



Republic of Mauritius

**REVIEW OF PAY AND GRADING STRUCTURES
AND CONDITIONS OF SERVICE IN THE PUBLIC SECTOR**

*(Civil Service, Parastatal and Other Statutory Bodies,
Local Authorities and Rodrigues Regional Assembly)*

and THE PRIVATE SECONDARY SCHOOLS

PRB
REPORT 2016



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PART III

LOCAL AUTHORITIES

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LOCAL AUTHORITIES

INTRODUCTION

1. The Local Authorities which are established and governed by the provisions of the Local Government Act No. 36 of 2011, fall under the aegis of the Ministry of Local Government.
2. Local Authorities in Mauritius comprises five Municipal Councils, seven District Councils and 124 Village Councils and all their activities are coordinated under the responsibility of the Permanent Secretary of the Ministry of Local Government. Every local authority is a body corporate.
3. The vision of the Ministry of Local Government is to: foster a vibrant local democracy; provide effective transparent and proactive delivery of services by Local Authorities; bridge the development divide between rural and urban areas; and achieve the highest standards of cleanliness and sanitation in the country through sound and effective infrastructural and environmental policies and practices.
4. Objectives of the Ministry include: bringing changes to the Local Government Act to better meet the needs of the public and enhance local democracy and community participation; enhancing service delivery at Local Government Level by promoting capacity building, streamlining of procedures and harnessing the potential of ICT; reducing wastage, inefficiencies and unnecessary expenditure within Local Authorities; and encouraging partnerships between Local Authorities and civil society to solve social problems and promote economic well-being. The Ministry has been mandated by Government to focus on priorities that would uplift the daily life of citizens.

Municipal Councils

5. The five Municipal Councils are namely: The City Council of Port-Louis and The Municipal Councils of Beau Bassin-Rose Hill, Curepipe, Quatre Bornes and Vacoas-Phoenix. Each of them is headed by a Chief Executive who is responsible to the Permanent Secretary of the Ministry of Local Government.
6. Following the promulgation of the Local Government Act 2011, the activities of each Municipal Council are organised under six departments namely: Administration Department, Finance Department, Land Use and Planning Department, Public Infrastructure Department, Public Health Department, and Welfare Department. Each Department has a Technical Head who reports to, and works under the supervision of the Chief Executive.

District Councils

7. The seven District Councils are namely: The District Councils of Black River, Flacq, Grand Port, Moka, Pamplemousses, Rivière du Rempart and Savanne. Each of them, as the Municipal Councils, is headed by a Chief Executive who is responsible

to the Permanent Secretary of the Ministry of Local Government. A number of Village Councils operate under the jurisdiction of each District Council.

8. As for the Municipal Councils, the activities of all District Councils are also organised under six Departments namely: Administration Department, Finance Department, Land Use and Planning Department, Public Infrastructure Department, Public Health Department and Welfare Department. Each Department has a Technical Head who reports to, and works under the supervision of the Chief Executive.

Theme of the Report

9. For the 2016 Report, the Bureau would make its recommendations based on a theme: Transformation of the Public Sector for effective service delivery to meet the citizen's needs, non-citizen's needs and other stakeholder's needs as well. The aim is to improve and sustain organisation performance with alignment of resources at institutional, organisational and employees levels while at the same time ensuring that employees are professionally trained and developed, have promotion opportunities in their hierarchy/cadre, work in a safe and healthy environment and users of public service are satisfied with a high level of service delivery.

Digitisation

10. For Public Sector Organisations across the world, the pressures for improved efficiency during the past decades are now accompanied by an equally strong need to revolutionise service delivery to create solutions that better meet citizens' needs. The increased importance and use of technology is to empower organisations to better serve the citizens in the digital age. Public Sector organisations are attempting a transition from closed, top-down, bureaucratic, and paper-based transactional models towards online, integrated digital offerings that encourage a new kind of interaction between citizens and the government.
11. It is an undeniable fact that digitisation can significantly improve public service delivery by increasing accuracy, efficiency and also reducing costs as compared to the manual, paper-based process which slows operations. Digitisation will change fundamentally and for the better the way that public sector organisations provide services to citizens and businesses. Services will be more accessible, more convenient, easier to use and quicker in response and more cost effective.
12. We are, therefore, making general recommendations in Chapter 17 of Volume 1 and specific recommendations in all Local Authorities to reinforce, where relevant, and review the organisation structure of IT Departments/ Divisions/Sections/Units and equip them with professional, technical as well as supportive grades.

