b>Student Nurse</b>	<b>290</b>
<b>Nursing Officer:</b>	
Up to 10 years' service	<b>585</b>
Over 10 years' service	<b>730</b>
<b>Charge Nurse:</b>	
Up to 5 years' service	<b>730</b>
Over 5 years' service	<b>875</b>

<b>Grade</b>	<b>Night Attendance Bonus (Rs)</b>
<b>Nursing Supervisor</b>	<b>1100</b>
<b>Midwife:</b>	
Up to 10 years' service	<b>370</b>
Over 10 years' service	<b>520</b>
<b>Senior Midwife:</b>	
Up to 10 years' service	<b>520</b>
Over 10 years' service	<b>730</b>
<b>Health Care Assistant (General):</b>	
Up to 10 years' service	<b>330</b>
Over 10 years' service	<b>475</b>

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#### Bank Nurse Scheme

To delete paragraph 34.160 and whole content

To replace by the following :

#### Recommendation EOAC 245

**34.160** The Committee recommends that the all-inclusive allowance paid to serving Nursing Officers, Charge Nurses, Ward Managers, Nursing Supervisors, Nursing Administrators, Senior Midwives and Midwives employed on a sessional basis under the Bank Nurse Scheme (in service) and Registered Nurses and qualified Midwives not in the Government Service but employed to work on a sessional basis in Government Health Institutions be revised to Rs 700 per day session of four hours and Rs 800 per night session of four hours.

#### Allowances to Nursing Officers posted in the Emergency Medical Services Units (SAMU)

To delete paragraph 34.163 and whole content

To replace by the following:

#### Recommendation EOAC 246

**34.163** The Committee recommends that a monthly allowance of Rs 775 be paid to Nursing Officers posted at SAMU for performing additional duties and Rs 960 be paid to the seniormost Nursing Officer for planning the work and making roster, being responsible of and controlling drugs, dressings, instruments and equipment and ensuring maintenance of equipment and instruments.

**Page 500****Allowances to Charge Nurses and Nursing Officers for performing duties of ECG Technician**

To delete paragraph 34.165 and whole content

To replace by the following:

**Recommendation EOAC 247**

**34.165** The Committee recommends that Charge Nurses and Nursing Officers posted at the Accident and Emergency Department, ICU, Cardiac Wards, SAMU and who are required to perform the duties of ECG Technician at night, on Saturdays, Sundays and Public Holidays be paid an allowance of Rs 145 per night/Sunday/Public Holiday and Rs 75 for Saturday from 1200 hours to 1800 hours.

To insert after paragraph 34.165 the following:

**34.165A** The Committee further recommends that the payment of the allowance for performing duty of ECG Technician be extended to Charge Nurses and Nursing Officers as well as Health Care Assistants (General) posted to Area Health Centres and Community Health Centres at the rates mentioned at paragraph 34.165 above.

**Allowance to Nursing Officers posted at the Hyperbaric Medicine Unit**

To delete paragraph 34.169 and whole content

To replace by the following:

**Recommendation EOAC 248**

**34.169** The Committee recommends that a monthly all-inclusive allowance of Rs 2400 be paid to Nursing Officers posted at the Hyperbaric Medicine Unit for the treatment of diving accident patients and other emergencies both within and beyond normal working hours.

**Page 501****Allowance for Answering Calls on the Hotline of the Aids Unit**

To delete paragraph 34.171 and whole content

To replace by the following:

**Recommendation EOAC 249**

**34.171** The Committee recommends that an all-inclusive allowance of Rs 620 for 53 hours be paid to officers posted at the AIDS Unit and who are required to answer calls and provide service information on the hotline.



**Allowance to Nursing Officers posted at Dr Yves Cantin Community Hospital**

To delete paragraph 34.176 and whole content

To replace by the following:

**Recommendation EOAC 250**

**34.176** The Committee recommends that Nursing Officers posted at Dr Yves Cantin Hospital and Nursing Officers posted at the neighbouring Community Health Centres who are required to do night duty at Dr Yves Cantin Community Hospital after a normal day shift and which is followed by a day shift be paid an all-inclusive allowance of Rs 225, provided that they work for three shifts continuously i.e. a day shift, a night shift and a day shift.

Page 502

**Allowance for Performing Administrative Duties in respect of Dead Body Received/Delivered at the Mortuary**

To delete paragraph 34.178 and whole content

To replace by the following:

**Recommendation EOAC 251**

**34.178** The Committee recommends that Nursing Staff be paid an allowance of Rs 100 for performing administrative duties in connection with each dead body received/delivered before 0900 hours and after 1600 hours at the Mortuary in the absence of the Hospital Administrative Assistant and the Executive Officer (Health Services).

**Allowance to Nursing/Midwife Staff posted in Agalega Islands**

To delete paragraph 34.180 and whole content

To replace by the following:

**Recommendation EOAC 252**

**34.180** The Committee recommends that Male Nursing Officers, Female Nursing Officers possessing Midwifery Certificates, Charge Nurses (Female), Senior Midwives and officers of the Nursing Group who are qualified in Midwifery be paid a monthly allowance of Rs 5000 when posted in Agalega Islands for providing round-the-clock coverage and effectively performing work over and above their normal working hours.

**Allowance to Nursing Officers and Charge Nurse at Renal Dialysis Unit**

To insert after paragraph 34.183

**34.183A** Management has submitted that on-call and in-attendance allowances should be paid to one Nursing Officer or one Charge Nurse posted at the Renal

Dialysis Unit of each Regional Hospital for emergency cases after 2100 hours.

### **Recommendation EOAC 253**

- 34.183B** The Committee recommends the payment of an on-call allowance of Rs 225 to one Nursing Officer or one Charge Nurse posted at the Renal Dialysis Unit of each Regional Hospital who is required to be on call on Weekdays and Saturdays from 2100 hours to 0700 hours the following day and Rs 650 for being on call on Sundays or Public holidays from 0700 hours to 0700 hours the following day.
- 34.183C** The Committee also recommends the payment of an in-attendance allowance of Rs 260 per hour, inclusive of travelling time, to the Nursing Officer or Charge Nurse when attending duty while on call.
- 34.183D** The Committee further recommends that Health Care Assistants (General) posted in the Renal Dialysis Unit and who are required to put in additional hours of work from 1700 hours to 2100 hours should be paid an allowance of Rs 480. The allowance should be paid on a pro-rata basis whenever the officer is required to work for more than or less than the hours specified above.

### **Page 503**

#### **Incremental Credit for the Post Basic Midwifery Certificate**

To delete paragraph 34.187 and whole content

To replace by the following:

#### **Recommendation EOAC 254**

- 34.187** The Committee recommends that those Charge Nurses in post as at 31 December 2012 who possess the Certificate of Competency in Midwifery should be granted one increment at the point reached in their salary scale subject to the maximum salary of the grade.

To insert after paragraph 34.187 the following:

#### **Harm Reduction Coordinator (New Grade)**

- 34.187A** Management has submitted that the implementation of sensitisation programmes by the Harm Reduction Services of the Ministry requires continuous interaction with different stakeholders, namely, NGOs, Community Leaders, Peer Leaders and various other institutions. In view of the extensive non clinical and rehabilitation activities that have to be carried out, the Ministry of Health has requested the setting up of a structured unit which will be responsible to coordinate all activities related to the above. The Committee is making recommendations accordingly.

**Recommendation EOAC 255**

- 34.187B** The Committee recommends the creation of a new grade of Harm Reduction Coordinator to be filled from among candidates who possess a Diploma in HIV and AIDS from a recognised institution and who have served at the level of Specialised Nurse and have dealt with Harm Reduction Services for a period of at least five years.
- 34.187C** The Harm Reduction Coordinator will be responsible to the Director, Health Services through the Officer-In-Charge of the Harm Reduction Unit, *inter-alia*, for managing and coordinating the Needle Exchange Programme at national Level throughout the Island; carrying out outreach activities in high risk areas targeting IDUs; training of Needle Exchange Programme personnel and other stakeholders; coordinating and networking with peer leaders of different Needle Exchange Programme sites; conducting awareness programmes on substance abuse and HIV/AIDS and Harm Reduction.

Page 505

To insert after paragraph 34.191 the following:

**Principal Midwife****Recommendation EOAC 256**

- 34.191A** The Committee recommends that, in future, appointment to the grade of Principal Midwife should be made by selection from among officers in the grades of Senior Midwife (on shift) and Senior Midwife (Personal) who reckon at least four years' service in a substantive capacity in their respective grades and who have followed the Clinical Nursing Management and Ward Administration Course and have planning and organising abilities.

To insert after paragraph 34.191A the following:

**Haemodialysis Supervisor****Recommendation EOAC 257**

- 34.191B** The Committee recommends that the grade of Haemodialysis Supervisor be restyled National Dialysis Coordinator.

**Principal Permanencier (New Grade)****Recommendation EOAC 258**

- 34.191C** The Committee recommends the creation of a new grade of Principal Permanencier to be filled by promotion of Permanencier/Senior Permanenciers who reckon at least two years' service in a substantive capacity in the grade.

**34.191D** The Principal Permanencier would be required to organise, supervise and control the work of officers posted in the SAMU Control Room; to ensure that follow-up action is taken promptly on all calls recorded; to indent and receive supplies from stores; to prepare staff roster and ensure a good staffing arrangement during day and night duties; to ensure that a proper handing/taking over is effected at the end of each shift; to take care of the various communication equipment (Radio, Telephone, fax, mobile phone and voice recorder) of the Control Room and to submit statistics, as and when required.

#### **Bank Scheme for Health Care Assistant (General)**

To delete paragraph 34.194 and whole content

To replace by the following:

#### **Recommendation EOAC 259**

**34.194** The Committee recommends that the all-inclusive allowance payable to Health Care Assistants (General) to work on sessions in Government Health Institutions be revised to Rs 480 per day session of four hours and Rs 550 per night session of four hours.

Page 506

#### **Risk Allowance**

To delete paragraph 34.201 and whole content

To replace by the following:

#### **Recommendation EOAC 260**

**34.201** The Committee recommends that the payment of the risk allowance be extended to officers of the Nursing Officer and Midwifery cadres posted to the pre-natal, labour and post-natal wards.

To insert after paragraph 34.201 the following :

#### **Recommendation EOAC 261**

**34.201A** The Committee also recommends the payment of a risk allowance equivalent to one and a half increments at the initial of the salary scale to Health Care Assistants (General) posted in pre-natal and post-natal wards.

#### **Shift/Staggered Hours**

**34.202** To insert the grade of "Gate Keeper (Shift)" in the list of grades of employees who work on shift at page 507 of the main Report.

**NURSING GROUP**  
**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
09 80 88	<b>Rs 77000</b> Director Nursing
09 72 84	<b>Rs 48275 x 1500 – 58775 x 1800 – 67775</b> Deputy Director Nursing
09 68 83	<b>Rs 42275 x 1500 – 58775 x 1800 – 65975</b> Regional Nursing Administrator
09 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Nursing Administrator (Female) Nursing Administrator (Male)
09 58 73	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 49775</b> Nursing Supervisor (Female) Nursing Supervisor (Male)
09 53 69	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Ward Manager (Female) Ward Manager (Male)
09 47 67	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Charge Nurse (Female) Charge Nurse (Male)
09 32 63	<b>Rs 15175 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Nursing Officer
09 20 22	<b>Rs 11925 x 250 – 12425</b> Student Nurse
09 72 86	<b>Rs 48275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000</b> Head, School of Nursing

Salary Code	Salary Scale and Grade
09 67 81	<b>Rs 40775 x 1500 – 58775 x 1800 – 62375</b> Principal Nurse Educator
09 62 78	<b>Rs 34175 x 1200 – 37775 x 1500 – 57275</b> Senior Nurse Educator
09 57 71	<b>Rs 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775</b> Nurse Educator
09 62 78	<b>Rs 34175 x 1200 – 37775 x 1500 – 57275</b> Senior Midwife Educator
09 57 71	<b>Rs 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775</b> Midwife Educator Principal Public Health Nursing Officer <i>formerly Principal Community Health Nursing Officer</i>
09 52 68	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Senior Public Health Nursing Officer <i>formerly Senior Community Health Nursing Officer</i>
09 45 65	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Public Health Nursing Officer <i>formerly Community Health Nursing Officer</i>
09 53 70	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> National Dialysis Co-ordinator <i>formerly Haemodialysis Supervisor</i>
09 23 56	<b>Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Health Care Assistant (Haemodialysis)
09 52 69	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Chief Midwife
09 49 67	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Principal Midwife

Salary Code	Salary Scale and Grade
09 42 63	<b>Rs 19025 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Senior Midwife (shift)
09 40 60	<b>Rs 18125 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Senior Midwife (Personal)
09 28 58	<b>Rs 13975 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575</b> Midwife
09 20 22	<b>Rs 11925 x 250 – 12425</b> Student Midwife
09 53 69	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Ward Manager (Psychiatric) (Female) Ward Manager (Psychiatric) (Male)
09 47 67	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Charge Nurse (Psychiatric) (Female) Charge Nurse (Psychiatric) (Male)
09 32 63	<b>Rs 15175 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Nursing Officer (Psychiatric)
09 53 69	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Senior Specialised Nurse (Diabetes)
09 47 67	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Specialised Nurse (Diabetes) Specialised Nurse (Diabetes Foot Care) <i>formerly Diabetic Foot Care Officer</i>
09 53 69	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Senior Specialised Nurse <i>formerly Senior Harm Reduction Nurse</i> <i>Senior Health Promotion Nurse</i> <i>Senior Specialised AIDS Nurse</i> Harm Reduction Coordinator (New Grade)

Salary Code	Salary Scale and Grade
09 47 67	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 QB 39275 x 1500 – 40775</b> Specialised Nurse <i>formerly Harm Reduction Nurse</i> <i>Health Promotion Nurse</i> <i>Specialised AIDS Nurse</i>
09 58 73	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 49775</b> Health Promotion Officer/Senior Health Promotion Officer
09 35 59	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Specialised Health Care Assistant <i>formerly Harm Reduction Assistant</i> <i>Health Promotion Assistant</i> <i>Specialised AIDS Assistant</i>
09 51 67	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Senior Blood Bank Officer
09 37 63	<b>Rs 16875 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Blood Bank Officer
09 45 62	<b>Rs 20675 x 750 – 29675 x 900 – 34175</b> Principal Permanencier (New Grade)
09 22 56	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Blood Bank Assistant
09 35 59	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Permanencier/Senior Permanencier
09 23 56	<b>Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Health Care Assistant (General)



Salary Code	Salary Scale and Grade
09 35 59	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Senior Occupational Therapy Assistant Senior Physiotherapy Assistant
09 21 54	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Occupational Therapy Assistant Physiotherapy Assistant
09 47 67	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Podiatrist

### MEDICAL AUXILIARIES GROUP

#### Allowance to Health Surveillance Officers and Senior Health Surveillance Officers

Page 513

To delete paragraph 34.209 and whole content

To replace by the following:

Recommendation EOAC 262

**34.209** The Committee recommends that Health Surveillance Officers and Senior Surveillance Officers who are required to work on Sundays and Public Holidays to dispense anti-malaria drugs and/or to monitor malaria cases be paid an all-inclusive allowance of Rs 260 for each day they do so.

Page 514

To insert after paragraph 34.217 the following:

**Senior Dental Assistant (Roster) (New Grade)**

**Dental Assistant (Roster) (New Grade)**

34.217A Management has submitted that, with the setting up of a Dental Emergency Service after normal working hours, there is need for a roster system of work for Senior Dental Assistants and Dental Assistants to service all dental clinics and has requested for the creation of the new grades of Senior Dental Assistant (Roster) and Dental Assistant (Roster).

**Recommendation EOAC 263**

- 34.217B** The Committee recommends the creation of a new grade of Senior Dental Assistant (Roster) to be filled by promotion of officers in the grade of Dental Assistant (Roster) who reckon at least five years' service in a substantive capacity in the grade. The Committee also recommends the creation of a grade of Dental Assistant (Roster) to be filled by selection from among female candidates possessing a Cambridge School Certificate with credit in at least five subjects, including French and Mathematics or Principles of Accounts or an equivalent qualification acceptable to the Public Service Commission.
- 34.217 C** The Committee further recommends that, on implementation of the roster system in the Dental Emergency Service, officers in the existing grades of Senior Dental Assistant and Dental Assistant be granted one additional increment on conversion subject to the maximum salary of the grades of Senior Dental Assistant (Roster) and Dental Assistant (Roster) respectively. The Committee is also providing for personal salary scales for those officers who would opt not to work on roster.

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Allowance to Senior Dental Assistant and Dental Assistant

To delete paragraph 34.219 and whole content

To replace by the following:

Recommendation EOAC 264

- 34.219** The Committee recommends that Senior Dental Assistants and Dental Assistants be paid In-Attendance Allowance for working beyond normal working hours as follows:

<b>In-Attendance Allowance (Rs)</b>				
<b>Period</b>	<b>Dental Assistant</b>	<b>Dental Assistant (Roster)</b>	<b>Senior Dental Assistant</b>	<b>Senior Dental Assistant (Roster)</b>
<b>Weekdays 1600 hours to 2200 hours</b>	<b>460</b>	<b>500</b>	<b>600</b>	<b>650</b>
<b>Saturdays 1300 hours to 1800 hours</b>	<b>380</b>	<b>420</b>	<b>500</b>	<b>550</b>
<b>Sundays and Public Holidays 0900 hours to 1800 hours</b>	<b>690</b>	<b>730</b>	<b>900</b>	<b>950</b>

**Night Duty Allowance**

To delete paragraph 34.223 and whole content

To replace by the following:

Recommendation EOAC 265

**34.223** The Committee recommends that employees in the grade of Ward Assistant (Male and Female) who effectively work on night shift should be paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours including up to a maximum of two hours lying-in period.

**MEDICAL AUXILIARIES GROUP**

**REVISED SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
09 46 63	<b>Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 –35375</b> Principal Dental Assistant
09 40 58	<b>Rs 18125 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 –30575</b> Senior Dental Assistant (Roster) (New Grade)
09 38 56	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Senior Dental Assistant (Personal)
09 23 56	<b>Rs 12675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Dental Assistant (Roster) (New Grade)
09 21 54	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Dental Assistant (Personal)

Salary Code	Salary Scale and Grade
09 45 61	<b>Rs 20675 x 750 – 29675 x 900 – 33275</b> Principal Community Health Care Officer
09 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Senior Community Health Care Officer
09 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Community Health Care Officer
09 44 60	<b>Rs 20075 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Supervisor, Community Health Rehabilitation Officer
09 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Community Health Rehabilitation Officer
09 45 59	<b>Rs 20675 x 750 – 29675 x 900 – 31475</b> Principal Medical Imaging Assistant <i>formerly Principal Radiographic Assistant</i>
09 35 56	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Senior Medical Imaging Assistant <i>formerly Senior Radiographic Assistant</i>
09 20 54	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Medical Imaging Assistant (Shift) <i>formerly Radiographic Assistant (Shift)</i>
09 19 52	<b>Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925</b> Medical Imaging Assistant (Personal) <i>formerly Radiographic Assistant (Personal)</i>
09 44 57	<b>Rs 20075 x 600 – 20675 x 750 – 29675</b> Principal Health Surveillance Officer

Salary Code	Salary Scale and Grade
09 30 54	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Senior Health Surveillance Officer
09 14 50	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Health Surveillance Officer
09 30 54	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Senior Community Health Development Motivator
09 17 50	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Community Health Development Motivator Motivator (Community Health)
09 35 59	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Psychiatry Rehabilitation and Welfare Officer <i>formerly Psychiatry Rehabilitation and Welfare Assistant</i>
09 44 57	<b>Rs 20075 x 600 – 20675 x 750 – 29675</b> Senior Supervisor, Rodent Control
09 30 54	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Supervisor, Rodent Control
09 14 50	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Assistant Supervisor, Rodent Control
09 30 54	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Senior Linen Officer
09 14 50	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Linen Officer

Salary Code	Salary Scale and Grade
09 18 47	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175</b> Ward Assistant (Male and Female)
09 13 41	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575</b> Motivator

### HEALTH RECORDS GROUP

Page 520

**Shift Work and Night Duty Allowance**

To delete paragraph 34.236 and whole content

To replace by the following:

Recommendation EOAC 266

**34.236 The Committee recommends that officers in the Health Records cadre who effectively work on night shift should continue to be paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours, including up to a maximum of two hours lying-in-period.**

### HEALTH RECORDS GROUP

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
09 67 79	<b>Rs 40775 x 1500 – 58775</b> Chief Health Records Officer
09 60 74	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 51275</b> Principal Health Records Officer
09 46 67	<b>Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 X 1500 – 40775</b> Senior Health Records Officer

Salary Code	Salary Scale and Grade
09 43 64	<b>Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Health Records Officer
09 41 62	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175</b> Senior Health Records Clerk
09 21 58	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 30575</b> Health Records Clerk/Higher Health Records Clerk <i>formerly Health Records Clerk</i> <i>Higher Health Records Clerk</i>

**MEDICAL TECHNICIAN, TECHNOLOGIST AND PARAMEDIC GROUP**

Page 521

To insert after paragraph 34.237 the following:

Change in Appellation

From	To
Student Medical Laboratory Technician	Student Medical Laboratory Technologist
Assistant Medical Laboratory Technician	Assistant Medical Laboratory Technologist
Medical Laboratory Technician	Medical Laboratory Technologist/Senior Medical Laboratory Technologist
Senior Medical Laboratory Technician	
Principal Medical Laboratory Technician	Principal Medical Laboratory Technologist
Chief Medical Laboratory Technician	Chief Medical Laboratory Technologist

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To delete paragraph 34.242 and whole content

To replace by the following:

**Service during Nights, Weekends and Public Holidays**

**Recommendation EOAC 267**

**34.242** The Committee recommends that Medical Laboratory Technologists/ Senior Medical Laboratory Technologists, *formerly Medical Laboratory Technicians and Senior Medical Laboratory Technicians*, should continue to work beyond their normal working week in order to provide a 24-hour service during nights, Weekends and Public Holidays in a pattern of work made up of 'in-attendance' against payment of In-Attendance Allowances as follows:

Period	"In-Attendance" Allowance Rs
<b>Weekdays</b>	
1600 hours to 2200 hours	1000
2200 hours to 0900 hours the following day	1800
<b>Saturdays</b>	
1200 hours to 2200 hours	1600
2200 hours to 0900 hours the following day	1800
<b>Sundays and Public Holidays:</b>	
0900 hours to 1600 hours	1000
1600 hours to 2200 hours	1000
2200 hours to 0900 hours the following day	1800



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**Bank Medical Laboratory Technologist Scheme**

*formerly Bank Medical Laboratory Technician Scheme*

To delete paragraph 34.245 and whole content

To replace by the following:

Recommendation EOAC 268

**34.245** The Committee recommends the payment of an allowance of Rs 750 per day session of four hours and Rs 850 per night session of four hours to retired officers of the Medical Laboratory Technologist cadre as well as external candidates employed on a sessional basis to give assistance to officers of the Medical Laboratory Technologist cadre in Government Health Institutions.

Page 524

**Emergency Service in Microbiology**

**Bacteriology/Malaria (Sundays and Public Holidays)**

To delete paragraph 34.248 and whole content

To replace by the following:

Recommendation EOAC 269

**34.248** The Committee recommends that the allowances payable to Medical Laboratory Technologists/Senior Medical Laboratory Technologists, *formerly Medical Laboratory Technicians and Senior Medical Laboratory Technicians*, for attending work at the Microbiology Section, over and above their normal working week, on Sundays and Public Holidays from 0900 hours to noon be revised to Rs 400.

**Blood Donor Service**

**Blood Transfusion/Virology (Sundays and Public Holidays)**

To delete paragraph 34.252 and whole content

To replace by the following:

Recommendation EOAC 270

**34.252** The Committee recommends that the allowances payable to the Medical Laboratory Technologists/Senior Medical Laboratory Technologists, *formerly Medical Laboratory Technicians and Senior Medical Laboratory Technicians*, for attending work at the Blood Transfusion/Virology Section over and above their normal working week, on Sundays and Public Holidays from 0900 hours to noon, be revised to Rs 400.

**Page 525****Adhoc Allowance to Blood Donor Coordinator**

To delete paragraph 34.255 and whole content

To replace by the following:

**Recommendation EOAC 271**

**34.255** The Committee recommends that the monthly allowance payable to the Blood Donor Coordinator for carrying out sensitisation campaigns on blood donation/collection after normal working hours, during weekends and public holidays be revised to Rs 3800.

**Dr. Yves Cantin Community Hospital****Page 525****Meal Allowance**

To delete paragraph 34.257 and whole content

To replace by the following:

**Recommendation EOAC 272**

**34.257** The Committee recommends that an all-inclusive daily allowance of Rs 225 in lieu of meal be paid to Medical Laboratory Technologists /Senior Medical Laboratory Technologists who, after a night service, have to attend Dr Yves Cantin Community Hospital, the following day, where they are not provided with meals and/or where such facilities are not available.

**Page 526****Radiography Services****Diploma in Radiography and Radiotherapy**

To delete paragraphs 34.260(i) and 34.260(ii) and whole content

To replace by the following:

**Recommendation EOAC 273**

**34.260** The Committee recommends that:

- (i) appointment to the grade of Radiation Therapist should, in future, be made by appointment of Student Radiation Therapists who have successfully completed the Diploma in Radiotherapy;
- (ii) appointment to the grade of Medical Imaging Technologist should be made by appointment of Student Medical Imaging Technologists who have successfully completed the Diploma in Radiography;

To insert after paragraph 34.260 the following:

#### **Risk Allowance to officers of the Radiation Therapist Cadre**

##### **Recommendation EOAC 274**

**34.260A** The Committee recommends the payment of a risk allowance to officers in the Radiation Therapist Cadre equivalent to one and a half increments at the initial of their respective salary scales for working in a high energy radiation risky area.