Structure of the Report

13. The EOAC Report, following the publication of the 2013 PRB Report, recommended the establishment of a consolidated list of all grades of the Local Authorities (Municipal Councils and District Councils) with new salary codes department wise.

14. This recommendation gave rise to several implementation problems. While some local authorities have claimed to fill posts that do not exist on their respective establishment, others have made submissions for creation of existing grades in the context of this review exercise. Moreover, the salaries granted for part-time workers having the same grade appellation in the different local authorities vary according to the number of hours of work put in thus making the consolidation difficult to implement. Users of the report have also complained about the difficulties of finding the hierarchy of grades of several cadres in different local authorities.
15. In view of the problems arising we have, in the context of this review exercise, reverted to our previous approach regarding the structure of the report for Local Authorities.
16. We deal in the first instance with the general recommendations which, in one way or the other, have implications in almost all the Municipal and District Councils and thereafter with specific recommendations, if any, pertaining to each Council. The salary recommendations pertaining to each Municipal Council and District Council follow immediately after the specific recommendations, if any.

Alignment of Schemes of Service

17. Generally many grades in Local Authorities have the same qualifications, duties and responsibilities as those of corresponding levels/hierarchies in the civil Service. There is need to align the schemes of service as well.
18. **Whenever the qualifications, duties and responsibilities of grades in Local Authorities have been aligned to those of corresponding levels in the Civil Service, the schemes of service of these grades should, wherever applicable and relevant, be prescribed along the same lines of their counterparts in the Civil Service.**

Unified Local Government Service Board

19. 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 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 Training, and the Ministry of Local Government.
20. 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.

21. The staffing structure of the ULGSB comprises a Secretary, Unified Local Government Service Board which was created in the 2013 EOAC Report to be filled, in future, by assignment of duties of an officer not below the level of Deputy Permanent Secretary. **We are maintaining the present arrangement.**

Training for officers in the General Services

22. In our last Report, we recommended appropriate training for officers in the General Services so that these officers are equally trained as their counterparts in the Civil Service. To ensure that organisations are manned by officers of relevant skills, competencies and aptitudes such training are necessary and we are recommending accordingly.

Course for Management Support Officer

Recommendation 1

23. **We recommend that the Ministry of Civil Service & Administrative Reforms, in consultation with the Ministry of Local Government and the Local Authorities should continue to mount and run appropriate training programmes with the Civil Service College for incumbents in the grade of Management Support Officer to render them skilled and polyvalent.**

Office Management Course for Office Management Assistant

Recommendation 2

24. **We recommend that Office Management Assistants should follow the Advanced Course in Effective Office Management and Supervision mounted by the Civil Service College.**
25. **We further recommend that, on successful completion of the course, incumbents in the grade of Office Management Assistant should be granted one increment, subject to the top salary of the grade.**

Advanced Course in Effective Office Management and Supervision for Higher Executive Officers

Recommendation 3

26. **We recommend that Higher Executive Officers should follow the Advanced Course in Effective Office Management and Supervision mounted by the Civil Service College.**
27. **We further recommend that Higher Executive Officers who have successfully completed the Advanced Course in Effective Office Management and Supervision, on reaching the top of their salary scale, be allowed to move incrementally up to salary point Rs 42325 in the Master Salary Scale provided that 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.

Advanced Secretarial Course for Confidential Secretary

28. The Ministry of Local Government has informed the Bureau that further to claims from Confidential Secretaries in the Local Authorities, arrangements have been made with the Open University of Mauritius to mount and run the Advanced Secretarial Course, in line with what is provided to their counterparts in the Civil Service. To this end, request has been made to equally compensate these officers on successful completion of the course.
29. We consider that the request is fully justified, the more so Confidential Secretaries in the Civil Service are granted one increment upon successful completion of the course. To this effect, we are agreeable to extend this provision to officers concerned in the Local Authorities.

Recommendation 4

30. We recommend that:

- (i) Confidential Secretaries, on successful completion of the Advanced Secretarial Course, should be granted one increment, subject to the top salary of the grade; and
- (ii) Confidential Secretaries who have successfully completed the Advanced Secretarial Course after having reached the last point in their salary scale, should be paid a non-pensionable lump sum equivalent to twelve times the value of the last increment drawn.