#### **Bank Radiation Therapist**

34.260B The Ministry of Health and Quality of Life has submitted that no mention has been made in the PRB Report 2013 regarding the allowance payable to retired Radiation Therapists whose services have been enlisted on a sessional basis against payment of a fee. The Committee is making the necessary recommendation accordingly.

##### **Recommendation EOAC 275**

**34.260C** The Committee recommends that the allowance payable to retired Radiation Therapists recruited under the Bank Scheme of Radiation Therapists be revised to Rs 610 per day session of three hours and Rs 710 per night session of three hours.

#### **Principal Radiation Therapist**

34.260D Management has submitted that the volume of work in the Therapeutic Radiography Service which provides treatment through Linear Accelerator and Cobalt Machine to cancer patients coming from the whole island as well as from Rodrigues has increased considerably with some 1400 new cases of cancer being detected every year and more than 1000 deaths occurring due to cancer causes yearly. **This element has been taken into consideration in the determination of the recommended salary for this grade.**

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#### **Service during Nights, Weekends and Public Holidays**

To delete paragraph 34.264 and whole content

To replace by the following:

##### **Recommendation EOAC 276**

**34.264** The Committee recommends that Medical Imaging Technologists and Senior Medical Imaging Technologists who work beyond their normal working hours in order to provide 24-hour coverage during nights, weekends and public holidays in an "In-Attendance" pattern of work be paid allowances as follows:

<b>"In-Attendance" Allowance</b>		
<b>Period</b>	<b>Medical Imaging Technologist Rs</b>	<b>Senior Medical Imaging Technologist Rs</b>
<b>Weekdays</b> 1600 hours to 2200 hours 2200 hours to 0900 hours the following day	<b>580 1050</b>	<b>930 1700</b>
<b>Saturdays</b> 1200 hours to 2200 hours 2200 hours to 0900 hours the following day	<b>970 1050</b>	<b>1500 1700</b>
<b>Sundays and Public Holidays</b> 0900 hours to 1600 hours 1600 hours to 2200 hours 2200 hours to 0900 hours the following day	<b>580 580 1050</b>	<b>930 930 1700</b>

To insert after paragraph 34.264 the following:

**34.264A** The Committee further recommends that Medical Imaging Technologists who are called upon to take charge of the Unit on alternate turns during each roster, in the absence of a Senior Medical Imaging Technologist, should be paid an In-Attendance Allowance equal to the allowance that the Senior Medical Imaging Technologist would have drawn during that roster.

Page 528

**X-Ray of Dead Bodies**

To delete paragraph 34.268 and whole content

To replace by the following:

**Recommendation EOAC 277**

**34.268** The Committee recommends that officers of the Medical Imaging Technologist Cadre who are required to carry out X-Ray examinations of dead bodies which are in a state of decomposition be paid an allowance of Rs 245 per case.

### **Radiation Protection Duties**

To delete paragraph 34.270 and whole content

To replace by the following:

#### **Recommendation EOAC 278**

**34.270** The Committee recommends the payment of a monthly allowance of Rs 820 to the Senior Medical Imaging Technologist who performs radiation protection duties where no Principal Medical Imaging Technologist is posted.

### **Bank Medical Imaging Technologist**

To delete paragraph 34.273 and whole content

To replace by the following:

#### **Recommendation EOAC 279**

**34.273** The Committee recommends that the allowance payable to retired Medical Imaging Technologists, recruited under the Bank Scheme of Medical Imaging Technologists, be revised to Rs 610 per day session of three hours and Rs 710 per night session of three hours.

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### **Dr. Yves Cantin Community Hospital**

#### **Meal Allowance**

To delete paragraph 34.276 and whole content

To replace by the following:

#### **Recommendation EOAC 280**

**34.276** The Committee recommends the payment of an all-inclusive daily allowance of Rs 225 in lieu of meal to the Medical Imaging Technologists who after a night service at the main hospital have to attend the following day, Dr Yves Cantin Community Hospital, where they are not provided with meals and/or where such facilities are not available.

### **Nuclear Medicine Department**

#### **Allowance for work beyond normal working hours**

To delete paragraph 34.278 and whole content

To replace by the following:

### Recommendation EOAC 281

**34.278** The Committee recommends the payment of an all-inclusive allowance of Rs 560 per case to the Nuclear Medicine Technologist for attending to emergencies during nights, Weekends and Public Holidays. However, payment for additional hours of work put in as a result of treatment started during the normal working hours but completed beyond scheduled departure time should be at the hourly rate of Rs 155.

### MEDICAL TECHNICIAN, TECHNOLOGIST AND PARAMEDIC GROUP

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
09 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Chief Occupational Therapist Chief Physiotherapist Chief Speech Therapist and Audiologist
09 63 79	<b>Rs 35375 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Senior Occupational Therapist ( <i>Personal salary for officers in post as at 31.12.12</i> ) Senior Physiotherapist ( <i>Personal salary for officers in post as at 31.12.12</i> ) Senior Speech Therapist and Audiologist ( <i>Personal salary for officers in post as at 31.12.12</i> )
09 50 77	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 55775</b> Occupational Therapist/Senior Occupational Therapist <i>formerly Occupational Therapist</i> <i>Senior Occupational Therapist</i> Physiotherapist/Senior Physiotherapist <i>formerly Physiotherapist</i> <i>Senior Physiotherapist</i> Speech Therapist and Audiologist/Senior Speech Therapist and Audiologist <i>formerly Speech Therapist and Audiologist</i> <i>Senior Speech Therapist and Audiologist</i>
09 54 79	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Ophthalmic Optician/Senior Ophthalmic Optician
09 65 79	<b>Rs 37775 x 1500 – 58775</b> Chief Medical Imaging Technologist Chief Medical Laboratory Technologist <i>formerly Chief Medical Laboratory Technician</i>

Salary Code	Salary Scale and Grade
09 59 75	<b>Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Principal Radiation Therapist
09 59 73	<b>Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 49775</b> Principal Medical Imaging Technologist
09 53 70	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> <b>QB 43775 x 1500 – 45275</b> Senior Medical Imaging Technologist Senior Radiation Therapist
09 37 65	<b>Rs 16875 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> QB 36575x 1200 – 37775 Medical Imaging Technologist Radiation Therapist
09 20 22	<b>Rs 11925 x 250 – 12425</b> Student Medical Imaging Technologist Student Radiation Therapist
09 60 75	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Principal Medical Laboratory Technologist <i>formerly Principal Medical Laboratory Technician</i>
09 39 70	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Medical Laboratory Technologist/ Senior Medical Laboratory Technologist <i>formerly Senior Medical Laboratory Technician</i> <i>Medical Laboratory Technician</i>
09 27 57	<b>Rs 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Assistant Medical Laboratory Technologist <i>formerly Assistant Medical Laboratory Technician</i>
09 22 25	<b>Rs 12425 x 250 – 13175</b> Student Medical Laboratory Technologist <i>formerly Student Medical Laboratory Technician</i>
09 60 74	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 51275</b> Senior Nuclear Medicine Technologist

Salary Code	Salary Scale and Grade
09 53 70	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Nuclear Medicine Technologist
09 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Blood Donor Coordinator
09 39 70	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Medical Social Worker/Senior Medical Social Worker
09 57 73	<b>Rs 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 49775</b> Principal Medical Social Worker Superintendent, Orthopaedic Appliances Workshop Superintendent, Surgical Technology Workshop
09 49 67	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Orthopaedic Technician Senior Surgical Technologist
09 45 63	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Senior ECG Technician (Female) Senior ECG Technician (Male) Senior EEG Technician
09 25 57	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Dental Technician
09 35 59	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Assistant Orthopaedic Technician
09 22 24	<b>Rs 12425 x 250 – 12925</b> Trainee Assistant Orthopaedic Technician
09 41 63	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Surgical Technologist



Salary Code	Salary Scale and Grade
09 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> ECG Technician (Female) ECG Technician (Male) EEG Technician Speech and Hearing Therapy Assistant
09 18 20	<b>Rs 11425 x 250 – 11925</b> Trainee Speech and Hearing Therapy Assistant

### MECHANICAL AND CARPENTRY WORKSHOP

Page 534

To delete paragraphs 34.287 to 34.289 and whole content

To replace by the following:

34.287 The Ministry of Health and Quality of Life has submitted that the Transport Maintenance and Workshop Services is responsible, amongst others, for major maintenance work on hospital infrastructures in addition to maintaining, monitoring and controlling the increasing fleet of 400 vehicles of different types as well as undertaking all carpentry works throughout the health services in Mauritius, waste disposal, warehousing and distribution. The Ministry has, therefore, recommended the setting up of a new structure to cater for all technical and operational matters as well as all logistics at the level of each health region. The Committee is making necessary recommendations accordingly.

To insert after paragraph 34.287 the following:

Change in appellation

Recommendation EOAC 282

34.287A The Committee recommends that the “Mechanical and Carpentry Workshop” should be renamed “Operations Support Services”.

Senior Manager, Operations Support Services (New Grade)

34.287B The Committee recommends the creation of a new grade of Senior Manager, Operations Support Services to be filled by promotion, on the basis of experience and merit, of the Manager, Hospital Logistics reckoning at least two years’ service in a substantive capacity in the

grade and possessing wide experience in Hospital Logistics and Transport Management.

- 34.287C** The Senior Manager, Operations Support Services would be required, amongst others, to oversee the overall management of the Operations Support Services and related logistics; to advise on the setting up of systems for the maintenance and upkeep of hospital buildings and their environment; to advise on projects relating to maintenance and renovation works; to prepare budget estimates for maintenance management works; to advise on logistics acquisition in relation to transport, workshops and maintenance units; to constantly review, integrate and coordinate logistics management processes in goods and drugs distribution to hospitals, Area Health Centres, Community Health Centres and other health institutions; to advise on industrialised systems of maintenance through use of mechanised equipment.

To delete paragraphs 34.291 and 34.292 and whole content

To replace by the following:

**Coordinator (Operations Support Services)**  
*formerly Transport Superintendent*

**Recommendation EOAC 283**

- 34.291** The Committee recommends that the grade of Transport Superintendent be restyled Coordinator (Operations Support Services).
- 34.292** The Committee further recommends that the Ministry should initiate necessary action to increase the establishment size of the grade of Coordinator (Operations Support Services), *formerly Transport Superintendent*, to man the different sections in the Operations Support Services Unit.

#### **SPECIFIC RECOMMENDATIONS FOR OTHER MAJOR GROUPS**

##### **GOVERNMENT ANALYST DIVISION**

Page 535

To delete paragraph 34.297 and whole content

To replace by following:

**Government Analyst Division**

**Recommendation EOAC 284**

- 34.297** The Committee recommends that the grades of Government Analyst and Senior Government Analyst should be restyled as follows -

From	To
Government Analyst	Government Analyst/Senior Government Analyst
Senior Government Analyst	Principal Government Analyst

34.297A The Committee further recommends that, in future, the grade of Principal Government Analyst should be filled by promotion, on the basis of experience and merit, of officers in the grade of Government Analyst/Senior Government Analyst reckoning at least six years' service in a substantive capacity in the cadre.

### Biochemistry Department

Page 536

To delete paragraph 34.304 and whole content

To replace by the following:

Recommendation EOAC 285

34.304 The Committee recommends that the grades of Clinical Scientist (Biochemistry) and Senior Clinical Scientist (Biochemistry) be restyled as follows -

From	To
Clinical Scientist (Biochemistry)	Clinical Scientist (Biochemistry)/ Senior Clinical Scientist (Biochemistry)
Senior Clinical Scientist (Biochemistry)	Principal Clinical Scientist (Biochemistry)

34.304A The Committee further recommends that, in future, the grade of Principal Clinical Scientist (Biochemistry) should be filled by promotion, on the basis of experience and merit, of officers in the merged grade of Clinical Scientist (Biochemistry)/Senior Clinical Scientist (Biochemistry) reckoning at least six years' service in a substantive capacity in the cadre and possessing a Master's degree in Biochemistry or Clinical Biochemistry or Clinical Chemistry or Chemical Pathology or Biomedical Sciences or an equivalent qualification.