New Salary Codes

31. We are, hereunder, providing for new salary codes for the Municipal and District Councils:

Municipal Councils	Code
(i) Port Louis	PL
(ii) Beau Bassin-Rose Hill	BH
(iii) Curepipe	CE
(iv) Quatre Bornes	QB
(v) Vacoas-Phoenix	VP

District Councils	Code
(i) District Council of Black River	BR
(ii) District Council of Flacq	FQ
(iii) District Council of Grand Port	GP
(iv) District Council of Moka	MA
(v) District Council of Pamplemousses	PS
(vi) District Council of Rivière du Rempart	RR
(vii) District Council of Savanne	SE

The codes for the different departments within each Municipal Council are as follows:

Department	Code
(i) Administration	AM
(ii) Finance	FI
(iii) Public Infrastructure	PI
(iv) Land Use and Planning	LP
(v) Welfare	WL
(vi) Public Health	PH

The codes for the six departments in each District Council and that of Village Councils are as follows:

Department	Code
(i) Administration	AM
(ii) Finance	FI
(iii) Public Infrastructure	PI
(iv) Land Use and Planning	LP
(v) Public Health	PH
(vi) Welfare	WL
(vii) Village Councils	VC

1. MUNICIPAL COUNCILS

ADMINISTRATION DEPARTMENT

- 1.1 The Administration Department is mainly responsible to co-ordinate the activities of all the departments of the Municipal Council; exercise administrative control; and ensure implementation and follow-up of all decisions taken by the Municipal Council. It oversees the following sections: Human Resource, Correspondence, Committee, Internal Audit, Information Technology and Legal as well as the Library Services. The Chief Executive is the administrative head of a Municipal Council. He is assisted in his daily functions by a Deputy Chief Executive, Assistant Chief Executives and other heads of department.
- 1.2 The 2013 PRB and EOAC Reports brought significant changes to various structures in the Administration Department namely in the IT Unit, General Services cadre, Internal Control Officer cadre and Attendant cadre, which entailed changes in appellations and qualification requirements of relevant grades.
- 1.3 In the context of this Report, the Bureau received among others, strong representations from the Staff Associations as well as Management of Local Authorities to allow Clerical Officer/Higher Clerical Officers not possessing the prescribed qualifications the option to join the grade of Management Support Officer as they reckon long years of experience and perform the same duties as Management Support Officers.
- 1.4 After careful examination, the Bureau considers that since appointment of unqualified Clerical Officers/Higher Clerical Officers in the grade of Management Support Officer in the Civil Service was a Government decision, extension of same in the Local Authorities should be dealt with at the level of the Ministry of Local Government. However, in this Report, we are bringing some fundamental changes in the General Services cadre which will facilitate career progression of concerned officers in this cadre.
- 1.5 Given that major changes have already been brought to several structures in our previous Reports, we consider that except for the General Services, Internal Control and Usher/Prosecutor cadres, the existing structures are appropriate and are being maintained. We are also reviewing the mode of appointment to the grade of Assistant IT Officer, creating a professional grade of Internal Auditor and making provision for the amendment of the scheme of service of the grade of Office Superintendent. In addition, we are creating a grade of Local Disaster Management Coordinator and maintaining existing allowances whilst introducing a few grades deemed justified.

Chief Executives in Local Authorities

- 1.6 In the Local Authorities, provisions exist for the filling of the position of Chief Executive on a contractual basis with specified performance targets or on

assignment basis for a period of two years. Moreover, a public officer if appointed to or assigned duties in this position may, on retirement, benefit from the pensionable emoluments on certain conditions. We consider this arrangement to be appropriate, and same is being maintained.

Recommendation 1

1.7 We recommend that :

- (i) appointment to or filling of the position of Chief Executive in Local Authorities should continue to be made on contractual terms or on assignment basis for a period of two years; and**
- (ii) after the expiry of the two-year period, incumbent on establishment would be appointed in a substantive capacity subject to his performance and the continued relevance of his competence.**

1.8 We further recommend that the salary of the Chief Executive on contractual terms shall be as determined for the substantive position. The package shall include a gratuity equivalent to two months' salary on completion of every twelve months' satisfactory service. The other terms and conditions of employment shall be as recommended for contract officers.