## VIROLOGY UNIT

Page 536

To delete paragraph 34.306 and whole content

To replace by the following:

Recommendation EOAC 286

34.306 The Committee recommends that the grades of Clinical Scientist (Virology) and Senior Clinical Scientist (Virology) be restyled as follows:

From	To
Clinical Scientist (Virology)	Clinical Scientist (Virology)/ Senior Clinical Scientist (Virology)
Senior Clinical Scientist (Virology)	Principal Clinical Scientist (Virology)

Recommendation EOAC 287

34.306A The Committee further recommends that, in future, the grade of Principal Clinical Scientist (Virology) should be filled by promotion, on the basis of experience and merit, of officers in the grade of Clinical Scientist (Virology)/Senior Clinical Scientist (Virology) reckoning at least six years' service in a substantive capacity in the Cadre and possessing a Master's degree in Virology or Clinical Virology or an equivalent qualification.

### Clinical Psychologist

To delete paragraph 34.308 and whole content

To replace by the following:

Recommendation EOAC 288

34.308 The Committee recommends that Clinical Psychologists possessing "a specialised Post Graduate Degree in Clinical Psychology or its equivalent together with specialisation in the field of applied Clinical Psychology" should be allowed to move incrementally in the master salary scale up to the salary point Rs 65975 provide they :

- (i) drawn the top salary for a year;
- (ii) been efficient and effective in their performance during the preceeding year; and
- (iii) not been under report.

**HEALTH INSPECTORATE UNIT****Page 539****On Call Allowance/Issue of Cremation Permit****To delete paragraph 34.324 and whole content****To replace by the following:****Recommendation EOAC 289**

**34.324** The Committee recommends that the On-Call Allowance payable to Public Health and Food Safety Inspectors, *formerly Health Inspectors*, providing a service on Saturdays from noon to 1700 hours be revised to Rs 220 per day and the Attendance Allowance paid for the issue of cremation permits be revised to Rs 415, inclusive of travelling.

**Page 540****In-Attendance Allowance for officers posted at the Airport and Port****To delete paragraph 34.329 and whole content****To replace by the following:****Recommendation EOAC 290**

**34.329** The Committee recommends that an In-Attendance Allowance of Rs 140; Rs 200; and Rs 240 per hour be paid to the Public Health and Food Safety Inspector, Senior Public Health and Food Safety Inspector and Principal Public Health and Food Safety Inspector respectively for work performed outside normal working hours on a regular basis at the Airport and Port.

**THE ENVIRONMENTAL HEALTH ENGINEERING UNIT****Page 542****On-Call and In-Attendance Allowances for noise and odour monitoring****To delete paragraph 34.341 and whole content****To replace by the following:****Recommendation EOAC 291**

**34.341** The Committee recommends that Health Engineering Officers, Senior Health Engineering Officers and the Principal Health Engineering Officer who form part of the flying squad for monitoring of noise and odour be paid a monthly commuted allowance of Rs 990; Rs 1200; and Rs 1365 respectively and In-Attendance Allowance, inclusive of travelling time, of Rs 200; Rs 245; and Rs 275 per hour respectively for working outside normal working hours.

To insert after paragraph 34.341 the following:

**Allowance for exposure to raw sewerage and foul odour**

34.341A Representations have been received from the Sanitary Engineer cadre to the effect that they are the only professional cadre in the Public sector which provides expert advice in cases of recurrent wastewater nuisances; they are directly exposed to raw sewerage and foul odour in the endeavour to find solutions to the wastewater problem; they are responsible for monitoring the wastewater treatment processes of hospitals and to investigate foul odour problems in different industries, cattle/pig/poultry farming, incinerators, landfill, amongst others, and that they should be appropriately compensated.

34.341B The Committee has examined the request and, in view of the fact that the Sanitary Engineer cadre works closely with the Health Engineering cadre to curb down environmental health risks, considers that both cadres need to be compensated.

**Recommendation EOAC 292**

**34.341C The Committee recommends that officers of the Sanitary Engineer Cadre and Health Engineering Cadre who are regularly exposed to raw sewerage and foul odour be paid a special allowance equivalent to two increments at the salary point reached in their respective salary scales, subject to satisfactory performance and approval of the responsible officer.**

**Special Professional Retention Allowance**

34.341D The Sanitary Engineering cadre has made representations to the effect that they are registered as Civil Engineers with the Council of Professional Registered Engineers of Mauritius and as such, they should also be eligible for the Special Professional Retention Allowance paid to the Engineering cadre of the Ministry of Public Infrastructure, National Development Unit, Land Transport and Shipping. On the basis of documentary evidence provided by the cadre, the Committee is extending the Special Professional Retention Allowance to the Sanitary Engineering cadre of the Ministry.

**Recommendation EOAC 293**

**34.341E The Committee recommends, with effect from 1 January 2014 and up to the next overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector, the payment of a monthly Special Professional Retention Allowance (SPRA) to officers in the Sanitary Engineering Cadre of the Ministry, as specified in the table below on the same terms and conditions at paragraph 18.19 of the PRB Report 2013 (Volume 2, Part I):**

Grade	SPRA % of Monthly salary
Sanitary Engineer/Senior Sanitary Engineer	7
Principal Sanitary Engineer	10
Chief Sanitary Engineer	12.5

### Change in Appellation

#### Recommendation EOAC 294

**34.341F** The Committee recommends that the grade of Senior Hospital Care Attendant (on Shift) and Hospital Care Attendant (On Shift) be restyled Senior Attendant (Hospital Services) (on Shift) and Attendant (Hospital Services) (On Shift) respectively.

**34.341G** The Committee recommends that the grades of Senior Laboratory Attendant and Laboratory Attendant be restyled Senior Health Laboratory Attendant and Health Laboratory Attendant respectively.

#### To insert after paragraph 34.346

#### Risk allowance

**34.346A** Representations have been received to the effect that Senior Cooks and Cooks (Roster) are prone to burns, injuries, back sprain and varicosis. In view of the fact that they spend long hours in the kitchen and have to lift heavy pans and utensils, a request has been made for these employees to be compensated accordingly.

#### Recommendation EOAC 295

**34.346B** The Committee, therefore, recommends that Senior Cooks and Cooks (Roster) on the establishment of the Ministry should be paid a risk allowance equivalent to one and a half increments at the initial of their respective salary scales.

### **REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
19 00 91	<b>Rs 86000</b> Chief Government Analyst

Salary Code	Salary Scale and Grade
19 63 79	<b>Rs 35375 x1500 - 58775 x 1800 – 58775</b> Principal Government Analyst <i>formerly Senior Government Analyst</i>
19 51 77	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 55775</b> Government Analyst/ Senior Government Analyst <i>formerly Government Analyst</i>
19 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 –77000 x 3000 – 80000</b> Principal Hospital Physicist
19 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Hospital Physicist
19 80 89	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Head Biochemistry Services <i>formerly Chief Clinical Scientist</i>
19 63 79	<b>Rs 35375 x1500 - 58775 x 1800 – 58775</b> Principal Clinical Scientist (Biochemistry) <i>formerly Senior Clinical Scientist (Biochemistry)</i> Principal Clinical Scientist (Virology) <i>formerly Senior Clinical Scientist (Virology)</i>
19 50 77	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 55775</b> Clinical Scientist/Senior Clinical Scientist (Biochemistry) <i>formerly Clinical Scientist (Biochemistry)</i> Clinical Scientist/Senior Clinical Scientist (Virology) <i>formerly Clinical Scientist (Virology)</i>
19 74 88	<b>Rs 51275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000</b> Chief Nutritionist
19 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 –65975</b> Principal Nutritionist



Salary Code	Salary Scale and Grade
19 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Nutritionist
19 72 85	<b>Rs 48275 x 1500 – 58775 x 1800 – 69575</b> Head, Vector Biology and Control Division
19 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Scientific Officer, Vector Biology and Control Division
19 60 79	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Clinical Psychologist
19 51 66	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Principal Pathological Laboratory Assistant Principal Vector Biology and Control Laboratory Technician
19 45 61	<b>Rs 20675 x 750 – 29675 x 900 – 33275</b> Senior Vector Biology and Control Laboratory Technician
19 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Vector Biology and Control Laboratory Technician
01 70 89	<b>Rs 45275 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Lead Health Analyst <i>formerly Senior/Principal Analyst (Health)</i>
01 53 79	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Analyst/Senior Analyst (Health) <i>formerly Health Economist</i>
19 62 75	<b>Rs 34175 x 1200 – 37775 x 1500 – 52775</b> Principal Technical Officer (Chemical Laboratory)
19 56 70	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Senior Technical Officer (Chemical Laboratory)

Salary Code	Salary Scale and Grade
19 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Technical Officer (Chemical Laboratory)
19 22 25	<b>Rs 12425 x 250 – 13175</b> Trainee Technical Officer (Chemical Laboratory)
19 45 61	<b>Rs 20675 x 750 – 29675 x 900 – 33275</b> Senior Pathological Laboratory Assistant
19 24 56	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Pathological Laboratory Assistant
19 25 60	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Chemical Laboratory Assistant/Senior Chemical Laboratory Assistant
18 67 81	<b>Rs 40775 x 1500 – 58775 x 1800 – 62375</b> Principal Health Engineering Officer
18 64 77	<b>Rs 36575 x 1200 – 37775 x 1500 – 55775</b> Senior Health Engineering Officer
18 57 73	<b>Rs 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 49775</b> Health Engineering Officer
18 00 86	<b>Rs 72000</b> Director, Public Health and Food Safety <i>formerly Chief Health Inspector</i>
18 61 74	<b>Rs 33275 x 900 – 34175 x 1200 – 37775 x 1500 – 51275</b> Deputy Director, Public Health and Food Safety <i>formerly Deputy Chief Health Inspector</i>
18 58 70	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Principal Public Health and Food Safety Inspector <i>formerly Principal Health Inspector</i>

Salary Code	Salary Scale and Grade
18 50 67	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 X 1500 – 40775</b> Senior Public Health and Food Safety Inspector <i>formerly Senior Health Inspector</i>
18 32 63	<b>Rs 15175 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 X 1200 – 35375</b> Public Health and Food Safety Inspector <i>formerly Health Inspector</i>
11 72 85	<b>Rs 48275 x 1500 – 58775 x 1800 – 69575</b> Chief Hospital Administrator
11 70 84	<b>Rs 45275 x 1500 – 58775 x 1800 – 67775</b> Deputy Chief Hospital Administrator
11 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Regional Health Services Administrator
11 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Hospital Administrator Project Co-ordinator (AIDS)
11 57 75	<b>Rs 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Catering Manager
11 65 79	<b>Rs 37775 x 1500 – 58775</b> Chief Hospital Supplies Officer
11 51 66	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37715 x 1500 – 39275</b> Hospital Administrative Assistant
11 35 63	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Supervisor, Central Sterile Supply Department
11 52 67	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Superintendent, Central Sterile Supply Department

Salary Code	Salary Scale and Grade
11 56 71	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775</b> Senior Catering Officer
11 51 66	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Catering Officer
11 43 61	<b>Rs 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Assistant Catering Officer
11 25 54	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Catering Supervisor
11 36 60	<b>Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375</b> Hospital Executive Assistant (on shift)
11 35 59	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 31475</b> Executive Officer (Health Services) (Personal to officers in post as at 30.06.03)
10 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Chief Health Information, Education and Communication Officer
10 60 75	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Principal Health Information, Education and Communication Officer
10 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Senior Health Information, Education and Communication Officer
10 30 63	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Health Information, Education and Communication Officer
10 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Chief Health Promotion and Research Co-ordinator(New Grade)

Salary Code	Salary Scale and Grade
10 55 75	<b>Rs 28175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 49775</b> <b>QB 51275 x 1500 – 52775</b> Health Promotion Coordinator
22 60 79	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Biomedical Engineer (Health)
22 47 49	<b>Rs 22175 x 750 – 23675</b> Trainee Biomedical Engineer
22 53 66	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Principal Biomedical Engineering Technician
22 42 63	<b>Rs 19025 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Senior Biomedical Engineering Technician
22 25 56	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Biomedical Engineering Technician
22 19 51	<b>Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25175</b> Telephonist (Health) (Shift)
<b>HEALTH STATISTICS UNIT</b>	
20 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Chief Health Statistician
20 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Health Statistician
20 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Health Statistician

Salary Code	Salary Scale and Grade
<b>DEMOGRAPHIC/EVALUATION UNIT</b>	
20 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Chief Demographer
20 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Demographer
20 49 67	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 40775</b> Principal Statistical Officer
20 45 63	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Senior Statistical Officer
20 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Statistical Officer
26 00 93	<b>Rs 92000</b> Chief Sanitary Engineer
26 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Principal Sanitary Engineer
26 54 77	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 51275</b> <b>PB 52775 x 1500 – 55775</b> Sanitary Engineer/Senior Sanitary Engineer <i>formerly Sanitary Engineer</i>
<b>OPERATIONS SUPPORT SERVICES</b> <b>(FORMERLY MECHANICAL AND CARPENTRY WORKSHOP)</b>	
26 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Head, Transport, Maintenance and Workshop Services