1.9 We also recommend that a public officer on permanent establishment assigned the duties of the position of Chief Executive would continue to be eligible for an allowance representing the difference between the pay of the Chief Executive and the substantive salary of the officer. On the officer's retirement, the pensionable emoluments shall be those of the Chief Executive provided that he has:

- (i) successfully served for a period of not less than twelve months;**
- (ii) not been reverted to his substantive post on ground of inefficiency or inability to perform at the higher level or on ground of misconduct or has not been reverted at his own request; and**
- (iii) at the time of his retirement/reversion he has reached the age of 55 (or for an officer in post as at 30 June 2008, he had reached the age at which an officer may retire with the approval of the relevant service commission)**

OR

he has successfully served for a minimum period of six months and has reached compulsory retirement age.

Restructuring of the General Services Cadre

1.10 Further to the restructuring being brought to the General Services cadre in the Civil Service, we are strengthening that of the Local Authorities with the creation of a grade of Clerical Officer. In the same breath, the duties of the grade of Management

Support Officer are being revamped coupled with a salary upgrading. We are making appropriate recommendations to that effect.

Clerical Officer (New Grade)

Recommendation 2

1.11 We recommend the creation of a grade of Clerical Officer on the establishment of all Local Authorities. Appointment thereto should be made by selection from among candidates who:

- (i) possess the Cambridge School Certificate with credit in at least five subjects including English Language, French and Mathematics or an equivalent qualification;**
- (ii) possess the Cambridge Higher School Certificate or passes in at least two subjects obtained on one certificate at the General Certificate of Education 'Advanced Level' or an equivalent qualification; and**
- (iii) are computer literate.**

1.12 Incumbent would be required to, *inter- alia*, perform duties of a clerical nature including the preparation, scrutiny and processing of straight forward documents, arithmetical work and registry work; simple finance, establishment and stores work under supervision; drafting of replies or simple correspondence and simple data entry and updating of information in a computer system, as and when required.

Management Support Officer

1.13 Further to the creation of the grade of Clerical Officer, the mode of appointment and duties of the grade of Management Support Officer are being reviewed.

Recommendation 3

1.14 We recommend that, in future, appointment to the grade of Management Support Officer should be made by selection from among officers holding a substantive appointment in the grades of Clerical Officer, Clerical Officer/Higher Clerical Officer (Personal) and Clerk/Word Processing Operator (Personal).

1.15 Incumbents in the grade of Management Support Officer would, henceforth, be required to, *inter alia*, assist in providing administrative support to the Council in general administration, human resource management or other areas; carry out pay and cashier duties, as and when required; manage record books and registers; make arrangements for and monitor logistics, including distribution of transport and equipment; control a section of the Council; and co-ordinate and monitor the work of junior staff.

Office Superintendent

- 1.16 During consultations, Management has submitted that there is urgent need to review the qualification requirements of the grade of Office Superintendent as same have become obsolete. In fact, with the advent of the grade of Office Management Assistant (OMA) and the creation of various structures namely Procurement and Supply, Financial Operations and Human Resource, officers who were eligible to apply for the post have been absorbed in other cadres. Moreover, the salary cut point recommended in the existing scheme of service is obsolete as it has not been reviewed in subsequent Reports which is delaying the filling of the post.
- 1.17 The Bureau has examined the issue and acknowledges that there is indeed an imperative need to amend the scheme of service in order to facilitate the filling of the post. We are addressing the issue through an appropriate recommendation.

Recommendation 4

- 1.18 We recommend that the Ministry of Local Government in consultation with the Ministry of Civil Service and Administrative Reforms (MCSAR) and the Local Government Service Commission (LGSC) amends the scheme of service of the grade of Office Superintendent in the Local Authorities to facilitate the recruitment of qualified officers at this level.**

Legal Section

Attorney (Part Time)

- 1.19 In certain Municipal Councils, the services of a part-time Attorney are enlisted as difficulties are still encountered to fill the post of Attorney on a full-time basis. Incumbents are paid an all-inclusive monthly allowance provided they put in a minimum of 10 hours weekly. We are maintaining the allowance whilst revising the quantum.

Recommendation 5

- 1.20 We recommend that the all-inclusive monthly allowance payable to Attorneys employed on a part-time basis be revised to Rs 27720.**

Allowance to Attorney employed on a full time basis

- 1.21 Attorneys employed on full-time basis in Local Authorities are presently paid an all-inclusive yearly allowance of Rs 22000 to cater for certain costs incurred in the performance of their duties. We are maintaining the allowance and revising the quantum.