Salary Code	Salary Scale and Grade
26 62 82	<b>Rs 34175 x 1200 – 37775 x 1500 – 58775 x 1800 – 64175</b> Senior Manager, Operations Support Services (New Grade)
11 54 79	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Manager, Hospital Logistics
26 41 70	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Coordinator(Operations Support Services) <i>formerly Transport Superintendent</i>
23 20 54	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Welfare Assistant
08 27 53	<b>Rs 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26675</b> Timekeeper (Health) Timekeeper Transport Division
08 17 50	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Receptionist (Health Services)
08 17 49	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 23675</b> Gatekeeper (Health)
25 44 57	<b>Rs 20075 x 600 – 20675 x 750 – 29675</b> Workshop Supervisor
25 36 54	<b>Rs 16525 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Chief Mechanic Foreman
25 20 48	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Orthopaedic Appliance Maker (Leather) Orthopaedic Appliance Maker (Metal) Orthopaedic Appliance Maker (Wood)
25 19 47	<b>Rs 11675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175</b> Orthopaedic Appliance Maker

Salary Code	Salary Scale and Grade
25 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 - 21425</b> Automobile Electrician Cabinet Maker Carpenter Coach Painter Electrician Mason Motor Diesel Mechanic Motor Mechanic Painter Panel Beater Plumber and Pipe Fitter Welder General Assistant Maintenance Assistant Tailor
25 14 36	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17675</b> Maintenance Handy Worker (Personal)
25 11 33	<b>Rs 9675 x 250 – 13675 x 300 – 16525</b> Maintenance Handy Worker Tradesman's Assistant (Seamstress)
24 35 55	<b>Rs 16175 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28175</b> Senior Health Laboratory Attendant <i>formerly Senior Laboratory Attendant</i>
24 18 50	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Laboratory Health Attendant <i>formerly Laboratory Attendant</i>
24 25 49	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 23675</b> Ambulance Driver (Shift)
24 25 48	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Driver (Heavy Vehicles above 5 tons)
24 20 48	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Driver (on shift)



Salary Code	Salary Scale and Grade
24 21 47	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175</b> Operator Waste Water Pumping Station (on shift)
24 26 46	<b>Rs 13425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22175</b> Senior Cook
24 22 45	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Field Supervisor <i>formerly Gangman</i> Leading Hand
24 18 46	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Handy Worker (Skilled) (Health) Incinerator Operator (Health Services) Mortuary Attendant (on roster)
24 18 45	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Attendant (Haemodialysis) (Shift) CSSD Assistant Senior Attendant (Hospital Services) (Shift) <i>formerly Senior Hospital Care Attendant (Shift)</i>
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver (ordinary vehicles up to 5 tons)
24 20 44	<b>Rs 11925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 20075</b> Cook (Roster)
24 18 43	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475</b> Pool Attendant (Hydrotherapy Unit)
24 17 41	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575</b> Ambulance Care Attendant (Shift) <i>formerly Ambulance Attendant (Shift)</i> Attendant Nursing School (Personal) Attendant (Hospital Services) (Shift) <i>formerly Hospital Care Attendant (Shift)</i>

Salary Code	Salary Scale and Grade
24 13 41	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18575</b> Field Health Worker
24 15 40	<b>Rs 10675 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 18125</b> Waste Water Pipe Cleaner (Roster)
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b> Attendant Nursing School Gardener/Nursery Attendant <i>formerly Gardener/Nurseryman</i> Insecticide Sprayer Operator <i>formerly Insecticide Sprayerman (Health)</i>
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Laundry Attendant (Roster) Security Guard (Shift) <i>formerly Watchman (Shift)</i>
24 12 37	<b>Rs 9925 x 250 – 13675 x 300 – 15475 x 350 – 16875</b> Handy Worker (Special Class) Handy Worker (General) (Health)
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 450 – 16525</b> Rodent Control Attendant Stores Attendant
24 10 35	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 16175</b> Handy Worker
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b> Lorry Loader Sanitary Attendant
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## **35. MINISTRY OF INDUSTRY, COMMERCE AND CONSUMER PROTECTION**

### **MAURITIUS ACCREDITATION SERVICE (MAURITAS)**

**Pages 557 and 558**

**To delete paragraph 35.9 and whole content**

**To replace by the following:**

**Recommendation EOAC 296**

**35.9 The Committee recommends that Analysts (Industry), formerly *Industrial Analyst*, be allowed to proceed incrementally up to salary point Rs 57275 in the master salary scale through the grant of one increment every year provided they:**

- (i) have the top salary for a year;**
- (ii) have been efficient and effective in their performance during the preceding year; and**
- (iii) are not under report.**

**Page 560**

**Accreditation Manager (Laboratories and Inspection)**

**Accreditation Manager (Quality and Certification)**

**To insert after paragraph 35.24 the following:**

**35.24A Management has proposed that the grades of Accreditation Manager and Quality Manager be restyled Accreditation Manager (Laboratories and Inspection) and Accreditation Manager (Quality and Certification) respectively in view of the fact that MAURITAS is involved with the Ministry of Energy and Public Utilities on a new project for the accreditation of the personnel functions scheme for Energy Auditors and such project demands a new structure for MAURITAS to be able to fulfil its functions.**

**Recommendation EOAC 297**

**35.24B The Committee recommends that the grades of Accreditation Manager and Quality Manager be merged and known as Accreditation Manager. The Committee also recommends that one Accreditation Manager should perform duties pertaining to 'Laboratories and Inspection' and the other one should perform the duties pertaining to 'Quality and Certification'. The Committee further recommends that a single scheme of service be prepared with the appropriate duties pertaining to the different sections.**

**MINISTRY OF INDUSTRY, COMMERCE AND CONSUMER PROTECTION**

**INDUSTRY DIVISION**

**REVISED SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
02 00 100	<b>Rs 114000</b> Permanent Secretary
02 00 90	<b>Rs 83000</b> Director of Industry
02 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Principal Analyst (Industry) <i>formerly Principal Industrial Analyst</i>
02 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Analyst (Industry) <i>formerly Senior Industrial Analyst</i>
02 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Analyst (Industry) <i>formerly Industrial Analyst</i>
02 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Head Business Information Unit
02 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Assistant to Head Business Information Unit
22 16 48	<b>Rs 10925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b> Receptionist/Telephone Operator
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver

Salary Code	Salary Scale and Grade
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b> Security Guard <i>formerly Watchman</i>
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker  ASSAY OFFICE
19 00 90	<b>Rs 83000</b> Director, Assay Office
19 64 83	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 65975</b> Assistant Director, Assay Office
19 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Scientific Officer (Assay and Gemmology) (New Grade)
19 56 70	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Gemmologist
19 39 70	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Technical Officer/Senior Technical Officer (Assay Office) <i>formerly Technical Officer (Assay Office)</i> <i>Senior Technical Officer (Assay Office)</i>
24 18 50	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Assay Laboratory Attendant
19 00 90	MAURITAS  <b>Rs 83000</b> Director, MAURITAS

Salary Code	Salary Scale and Grade
19 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Accreditation Manager <i>formerly Accreditation Manager</i> <i>formerly Quality Manager</i>
19 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Assistant Accreditation Manager
19 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Accreditation Officer

### COMMERCE DIVISION

Page 564

To insert after paragraph 35.36 the following:

35.36A Management has requested that the Consumer Protection cadre be restyled as Consumer Affairs Cadre and the grades be restyled accordingly.

#### Recommendation EOAC 298

35.36B The Committee recommends the restyling of the grades in the Consumer Protection cadre as follows:

From	To
Consumer Protection Officer	Consumer Affairs Officer
Senior Consumer Protection Officer	Senior Consumer Affairs Officer
Principal Consumer Protection Officer	Principal Consumer Affairs Officer
Head, Consumer Protection Unit	Head, Consumer Affairs Unit

To delete paragraph 35.39 and whole content

To replace by the following:

#### Recommendation EOAC 299

35.39 The Committee recommends that officers of the Consumer Affairs cadre possessing specific communication skills and who are called upon to conduct and coordinate consumer education programmes/campaigns

as well as delivering talks through the media, be paid an allowance of Rs 250 per session.

**COMMERCE DIVISION**  
**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
02 00 100	<b>Rs 114000</b> Permanent Secretary
02 00 90	<b>Rs 83000</b> Director of Trade
02 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Principal Analyst (Trade) <i>formerly Principal Trade Analyst</i>
02 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Analyst (Trade) <i>formerly Senior Trade Analyst</i>
02 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Analyst (Trade) <i>formerly Trade Analyst</i>
18 56 71	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 46775</b> Senior Commercial Officer
18 45 65	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Commercial Officer ( <i>Personal to officers in post as at 30.06.2008</i> )
18 45 63	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Commercial Officer
18 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Assistant Commercial Officer

Salary Code	Salary Scale and Grade
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b>
	Trade Information Officer
24 18 50	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b>
	Laboratory Attendant
24 25 48	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 22925</b>
	Heavy Vehicle/Mechanical Driver
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b>
	Driver
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b>
	Security Guard <i>formerly Watchman</i>
24 10 34	<b>Rs 9450 x 225 – 9675 x 250 – 13675 x 300 – 15475 x 350 – 15825</b>
	Helper
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b>
	General Worker
<b>LEGAL METROLOGY SERVICES</b>	
19 00 90	<b>Rs 83000</b>
	Director, Legal Metrology Services
19 75 88	<b>Rs 52775 x 1500 – 58775 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000</b>
	Deputy Director, Legal Metrology Services
19 64 83	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775 x 1800 – 65975</b>
	Legal Metrologist



Salary Code	Salary Scale and Grade
19 50 75	<b>Rs 24425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Legal Metrology Officer
19 56 70	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Senior Technical Officer (Legal Metrology)
19 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Technical Officer (Legal Metrology) (Personal)
CONSUMER AFFAIRS UNIT <i>FORMERLY CONSUMER PROTECTION UNIT</i>	
18 70 85	<b>Rs 45275 x 1500 – 58775 x 1800 – 69575</b> Head, Consumer Affairs Unit <i>formerly Head, Consumer Protection Unit</i>
18 58 73	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 49775</b> Principal Consumer Affairs Officer <i>formerly Principal Consumer Protection Officer</i>
18 53 69	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Senior Consumer Affairs Officer <i>formerly Senior Consumer Protection Officer</i>
18 45 66	<b>Rs 20675 x 750 – 29675 x 900 – 37775 x 1500 – 39275</b> Consumer Affairs Officer <i>formerly Consumer Protection Officer</i>

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### 36. MINISTRY OF SOCIAL INTEGRATION AND ECONOMIC EMPOWERMENT

The salary schedule at page 570 is being deleted and replaced by the following:

#### REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 00 100	<b>Rs 114000</b> Permanent Secretary
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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## 37. MINISTRY OF BUSINESS, ENTERPRISE AND COOPERATIVES

### COOPERATIVES DIVISION

Page 572

To insert after paragraph 37.14 the following:

#### Registrar, Cooperative Societies

37.14A Representations have been received for the filling of the grade of Registrar, Cooperative Societies as it has been vacant since several years.

#### Recommendation EOAC 300

37.14B Taking into account the important functions of the Cooperative Division and the need for that Division to be headed by a full-fledged Registrar, the Committee recommends that the grade of Registrar, Cooperative Societies be filled by promotion, on the basis of experience and merit, from the grade of Deputy Registrar, Cooperative Societies.

37.14C The Committee also recommends that the grade of Deputy Registrar, Cooperative Societies be filled by selection from among officers in the grades of Divisional Cooperative Officer and Principal Cooperative Officer reckoning at least three years' and five years' service in a substantive capacity in their respective grades.

Page 574

To delete paragraph 37.23 and whole content

To replace by the following:

#### Clerk Assistant

#### Recommendation EOAC 301

37.23 The Committee recommends that:

- (i) the grade of Clerk Assistant be restyled Office Clerk;
- (ii) the MCSAR, in collaboration with the Civil Service College, mount an appropriate award course for Office Clerk, *formerly Clerk Assistant*;
- (iii) on successful completion of the award course, incumbents be allowed to move incrementally in the master salary scale up to salary point Rs 25925 wherever they have been posted; and
- (iv) Management should ensure that the officers are entrusted responsibilities commensurate with the position.

To insert after paragraph 37.23 the following:

37.24 Management has requested that the post of Controller of Cooperatives, Projectionist and Leading Hand be deleted since these posts have been abolished.

#### Recommendation EOAC 302

37.25 The Committee recommends that the posts of Controller of Cooperatives, Projectionist and Leading Hand be deleted from the Salary Schedule of the Ministry.