Recommendation 6

- 1.22 We recommend that the all-inclusive yearly allowance payable to Attorneys on the permanent and pensionable establishment of Local Authorities be revised to Rs 23100.**

Usher/Prosecutor's Unit**Usher/Prosecutor/Senior Usher/Prosecutor
formerly Usher/Prosecutor**

- 1.23 The Usher/Prosecutor's cadre in the Local Authorities consists of the grades of Usher/Prosecutor and Senior Usher/Prosecutor except in the Municipal Council of Beau Bassin/Rose Hill where in addition, the grade of Supervisor, Usher/Prosecution Section as head of the cadre exists, on a personal basis.
- 1.24 Further to representations made, the Bureau has carried out an in-depth analysis on the Usher/Prosecutor's cadre and observes that the duties of incumbents have much evolved in terms of responsibilities, complexity and workload. Moreover, it has also been noted that there is a major overlapping of duties of the grades of Usher/Prosecutor and Senior Usher/Prosecutor such that the supervisory element has become superfluous.
- 1.25 Against this background, we consider it more appropriate to restyle the grade of Usher/Prosecutor to Usher/Prosecutor/Senior Usher/Prosecutor whilst making the grade of Senior Usher/Prosecutor evanescent. We are also providing for a clothing allowance to incumbents in the cadre owing to the nature of work performed.

Recommendation 7

- 1.26 **We recommend that the grade of Usher/Prosecutor be restyled Usher/Prosecutor/Senior Usher/ Prosecutor.**
- 1.27 **We further recommend that the grade of Senior Usher/Prosecutor be made evanescent and abolished on vacancy. We have provided a personal salary to incumbents in post as at 31.12.15.**
- 1.28 **We also recommend that incumbents in the evanescent grade of Senior Usher/Prosecutor be paid a monthly allowance equivalent to two increments at the salary point reached in the salary scale for continuing to assume supervisory duties.**

Clothing Allowance

- 1.29 Incumbents in the Usher/Prosecutor's cadre are required in the performance of their duties related to prosecution, to attend courts on almost a daily basis to represent the Council. In this context, the officers have represented that it is mandatory for them to appear in coat and tie when they attend courts to act as Prosecutor. We have examined the representation and consider that there is a merit in the case. We are, therefore, providing for a monthly clothing allowance as an assistance to incumbents in meeting partly expenses incurred in that respect.

Recommendation 8

- 1.30 **We recommend that officers in the Usher/Prosecutor's cadre of all Municipal Councils be paid a monthly clothing allowance of Rs 400.**

Prosecution Duties

- 1.31 At present a fee of Rs 150 per case is paid to officers in the grades of Chief Building Inspector, Senior Building Inspector, Principal Health Inspector, Senior Health Inspector and Health Inspector for acting as Prosecutor. The Bureau considers that since there is an established legal section, the payment of such fees should be gradually phased out. We are nevertheless revising the quantum of the allowance.

Recommendation 9

- 1.32 **We recommend that officers in the grades of Chief Building Inspector, Senior Building Inspector, Principal Health Inspector, Senior Health Inspector and Health Inspector who are designated to act as Prosecutor be paid a fee of Rs 160 per case.**

IT Section**Assistant IT Officer**

- 1.33 Further to a determination of the Public Bodies Appeal Tribunal, Management has requested to review the qualification requirements of the grade of Assistant IT Officer by enlarging the fields in which a diploma is required, in view of avoiding certain implementation/interpretation problems. We are agreeable to the proposal and are recommending accordingly.

Recommendation 10

- 1.34 **We recommend that in future, appointment to the grade of Assistant IT Officer should be made by selection from among officers in the grade of Database Supervisor (Personal) possessing a Diploma in Computer Science or Information Technology (IT) or Computer Engineering or Information Systems or an equivalent qualification and reckoning at least two years' experience in the field of IT. In the absence of qualified Database Supervisors (Personal), the grade should be filled by selection from among outside candidates possessing the prescribed qualifications.**
- 1.35 **We further recommend that officers in the grade of Assistant IT Officer possessing a Degree in Computer Science or Information Technology or Computer Engineering or Information Systems 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 45375 provided they:**
- (i) have drawn their top salary for a year;**
 - (ii) have been efficient and effective in their performance during the preceding year; and**
 - (iii) are not under report.**