### BUSINESS DIVISION REVISED SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 00 100	<b>Rs 114000</b> Permanent Secretary
02 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Analyst (Business and Enterprise)
HANDICRAFT SECTION	
06 53 70	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Supervisor, Handicraft Training Branch
06 24 61	<b>Rs 12925 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Teacher/Senior Teacher, Handicraft Industrial Branch

**COOPERATIVE DIVISION**  
**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
02 00 100	<b>Rs 114000</b> Permanent Secretary
18 00 86	<b>Rs 72000</b> Registrar, Cooperative Societies
18 67 81	<b>Rs 40775 x 1500 – 58775 x 1800 – 62375</b> Deputy Registrar, Cooperative Societies
18 61 74	<b>Rs 33275 x 900 – 34175 x 1200 – 37775 x 1500 – 51275</b> Divisional Cooperative Officer
18 58 71	<b>Rs 30575 x 900 – 34175 x 1200 – 37775 x 1500 – 46775</b> Principal Cooperative Officer
18 49 66	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Senior Cooperative Officer
18 31 63	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 32375 QB 33275 x 900 – 34175 x 1200 – 35375</b> Cooperative Officer
18 80 86	<b>Rs 60575 x 1800 – 69575 x 2425 – 72000</b> Secretary for Cooperative Development
18 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Senior Cooperative Development Officer
18 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Cooperative Development Officer

Salary Code	Salary Scale and Grade
08 17 50	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 24425</b> Office Clerk <i>formerly Clerk Assistant</i>
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b> Driver
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b> General Worker

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### 38. MINISTRY OF GENDER EQUALITY, CHILD DEVELOPMENT AND FAMILY WELFARE

#### CHILD DEVELOPMENT UNIT

Page 578

To delete paragraph 38.10 and whole content

To replace by the following:

Recommendation EOAC 303

**38.10** The Committee recommends that the monthly commuted allowance payable to the Head, Child Development Unit for monitoring and attending to cases related to child abuse/violence after normal working hours, during week-ends and public holidays be revised to Rs 6100.

#### FAMILY WELFARE AND PROTECTION UNIT

Page 579

To delete paragraph 38.15 and whole content

To replace by the following:

Recommendation EOAC 304

**38.15** The Committee recommends that officers who are required to answer phone calls received after office hours during weekdays, weekends and public holidays through Hotline Intervention of the Ministry for the purpose of first hand counselling, advice or intervention into family and child abuse/violence cases, as appropriate, should be paid an all-inclusive allowance as follows:

Period	All-inclusive Allowance
<i>Weekdays</i> From 1600 hours to 0900 hours the following day	Rs 325 per day/night period
<i>Saturdays, Sundays and Public Holidays</i> From 0900 hours to 0900 hours the following day	Rs 450 per day/night period

To delete paragraph 38.17 and whole content

To replace by the following:

Recommendation EOAC 305

**38.17** The Committee recommends that officers working in the Child Development Unit and Family Welfare and Protection Unit who, by the nature of their work, are exposed to very risky situations and environment be paid a monthly Risk Allowance equivalent to one and a half increments at the initial of their respective salary scales.

**Page 580**

**To insert after paragraph 38.17 the following:**

**38.17A** Representations have been made to the effect that appointment to the grade of Senior Family Welfare and Protection Officer (SFWPO) be made by promotion from the grade of Family Welfare and Protection Officer, instead of by selection.

**Recommendation EOAC 306**

**38.17B** Keeping in view the promotion framework as recommended at paragraph 11.18 of the PRB Report 2013 (Volume 1), to the effect that where a selection exercise has been made for one of the levels of a cadre, appointment to the next grade could be made on the basis of recommendation by the Supervising Officer, the Committee recommends that appointment to the grade of Senior Family Welfare and Protection Officer be made by promotion, on the basis of experience and merit, of officers in the grade of Family Welfare and Protection Officer reckoning at least four years' service in a substantive capacity in the grade.

**SOCIAL WELFARE DIVISION**

**Page 580**

**Senior Social Welfare Officer**

**Social Welfare Officer**

**To insert after paragraph 38.22 the following:**

**Recommendation EOAC 307**

**38.22A** The Committee recommends that incumbents in the grades of Senior Social Welfare Officer and Social Welfare Officer possessing a Diploma in Social Work or an equivalent qualification be allowed to move incrementally up to salary points Rs 39275 and Rs 36575 respectively in the Master Salary Scale, provided they:

- (i)** have drawn the top salary for a year;
- (ii)** have been efficient and effective in their performance during the preceding year; and



(iii) are not under report.

Page 582

Senior Home Economics Officer

To delete paragraph 38.39 and whole content

To replace by the following:

Recommendation EOAC 308

**38.39** The Committee recommends that officers in the grade of Senior Home Economics Officer possessing a Degree in Home Economics or Home Science or Food Science or an equivalent qualification and who have reached the top of their salary scale, should be allowed to move incrementally by two increments to be read from the Master Salary Scale, provided they:

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not been under report.

Pages 583 to 585

To delete paragraph 38.46 and whole content

To replace by the following:

'On-Call' and 'In-Attendance' Allowances

Recommendation EOAC 309

**38.46** The Committee recommends that officers of the Ministry who are "On-Call" and are required to attend to emergencies during "On-Call" be paid allowances as follows:

Grade	Period	"On-Call" Allowance Rs	"In-Attendance" during On Call Rs/hour
Psychologist	Weekdays 1600 hours to 0900 hours the following day	Rs 300 daily	Rs 150 per hour of attendance up to a maximum of Rs 600 per day/night period.

Grade	Period	“On-Call” Allowance Rs	“In-Attendance” during On Call Rs/hour
	<b>Saturdays, Sundays and Public Holidays</b> 0900 hours to 0900 hours the following day	<b>Rs 450 daily</b>	<b>Rs 150</b> per hour of attendance up to a maximum of <b>Rs 900</b> per day/night period.
<b>Coordinator</b>	<b>Weekdays</b> 1600 hours to 0900 hours the following day	<b>Rs 250 daily</b>	***
	<b>Saturdays, Sundays and Public Holidays</b> 0900 hours to 0900 hours the following day	<b>Rs 375 daily</b>	***
<b>Principal Family Welfare and Protection Officer</b>  <b>Senior Family Welfare and Protection Officer</b> <b>Senior Child Welfare Officer (Personal)</b>	<b>Weekdays</b> 1600 hours to 0900 hours the following day	<b>Rs 155 daily</b>	
	<b>Saturdays, Sundays and Public Holidays</b> 0900 hours to 0900 hours the following day	<b>Rs 235 daily</b>	***
<b>Inspector of Police</b> <b>Police Sergeant</b> <b>Police Constable</b> <b>Child Welfare Officer(Personal)</b> <b>Nursing Officer</b> <b>Family Welfare and Protection Officer</b>	<b>Weekdays</b> 1600 hours to 0900 hours the following day	<b>Rs 155 daily</b>	<b>Rs 75</b> per hour of attendance up to a maximum of <b>Rs 465</b> per day/night period.
	<b>Saturdays, Sundays and Public Holidays</b> 0900 hours to 0900 hours the following day	<b>Rs 235 daily</b>	<b>Rs 75</b> per hour of attendance up to a maximum of <b>Rs 600</b> per day/night period.

Grade	Period	“On-Call” Allowance Rs	“In-Attendance” during On Call Rs/hour
Care Worker	<b>Weekdays</b> 1600 hours to 0900 hours the following day	<b>Rs 120 daily</b>	<b>Rs 60</b> per hour of attendance up to a maximum of <b>Rs 360</b> per day/night period.
	<b>Saturdays, Sundays and Public Holidays</b> 0900 hours to 0900 hours the following day	<b>Rs 180 daily</b>	<b>Rs 60</b> per hour of attendance up to a maximum of <b>Rs 480</b> per day/night period.
Driver	<b>Weekdays</b> 1645 hours to 0745 hours the following day	<b>Rs 100 daily</b>	***
	<b>Saturdays, Sundays and Public Holidays</b> 0745 hours to 0745 hours the following day	<b>Rs 150 daily</b>	
	*** Overtime at the rates in force for attendance outside normal working hours.		

**MINISTRY OF GENDER EQUALITY, CHILD DEVELOPMENT,  
AND FAMILY WELFARE**

**REVISED SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
02 00 100	<b>Rs 114000</b> Permanent Secretary
23 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Co-ordinator Family Counselling Officer
19 54 75	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Psychologist

Salary Code	Salary Scale and Grade
23 52 69	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b>
	Principal Family Welfare and Protection Officer
23 47 65	<b>Rs 22175 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b>
	Senior Family Welfare and Protection Officer
23 33 63	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b>
	Family Welfare and Protection Officer
18 33 63	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b>
	Enforcement Officer
24 17 45	<b>Rs 11175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675</b>
	Driver
24 14 39	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 17675</b>
	Gardener/Nursery Attendant <i>formerly Gardener/Nurseryman</i>
24 13 38	<b>Rs 10175 x 250 – 13675 x 300 – 15475 x 350 – 17225</b>
	Security Guard (Personal) <i>formerly Watchman (Personal)</i>
24 11 36	<b>Rs 9675 x 250 – 13675 x 300 – 15475 x 350 – 16525</b>
	Stores Attendant
24 01 32	<b>Rs 7425 x 225 – 9675 x 250 – 13675 x 300 – 15175</b>
	General Worker
	GENDER UNIT
23 00 86	<b>Rs 72000</b> Head, Gender Unit

Salary Code	Salary Scale and Grade
23 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Gender and Development Officer
HOME ECONOMICS UNIT	
23 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 69575</b> Head, Home Economics Unit <i>formerly Home Economics Organiser/Senior Home Economics            Organiser</i>
23 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Senior Home Economics Officer
23 33 63	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Home Economics Officer
06 21 53	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 26775</b> Instructor (Personal)
CHILD DEVELOPMENT UNIT	
23 00 86	<b>Rs 72000</b> Head, Child Development Unit
23 25 55	<b>Rs 13175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Child Welfare Officer (Personal)
23 18 52	<b>Rs 11425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925</b> Care Worker
PLANNING AND RESEARCH UNIT	
23 00 86	<b>Rs 72000</b> Head, Planning and Research Unit

Salary Code	Salary Scale and Grade
23 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Research Officer  FAMILY WELFARE AND PROTECTION UNIT
23 00 86	<b>Rs 72000</b> Head, Family Welfare and Protection Unit  SOCIAL WELFARE DIVISION
23 0 88	<b>Rs 77000</b> Social Welfare Commissioner
23 60 75	<b>Rs 32375 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Deputy Social Welfare Commissioner
23 54 69	<b>Rs 27425 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Principal Social Welfare Officer
23 45 65	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375 QB 36575 x 1200 – 37775</b> Senior Social Welfare Officer
23 30 63	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275 QB 34175 x 1200 – 35375</b> Social Welfare Officer

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## 39. MINISTRY OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS

### HUMAN RESOURCE MANAGEMENT CADRE

Pages 590 and 591

Human Resource Officer

Senior Human Resource Officer

To delete paragraphs 39.11 to 39.15 and whole content

To replace by the following:

39.11 Representations have been made to the effect that the merging of the grades of Human Resource Officer and Senior Human Resource Officer has eliminated the supervisory role in the performance of duties in the cadre. The Committee considers that there is need to re-introduce a supervisory level to exercise discipline, control and accountability for good governance.

#### Recommendation EOAC 310

39.12 The Committee recommends that the following grades of the Human Resource Management Cadre be restyled as shown below:

From	To
Human Resource Officer	Human Resource Executive
Senior Human Resource Officer	Senior Human Resource Executive (Personal)

39.13 The Committee recommends that incumbents in the grade of Human Resource Executive possessing a Diploma in Human Resource Management or Diploma with Human Resource Management as a major component or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 39275 provided they :

- (i) have drawn the top salary for a year;
- (ii) have been efficient and effective in their performance during the preceding year; and
- (iii) are not under report.

- 39.14** The Committee also recommends that, in future, the grade of Human Resource Executive should be filled by selection from among officers holding a substantive appointment in the grades of Office Management Assistant *formerly Higher Executive Officer/Senior Officer/Executive Officer* reckoning at least four years' service in the grade or an aggregate of at least four years' service in the grades of Higher Executive Officer , Senior Officer and/or Executive Officer.
- 39.15** The Committee further recommends that the grade of Senior Human Resource Executive should become evanescent and a personal salary has been provided for incumbents.

**Page 591**

**Assistant Manager, Human Resources**

**To insert after paragraph 39.17 the following:**

- 39.17A** Representations have been received to the effect that, as appointment to the grade of Assistant Manager, Human Resources is made by promotion, on the basis of experience and merit, of officers in the grades of Senior Human Resource Executive and Human Resource Executive possessing a degree in HRM and reckoning at least four years' service in the grade, these officers should be sponsored to follow the BSc course in Human Resource Management.

**Recommendation EOAC 311**

- 39.17B** The Committee recommends that the Ministry of Civil Service and Administrative Reforms should mount a sponsorship scheme to enable officers in grades of the Human Resource Executive and Senior Human Executive (Personal) to follow the BSc course in Human Resource Management.