Internal Audit Section

Internal Control Cadre

- 1.36 In the 2008 PRB Report, we redesigned the structure of the Internal Control cadre of the Local Authorities along similar lines obtaining in the Civil Service through the provision of a standard three level structure comprising the grades of Internal Control Officer, Senior Internal Control Officer and Principal Internal Control Officer. The structure was further strengthened and reviewed in the 2013 PRB Report, in line with what obtained in the Civil Service.
- 1.37 However, the EOAC Report recommended a different salary structure for the Internal Control cadre which in turn disturbed existing relativities and gave rise to anomalous situations. With a view to addressing these issues, in this Report, we are reviewing the existing structure as well as aligning salaries with those obtained for corresponding levels in the Civil Service. We are, at the same time, allowing officers in post to maintain the prevailing provisions regarding salary scale and the continued incremental movement in the master salary scale, on a personal basis, subject to the same conditions, so as not to render them worse off. We are making appropriate recommendations to that effect.

Recommendation 11

1.38 We recommend that:

- (i) officers in the grade of Internal Control Officer/Senior Internal Control Officer, in post as at 31.12.15, possessing all papers of Fundamentals (Knowledge) and who have obtained passes in Papers F4, F5 and F8 of Fundamentals (Skills) or possess the Certificate in Business Accounting (Foundation Level) and have 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 from a recognised institution and having reached the top salary in their salary scale, should continue to be allowed to move incrementally in the master salary scale on a personal basis, up to salary point Rs 45375, provided they have drawn their top salary for a year; have been efficient and effective in their performance during the preceding year and are not under report;**
- (ii) officers in the grade of Principal Internal Control Officer, in post as at 31.12.15, should be granted a personal salary scale as hereunder:
Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950;**
- (iii) the salary scale as recommended at paragraph 1.38 (ii) above should apply on a personal basis to Internal Control Officer/Senior Internal Control Officers in post as at 31.12.15, upon being promoted to the higher grade of Principal Internal Control Officer;**

- (iv) in future, appointment to the grade of Chief Internal Control Officer should be made by promotion, on the basis of experience and merit, of Principal Internal Control Officers in post as at 31.12.15;
- (v) the salary scale of the grade of Chief Internal Control Officer should be: Rs 33425 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 53200; and
- (vi) the grade of Chief Internal Control Officer should gradually be phased out once all Principal Internal Control Officers in post as at 31.12.15 have been promoted to the higher grade.

1.39 We further recommend that, in future, incumbents in the grade of Internal Control Officer/Senior Internal Control Officer, possessing all papers of Fundamentals (Knowledge) and who have obtained passes in Papers F4, F5 and F8 of Fundamentals (Skills) or possess the Certificate in Business Accounting (Foundation Level) and have 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 and having reached the top salary in their salary scale should be allowed to move incrementally in the master salary scale up to salary point Rs 42325 provided they:

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

Internal Auditor (New Grade)

1.40 Following the restructuring of the Internal Audit Section in the 2008 PRB Report with the creation of the grades of Internal Control Officer, Senior Internal Control Officer and Principal Internal Control Officer, the grade of Internal Auditor (Qualified) was made evanescent. We also recommended that in Local Authorities where the grade of Internal Auditor (Qualified) exists, the grade of Principal Internal Control Officer should not be created. This arrangement at that point in time was appropriate to enable the Local Authorities to deliver on their mandate.

1.41 In the context of this Report, it has been submitted that to be in line with good corporate governance principles and for the proper control of the Internal Audit section, there is need to re-establish a professional grade to oversee the core internal audit functions. The Bureau considers the request to be justified and is agreeable to same. However, in view of the fact that the District Councils have been split into separate entities, creation of a professional grade on their establishment is not warranted. We are, therefore, making an appropriate recommendation to that end.

Recommendation 12

- 1.42 **We recommend the creation of a grade of Internal Auditor on the establishment of all Municipal Councils. Appointment thereto should be made by selection from among candidates possessing a pass in the final examination required for admission to membership of one of the following bodies:**
- (i) The Chartered Association of Certified Accountants;**
 - (ii) The Institute of Chartered Accountants in England and Wales;**
 - (iii) The Institute of Chartered Accountants of Scotland;**
 - (iv) The Institute of Chartered Accountants of Ireland;**
 - (v) The Chartered Institute of Management Accountants; and**
 - (vi) The Chartered Institute of Public Finance and Accounting**
- and who are a registered member of the Mauritius Institute of Professional Accountants (MIPA).**
- 1.43 Incumbent would be responsible to the Chief Executive of the Council for the administration and efficient running of the Internal Audit Section and would be required, *inter alia*, to: submit to the council within a maximum period of six months after the closing of the financial year an Internal Control report on the accounting and financial situation of the Council; be responsible for the conduct of internal audit functions; devise and implement an Internal Audit system; and prepare strategic and annual audit plans.

Human Resource Management Section**Human Resource Officer**

- 1.44 At present, the grade of Human Resource Officer is filled by selection from among officers holding a substantive appointment in the grades of Executive Officer and Higher Executive Officer possessing a diploma in Human Resource Management or an equivalent qualification acceptable to the Local Government Service Commission and from outside candidates possessing the required qualification.
- 1.45 Management of the Local Government Service Commission has submitted that with a view to attracting more qualified candidates, the mode of appointment may be reviewed such that only the open competition mode would prevail. On the other hand, the Ministry of Local Government views that as there are many officers within the Local Authorities who are fully qualified to apply for the post, the grade may be filled from serving candidates in view of providing better promotion prospects to them.
- 1.46 The Bureau has carefully studied both representations and opines that both streams of appointment to the grade could be considered: one is providing a career path to serving qualified officers and the other would allow new blood to join the cadre. **We**

are, therefore, maintaining the mode of appointment to the grade of Human Resource Officer.

Local Disaster Management Coordinator (New Grade)

- 1.47 The Management of Municipal Councils has represented that in view of the prevailing climatic condition, there is need for a dedicated grade on the establishment of all Municipal Councils whereby the incumbent would represent the Council at the Local Disaster Risk Reduction and Management Committee and be the liaison officer between the Council and the stakeholders. The Ministry of Local Government has concurred with the proposal and has also requested that the grade be extended in the District Councils. To this end, we are making an appropriate recommendation.

Recommendation 13

- 1.48 **We recommend the creation of the grade of Local Disaster Management Coordinator on the establishment of all Local Authorities. Appointment thereto should be made by selection from among candidates holding a degree in Sociology or Business Administration or Management or an equivalent qualification acceptable to the Local Government Service Commission and reckoning at least five years' experience in the implementation of community mobilisation programmes and activities.**
- 1.49 Incumbent would be responsible, *inter-alia* to: collaborate with the National Disaster Risk Reduction and Management Centre (NDRRMC) in liaison with the Local Disaster Risk Reduction and Management Committee (LDRRMC) for disaster risk analysis and vulnerability assessment; coordinate with all stakeholders during disasters; and coordinate activities with all stakeholders during recovery phase.

Cashier Duties

- 1.50 Prior to 2008 PRB Report, cashier duties were being performed by officers in the grade of Cashier. However, further to the restructuring of the Finance Department as recommended by the 2008 PRB Report, the Financial Operations Officer cadre was created and the grade of Cashier became evanescent. Its duties were taken over by the grades of Assistant Financial Operations Officer and Financial Operations Officer/Senior Financial Operations Officer. As regards cashier duties, same have been incorporated in the scheme of service of the grade of Management Support Officer.
- 1.51 In the context of this Report, it has been reported that there are difficulties to assign someone to perform cashier duties and this situation causes disruption in the daily money transactions and business activities of the Department. In this perspective, Management has requested for the grade of Cashier to be no longer evanescent or to create a grade of Cashier.

- 1.52 After careful examination, the Bureau considers that it would not be appropriate, effective and efficient to create a standalone grade to perform only cashier duties on a full time basis. We, therefore, view that Management should devise a proper pattern of work and increase the establishment size of the grade of Management Support Officer to address the issue. We are recommending accordingly.

Recommendation 14

- 1.53 We recommend that Management should increase the establishment size of the grade of Management Support Officer and put in place a proper pattern of work which provides for incumbents to perform cashier duties on a rotational basis as prescribed in their scheme of service.**

Allowance for Performing Cashier Duties

- 1.54 The 2013 EOAC Report has provided for the payment of an allowance to officers in the grade of Clerical Officer/Higher Clerical Officer and Management Support Officer for performing cashier duties. According to the Bureau's policy, allowances are granted, among others, in cases where officers are required to perform extra duties which normally do not form part of their scheme of service and for which they need to be additionally compensated.
- 1.55 In the case of the polyvalent and multifunctional grade of Management Support Officer in the Local Authorities, performing cashier duties is one of its responsibilities. This fact has already been taken into consideration when determining the salary of the grade. The Bureau, therefore, views that it is not justified for the Management Support Officers to be paid an allowance. This practice should, therefore be discontinued.