**Page 592**

**To delete paragraphs 39.18 and 39.19 and whole content**

**To replace by the following:**

**Recommendation EOAC 312**

- 39.18** The Committee recommends that, as from 01 July 2013, appointment to the grade of Assistant Manager, Human Resources should be made by promotion, on the basis of experience and merit, of officers in the grades of Senior Human Resource Executive (Personal) and Human Resource Executive possessing a Degree in Human Resource Management or a Degree with Human Resource Management as a major component or an equivalent qualification acceptable to the Public Service Commission and reckoning at least six years' service in a



substantive capacity in the grade or an aggregate of at least six years' service in the Human Resource Management Cadre.

### CLERICAL AND EXECUTIVE CADRES

Pages 594 to 596

Officer

Senior Officer

To delete paragraphs 39.31 to 39.38 and whole content

To replace by the following:

39.31 Management has submitted that the grade of Officer be restyled Management Support Officer and the grade of Senior Officer be merged with the new grade of Office Management Assistant created in the PRB Report 2013.

#### Recommendation EOAC 313

39.32 The Committee recommends that the grades of Officer and Senior Officer be restyled as follows :

From	To
Officer	Management Support Officer
Senior Officer	Office Management Assistant

Management Support Officer (*formerly Officer*)

#### Recommendation EOAC 314

39.33 The Committee recommends that incumbents in the grades of (i) Clerical Officer/Higher Clerical Officer; (ii) Special Clerical Officer; (iii) Word Processing Operator; and (iv) Senior Word Processing Operator satisfying the qualifications' requirements for the grade of Management Support Officer should be given another opportunity to opt to join the grade of Management Support Officer, *formerly Officer* -

- (i) on 01 July 2013 for Clerical Officer/Higher Clerical Officers and Special Clerical Officers; and
- (ii) on 01 August 2013 for Word Processing Operators and Senior Word Processing Operators

and on joining, be granted one additional increment subject to the top salary of the grade. Special Clerical Officers and Senior Word Processing Operators who would reach the revised top salary of their respective salary scales on 01 January 2013, on joining the grade of

Officer now restyled Management Support Officer, should be granted one additional increment to be read from the Master Salary Scale.

- 39.34 The Committee further recommends that the grades of Clerical Officer/Higher Clerical Officer and Special Clerical Officer be made evanescent. A personal salary has been provided for incumbents who opt not to join the grade of Management Support Officer.

#### **Office Management Assistant (*formerly Senior Officer*)**

##### **Recommendation EOAC 315**

- 39.35 The Committee recommends that officers in the grade of Executive Officer, in post as at 31 December 2012, be given the option to join the new grade of Office Management Assistant as from a date to be determined by the Ministry of Civil Service and Administrative Reforms.
- 39.36 The Committee also recommends that, in future, appointment to the grade of Office Management Assistant should be made by selection from among officers in the grade of Management Support Officer reckoning at least four years' service or an aggregate of at least four years' service in the grades of Management Support Officer, Officer and/or Clerical Officer/Higher Clerical Officer.

#### **Pages 596 to 598**

To delete paragraphs 39.39 to 39.49 and whole content

To replace by the following:

#### **Office Management Executive**

- 39.37 Management has submitted that the grade of Higher Executive Officer (for officers in post as at 31 December 2012) be merged with the grade of Office Management Executive, as both grades are performing similar duties.

##### **Recommendation EOAC 316**

- 39.38 The Committee recommends the grade of Higher Executive Officer be merged with the grade of Office Management Executive and be restyled Office Management Executive. However, this merger should apply only to those Higher Executive Officers in post as at 31 December 2012.
- 39.39 The Committee also recommends that, in future, appointment to the grade of Office Management Executive should be made by promotion, on the basis of experience and merit, of officers in the grade of Office Management Assistant reckoning an aggregate of at least fifteen years' service in the grades of Office Management Assistant, Senior Officer and/or Executive Officer.

**Advanced Course in Effective Office Management and Supervision**

- 39.40** The Committee recommends that Office Management Assistants should follow an Advanced Course in Effective Office Management and Supervision mounted by the Civil Service College, Mauritius. On successful completion of the Advanced Course in Effective Office Management and Supervision, Office Management Assistants should be granted one increment, subject to the top salary of the grade.

**SECRETARIAL CADRE**

Pages 598 to 601

Word Processing Operator

Senior Word Processing Operator

To delete paragraph 39.53 to 39.60 and whole content

To replace by the following:

Recommendation EOAC 317

- 39.53** The Committee recommends that the grade of Word Processing Operator should be restored. In future, appointment to the grade should be made by selection from among candidates possessing the Cambridge School Certificate, a Certificate in Word Processing/Data Processing together with a typing speed of 25 words per minute.
- 39.54** The Committee also recommends that appointment to the grade of Senior Word Processing Operator should continue to be made on the basis of the qualifications requirements prescribed in the existing scheme of service.

Confidential Secretary

Recommendation EOAC 318

- 39.55** The Committee recommends that appointment to the grade of Confidential Secretary should continue to be made by selection from among officers in the grade of Word Processing Operator reckoning at least fifteen years' service in the grade and in the grade of Senior Word Processing Operator.
- 39.56** The Committee also recommends that Confidential Secretaries be granted one increment upon successful completion of the Advanced Secretarial Course, subject to the top salary of the grade. Where an officer has successfully completed the Advanced Secretarial Course after having reached the last point in his salary scale, the Committee recommends that the officer should be paid a non-pensionable lump sum equivalent to twelve times the value of the last increment drawn.

**Page 602**

To delete paragraph 39.66 and whole content

To replace by the following:

**Recommendation EOAC 319**

**39.66** The Committee recommends that Confidential Secretaries who reckon at least 22 years' service and have reached the top of the salary scale of the grade should be eligible, only once, for the purchase of a 70% duty exempted car of up to 1400 cc on the same terms and conditions as at paragraph 18.2.19 (No. 4) and 18.2.46, except for deferred renewal and car allowance and subject to the provisions at paragraph 18.2.22 of the 2013 PRB Report Volume 1.

**Page 603****Special Allowance**

To delete paragraphs 39.74 and whole content

To replace by the following:

**Recommendation EOAC 320**

**39.74** Since the grade of Higher Executive Officer has been merged with that of Office Management Executive, the Committee recommends that the monthly allowance of Rs 1500 payable to Higher Executive Officers to: organise official functions and welfare activities; provide proper office accommodation, furniture and equipment; ensure the effective use of office equipment and make arrangements for their proper maintenance; monitor the use of Government vehicles and organise transport for official purposes; and ensure that the workplace is kept clean and tidy and that safety and health norms are observed should accordingly lapse.

**Page 604****Cashier Duties**

To delete paragraphs 39.76 and 39.77 and whole content

To replace by the following:

**Recommendation EOAC 321**

**39.76** The Committee recommends that the allowance payable to Clerical Officers/Higher Clerical Officers and Management Support Officers, *formerly Officers*, posted at the Accountant-General's Division be revised as follows:-

- (i) Rs 35 per day for giving assistance to the Cashier at District Cash Office and Chief Cashier's Office; and
- (ii) Rs 100 per day for replacing full time District Cashier and Treasury Receiving Cashier.

#### Recommendation EOAC 322

39.77 The Committee also recommends that the above provision be extended to employees in the grades of Clerical Officer/Higher Clerical Officer, Management Support Officer, *formerly Officer*, and Agricultural Clerk of other Ministries, Departments and Organisations who are required to perform cashier duties.

### OCCUPATIONAL SAFETY AND HEALTH UNIT

Page 605

To delete paragraph 39.84 and whole content

Page 606

To delete paragraph 39.86 and whole content

To replace by the following:

#### Recommendation EOAC 323

39.86 The Committee recommends that, in future, officers in the grade of Safety and Health Officer/ Senior Safety and Health Officer, should be recruited by selection from among candidates possessing a Degree in Occupational Safety and Health or an equivalent qualification.

### PUBLIC SECTOR RE-ENGINEERING BUREAU

39.87 The Public Sector Re-engineering Bureau (PSRB) recommended in Chapter two of Volume I of the Committee's Report will function under the aegis of the Ministry of Civil Service and Administrative Reforms. It will be the main body responsible to spearhead fundamental organisational reforms in the Public Sector as per Government's Reform Strategy and provide technical advice to the Reforms Steering Council (RSC) on restructuring/re-engineering of public sector organisations. The PSRB will also be responsible to ensure the implementation of the decisions of the RSC. In addition, it would monitor implementation and report progress on a quarterly basis to RSC.

39.88 The PSRB will work in close collaboration with the Reform Cells to provide advice and technical guidance on implementation difficulties in connection with reform projects. The roles and responsibilities of the PSRB would be as follows:

- to provide advisory services to the Reforms Steering Council;
- to work in tandem with the Ministry of ICT and the relevant Ministry/Department to drive, implement and spearhead the e-Government strategy.
- to carry out assignments on a wide range of services such as organisational and management reviews, systems audit, training and development needs analysis, financial analysis and project management in the Public Sector;
- to monitor the performance of Public Sector Bodies with a view to detecting cases of waste and mismanagement of public funds;
- to analyse criticisms, representations and suggestions made concerning management of public funds and make appropriate recommendations;
- to facilitate better coordination of the machinery of Government to effectively achieve the reform strategies;
- to strengthen linkages and synergies between key institutions, reduce overlaps and duplication, enhance the consistency and focus of the various reform efforts;
- to conduct programme evaluation with a view to ensuring that cost-effective ways are adopted in the delivery of services; and
- to develop management and operational structures and systems for effective and efficient service delivery in the Public Sector

39.89 In this Report, the Committee is providing for a three-level structure to enable the PSRB to deliver on its mandate.

### **Director, Public Sector Re-engineering Bureau (New Grade)**

#### **Recommendation EOAC 324**

**39.90 The Committee recommends the creation of a grade of Director to be filled by appointment of a high profile candidate having wide experience in public service matters and demonstrated ability to lead reform projects.**

**39.91 The Director would be required, amongst others, to provide consultancy and advisory services to the Reforms Steering Council to lead major reform projects in the public sector; to identify bottle-necks/constraints which hinder effective delivery of services; and to propose remedial measures.**

**Assistant Director, Public Sector Re-engineering Bureau (New Grade)****Recommendation EOAC 325**

- 39.92** The Committee recommends the creation of a new grade of Assistant Director, Public Sector Re-engineering Bureau to be filled by selection from among serving officers possessing a Master's Degree in Management or Human Resource Management or in a related field and reckoning at least six years' experience at managerial level AND candidates possessing a degree together with a Masters' Degree in Management or Human Resource Management or in a related field and reckoning at least ten years' experience in management and having a sound knowledge of Organisational Analysis and Design, Change Management and Organisational Audits.
- 39.93** The Assistant Director would be required, amongst others, to lead a team of officers on reform projects and assignments on Organisational and Management reviews, Systems Audits, Training needs Analysis, Financial analysis and Project Management in the public sector; and to submit findings and recommendations accordingly.

**Management Analyst/Senior Management Analyst (New Grade)****Recommendation EOAC 326**

- 39.96** The Committee recommends the creation of a new grade of Management Analyst/Senior Management Analyst to be filled from among candidates possessing a Degree in Management or Human Resource Management or a related field and reckoning at least four years' experience in management from a recognised institution.
- 39.97** The Management Analyst/Senior Management Analyst would be required, amongst others, to undertake assignments on the evaluation of public sector procedures and processes, restructuring of organisations; to carry out studies on proposed reform programmes in the Public Sector and to submit reports on findings and cost implications.

**MINISTRY OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS****REVISED SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
02 00 96	<b>Rs 144000</b> Senior Chief Executive

Salary Code	Salary Scale and Grade
02 00 94	<b>Rs 114000</b> Permanent Secretary
08 00 91	<b>Rs 86000</b> Director, Human Resource Management
08 00 88	<b>Rs 77000</b> Director (Planning)
08 64 77	<b>Rs 36575 x 1200 – 37775 x 1500 – 55775</b> Assistant Director (Planning)
08 51 73	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 49775</b> Analyst (Management and Human Resources)
08 70 83	<b>Rs 45275 x 1500 – 58775 x 1800 – 65975</b> Deputy Director, Human Resource Management
08 65 79	<b>Rs 37775 x 1500 – 58775</b> Manager, Human Resources
08 59 76	<b>Rs 31475 x 900 – 34175 x 1200 – 37775 x 1500 – 54275</b> Assistant Manager, Human Resources
08 53 72	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 48275</b> Senior Human Resource Executive <i>formerly Senior Human Resource Officer</i> (Personal to officers in post as at 31.12.12)
08 45 65	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775</b> Human Resource Executive <i>formerly Human Resource Officer</i>



Salary Code	Salary Scale and Grade
08 51 79	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Human Resource Management Officer (Personal)
18 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Director, Safety and Health Unit <i>formerly Head, Safety and Health Unit</i>
18 56 76	<b>Rs 28925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 54275</b> Principal Safety and Health Officer
18 39 73	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 49775</b> Safety and Health Officer/Senior Safety and Health Officer
08 51 70	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Office Management Executive
08 52 69	<b>Rs 25925 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 43775</b> Office Superintendent (Personal)
08 45 64	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Office Management Assistant <i>formerly Senior Officer</i>
08 45 63	<b>Rs 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Higher Executive Officer (Personal)
08 41 61	<b>Rs 18575 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 33275</b> Office Supervisor
08 33 57	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675</b> Executive Officer (Personal)

Salary Code	Salary Scale and Grade
08 33 56	<b>Rs 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Special Clerical Officer (Personal)
08 30 56	<b>Rs 14575 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Management Support Officer <i>formerly Officer</i>
08 22 54	<b>Rs 12425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Clerical Officer/Higher Clerical Officer (Personal)
08 53 68	<b>Rs 26675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 42275</b> Senior Shorthand Writer
08 46 64	<b>Rs 21425 x 750 – 29675 x 900 – 34175 x 1200 – 36575</b> Shorthand Writer
08 38 63	<b>Rs 17225 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 35375</b> Confidential Secretary
08 31 56	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 28925</b> Senior Word Processing Operator
05 51 70	<b>Rs 25175 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 45275</b> Senior Library and Documentation Officer
05 39 66	<b>Rs 17675 x 450 – 19475 x 600 – 20675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 39275</b> Library and Documentation Officer
08 21 52	<b>Rs 12175 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 25925</b> Word Processing Operator

Salary Code	Salary Scale and Grade
05 27 54	<b>Rs 13675 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 27425</b> Library Clerk
24 31 46	<b>Rs 14875 x 300 – 15475 x 350 – 17225 x 450 – 19475 x 600 – 20675 x 750 – 21425</b> Head Office Care Attendant
24 14 42	<b>Rs 10425 x 250 – 13675 x 300 – 15475 x 350 – 17225 x 450 – 19025</b> Office Care Attendant/Senior Office Care Attendant <i>formerly Office Care Attendant</i> <i>Senior Office Care Attendant</i>  CIVIL SERVICE COLLEGE, MAURITIUS
02 00 92	<b>Rs 89000</b> Director, Civil Service College
02 64 79	<b>Rs 36575 x 1200 – 37775 x 1500 – 58775</b> Coordinator, Civil Service College <i>formerly Coordinator</i>
02 49 75	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 52775</b> Trainer

**PUBLIC SECTOR RE-ENGINEERING BUREAU****SALARY SCHEDULE**

<b>Salary Code</b>	<b>Salary Scale and Grade</b>
01 00 99	<b>Rs 111000</b> Director, Public Sector Re-Engineering Bureau (New Grade)
01 81 89	<b>Rs 62375 x 1800 – 69575 x 2425 – 72000 x 2500 – 77000 x 3000 – 80000</b> Assistant Director, Public Sector Re-engineering Bureau (New Grade)
01 49 79	<b>Rs 23675 x 750 – 29675 x 900 – 34175 x 1200 – 37775 x 1500 – 58775</b> Management Analyst/Senior Management Analyst (New Grade)

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## 40. WORKMEN'S GROUP

Page 613

Allowance to the Office Care Attendant Cadre

To delete paragraph 40.16 and whole content

To replace by the following:

Recommendation EOAC 327

40.16 The Committee recommends that:

- (i) the monthly non-pensionable allowance payable to incumbents in the Office Care Attendant cadre who have to cover, over and above the home to office journey and back, an aggregate of two to six kilometers daily to collect and deposit keys at the Police Station be revised to Rs 350; and
- (ii) the monthly non-pensionable allowance paid to incumbents of the Office Care Attendant cadre who have to cover, over and above the home to office journey and back, an aggregate of more than six kilometers daily to collect and deposit keys at the Police Station be revised to Rs 500.

## MINISTRY OF HEALTH AND QUALITY OF LIFE

Page 614

Ambulance Driver (SAMU)

To delete paragraph 40.18 and whole content

To replace by the following:

Recommendation EOAC 328

40.18 The Committee recommends that the monthly non-pensionable allowance paid to Ambulance Drivers driving SAMU Ambulance, not provided with the services of Ambulance Attendant, be revised to Rs 450.

Pages 614 and 615

Bank of Attendant (Hospital Services)

*formerly Bank of Hospital Care Attendant*

To delete paragraph 40.22 and whole content

To replace by the following:

**Recommendation EOAC 329**

**40.22 The Committee recommends:**

- (i) the setting up of a 'standby scheme for Attendant (Hospital Services) for the provision of services at Attendant (Hospital Services) level; and**
- (ii) the services of Attendants (Hospital Services) and Senior Attendants (Hospital Services) who are off duty, on leave or on retirement be enlisted to perform Attendant (Hospital Services) duties on sessional basis of four hours duration on Weekdays, Sundays and Public Holidays and at Night against payment of an all-inclusive allowance of Rs 375 per session.**

**Pages 614 and 615**

**Senior Attendant (Hospital Services)**

**To delete paragraph 40.25 and whole content**

**To replace by the following:**

**Recommendation EOAC 330**

**40.25 The Committee recommends that the non-pensionable allowance paid to Senior Attendants (Hospital Services) posted in Operation Theatre for a whole month be revised to Rs 450.**

**Pages 615 and 616**

**Allowance for Mortuary Attendants**

**To delete paragraph 40.29 and whole content**

**To replace by the following:**

**Recommendation EOAC 331**

**40.29 The Committee recommends that the non-pensionable allowances paid to Mortuary Attendants be revised as follows:**

- (i) Rs 300 for each case where these services are required whether during normal working hours or while in attendance during "on-call" period;**
- (ii) Rs 75 for being on call from 1800 hours to midnight; and**
- (iii) Rs 100 per hour for actual attendance during on-call period.**

**MINISTRY OF EDUCATION AND HUMAN RESOURCE**

Page 616

**Allowance to the School Caretaker cadre**

**To delete paragraph 40.33 and whole content**

**To replace by the following:**

**Recommendation EOAC 332**

**40.33 The Committee recommends that the non-pensionable allowance payable to officers of the School Caretaker cadre who are required to collect and deposit keys at the Police Station be revised to :**

- (i) Rs 350 monthly for employees who have to cover, over and above home to office journey and back, an aggregate of two to six kms; and**
- (ii) Rs 500 monthly for employees who have to cover, over and above home to office journey and back, an aggregate of more than six kms daily.**

**MINISTRY OF ARTS AND CULTURE**

Page 617

**Allowance to employees in the grades of Carpenter and General Worker posted at Serge Constantin Theatre and at the Pointe Canon Open Theatre**

**To delete paragraph 40.35 and whole content**

**To replace by the following:**

**Recommendation EOAC 333**

**40.35 The Committee recommends that the monthly allowance payable to employees in the grades of Carpenter and General Worker posted at Serge Constantin Theatre and at the Pointe Canon Open Theatre for performing duties as outlined at paragraph 40.34 of the 2013 PRB Report (Vol II Part I) during or beyond normal office hours be revised to Rs 450 and such employees be additionally entitled to the payment of overtime for work performed beyond normal working hours.**

**OTHER RECOMMENDATIONS**

**Page 617**

**Cleaning of Lavatories**

**To delete paragraph 40.38 and whole content**

**To replace by the following:**

**Recommendation EOAC 334**

**40.38 The Committee recommends that the monthly non-pensionable allowance for the cleaning of lavatories be revised to Rs 500. Wherever the lavatories are used by members of the public and the cleaning is done twice daily, the allowance should be revised to Rs 1000 monthly.**

**Page 618**

**Allowance to Drivers**

**To delete paragraph 40.44 and whole content**

**To replace by the following:**

**Recommendation EOAC 335**

**40.44 The Committee recommends that the monthly non-pensionable allowance payable to Drivers who are required to drive, on a regular basis, vehicles of more than 3.5 tons but less than five tons be revised to Rs 400.**

**Page 619**

**Shift Work and Night Duty Allowance**

**To delete paragraph 40.46 and whole content**

**To replace by the following:**

**Recommendation EOAC 336**

**40.46 The Committee recommends that the employees in the Workmen's Group who effectively work on night shift should be paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours including up to a maximum of two hours lying-in period.**

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**EOAC Master Conversion Table**

**ANNEX I**

Row	Salary Point	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	
1	Gross Pay Dec 2012	7496	7673	7880	8087	8294	8501	8708	8915	9122	9329	9536	9743	9950	10157	10364	10571	10778	10985	
2	2013 PRB Basic Pay	7825	8050	8275	8500	8750	9000	9250	9500	9750	10000	10250	10500	10750	11000	11250	11500	11750	12000	
3	Conversion	1 Jan 2013	9000	9225	9450	9675	9925	10000	10100	10200	10340	10590	10840	11090	11340	11590	11840	12090	12340	12590
4		1 Jan 2014	9000	9225	9450	9675	9925	10075	10200	10380	10630	10880	11130	11380	11630	11880	12130	12380	12630	12880
5		1 Jan 2015	9000	9225	9450	9675	9925	10175	10425	10675	10925	11175	11425	11675	11925	12175	12425	12675	12925	13175
Row	Salary Point	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	
1	Gross Pay Dec 2012	11192	11399	11658	11917	12175	12434	12708	12967	13270	13370	13670	13970	14270	14570	14870	15270	15670	16070	
2	2013 PRB Basic Pay	12250	12500	12800	13100	13400	13700	14000	14300	14650	15000	15350	15700	16050	16500	16950	17400	17850	18300	
3	Conversion	1 Jan 2013	12840	13090	13390	13690	13990	14290	14590	14890	15240	15590	15940	16290	16640	17090	17540	17990	18440	18890
4		1 Jan 2014	13130	13380	13680	13980	14280	14580	14880	15180	15530	15880	16230	16580	16930	17380	17830	18280	18730	19180
5		1 Jan 2015	13425	13675	13975	14275	14575	14875	15175	15475	15825	16175	16525	16875	17225	17675	18125	18575	19025	19475
Row	Salary Point	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	
1	Gross Pay Dec 2012	16570	17070	17670	18270	18870	19470	20070	20670	21270	21870	22470	23070	23670	24270	25070	25870	26670	27470	
2	2013 PRB Basic Pay	18900	19500	20250	21000	21750	22500	23250	24000	24750	25500	26250	27000	27750	28500	29400	30300	31200	32100	
3	Conversion	1 Jan 2013	19490	20090	20840	21590	22340	23090	23840	24590	25340	26090	26840	27590	28340	29090	29990	30890	31790	32690
4		1 Jan 2014	19780	20380	21130	21880	22630	23380	24130	24880	25630	26380	27130	27880	28630	29380	30280	31180	32080	32980
5		1 Jan 2015	20075	20675	21425	22175	22925	23675	24425	25175	25925	26675	27425	28175	28925	29675	30575	31475	32375	33275
Row	Salary Point	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	
1	Gross Pay Dec 2012	28270	29070	30070	30420	31670	32920	34170	35420	36670	37920	39170	40420	41670	42920	44170	45420	46670	47920	
2	2013 PRB Basic Pay	33000	34200	35400	36600	38100	39600	41100	42600	44100	45600	47100	48600	50100	51600	53100	54600	56100	57600	
3	Conversion	1 Jan 2013	33590	34790	35990	37190	38690	40190	41690	43190	44690	46190	47690	49190	50690	52190	53690	55190	56690	58190
4		1 Jan 2014	33880	35080	36280	37480	38980	40480	41980	43480	44980	46480	47980	49480	50980	52480	53980	55480	56980	58480
5		1 Jan 2015	34175	35375	36575	37775	39275	40775	42275	43775	45275	46775	48275	49775	51275	52775	54275	55775	57275	58775
Row	Salary Point	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94				
1	Gross Pay Dec 2012	49170	50420	51920	53420	54920	56420	58420	60420	62420	64420	66420	68420	70420	72920	75420				
2	2013 PRB Basic Pay	59400	61200	63000	64800	66600	68400	70800	73200	75600	78000	81000	84000	87000	90000	93000				
3	Conversion	1 Jan 2013	59990	61790	63590	65390	67190	68990	71400	73850	76300	79000	82000	85000	88000	91000	94000			
4		1 Jan 2014	60280	62080	63880	65680	67480	69280	71700	74175	76650	79500	82500	85500	88500	91500	94500			
5		1 Jan 2015	60575	62375	64175	65975	67775	69575	72000	74500	77000	80000	83000	86000	89000	92000	95000			
<b>Master Salary Scale: Rs 7425 X 225 - 9675 X 250 - 13675 X 300 - 15475 X 350 - 17225 X 450 - 19475 X 600 - 20675 X 750 - 29675 X 900 - 34175 x 1200 - 37775 x 1500 - 58775 x 1800 - 69575 x 2425 - 72000 x 2500 – 77000 x 3000 - 95000</b>																				