Recommendation 15

- 1.56 We recommend that Clerical Officer/Higher Clerical Officers (Personal) and Clerical Officers in all Local Authorities should be paid an allowance for performing cashier duties as below:**
- (i) Rs 35 per day for giving assistance to the Cashier; and**
 - (ii) Rs 100 per day for replacing the full-time Cashier.**

Allowance to General Workers for performing woodcutting duties.

- 1.57 At present, General Workers who are called upon to perform woodcutting duties using a chainsaw machine are paid a daily allowance. We are maintaining this provision.

Recommendation 16

- 1.58 We recommend that General Workers who are called upon to perform woodcutting duties which involve the handling of a chainsaw machine be paid an allowance of Rs 75 daily.**

FINANCE DEPARTMENT

- 1.59 The Finance Department is responsible, among others, to collect revenues accruing to the Council; effect all payments and all purchases; prepare the yearly estimates and financial statements; and for the overall financial administration of the Council, provision of financial advice and information and exercising control on all financial transactions.
- 1.60 The Department consists of four main sections under which the activities are organised: Income, Expenditure, Pay Administration and Stores. The Financial Controller is the head of the Department, which is staffed by officers of the Accountant, Financial Officer and Procurement and Supply Officer cadres.
- 1.61 In the 2008 PRB Report, we redesigned the structure of the Finance Department of the Local Authorities through the provision of the Financial Operations and Procurement and Supply cadres. Subsequently, in the 2013 PRB Report, the Bureau strengthened and reviewed these structures to the extent possible, along similar lines obtaining in the Civil Service.
- 1.62 However, with the advent of the EOAC Report, a different structure for the Finance and Procurement and Supply cadres has been recommended. As a result, existing relativities have been disturbed, which in turn created anomalous situations. With a view to addressing these issues, in this Report, we are maintaining the existing structures of the two cadres while aligning salaries with those obtainable for corresponding levels in the Civil Service. In the same breath, in order not to make officers in post worse off, we are allowing them to maintain their prevailing provisions regarding salary scale as well as the continued incremental movement in the master salary scale, on a personal basis, subject to the same conditions. We are making appropriate recommendations to that effect.
- 1.63 In addition, for this review exercise, the Bureau received various representations from different quarters, which consisted mainly in providing a proper career path to Cashiers, Revenue Collectors and Senior Cashiers; reinstating the grade of Cashier; and reviewing the qualifications requirements of grades in the Procurement and Supply Officer cadre.
- 1.64 We have duly examined all the representations, in line with the main theme of this Report: Transforming the Public Sector for an enhanced service delivery. Consequently, we are addressing the issue of absence of promotional prospect for Cashiers, Senior Cashiers and Revenue Collectors, reviewing the qualification requirements of grades in the Accountant and Procurement and Supply cadres whilst providing better career earnings to Accountants, and aligning salaries, as far as possible, with what obtain in the Civil Service.

Financial Officer Cadre**Recommendation 17**

1.65 We recommend that:

- (i) Officers in the grade of Financial Officer/Senior Financial Officer, in post as at 31.12.15, possessing a Diploma in Public Financial Management and Accounting or a Diploma in Accountancy from a recognised institution, should on reaching their top salary, continue to be allowed to move incrementally in the Master Salary Scale on a personal basis, up to salary point Rs 45375, provided they have been efficient and effective in their performance during the preceding year and are not under report;**
- (ii) Officers in the grade of Principal Financial Officer, in post as at 31.12.15, should be granted a personal salary scale as hereunder:
Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950; and**
- (iii) The salary scale as recommended at paragraph 1.65 (ii) above should apply on a personal basis to Financial Officer/Senior Financial Officers in post as at 31.12.15, upon being promoted to the higher grade of Principal Financial Officer.**

1.66 We further recommend that in future, officers in the grade of Finance Officer/Senior Financial Officer possessing a Diploma in Public Financial Management and Accounting or a Diploma in Accountancy from a recognised institution, should on reaching their top salary, be allowed to move incrementally in the Master Salary Scale, up to salary point Rs 42325 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.**

Procurement and Supply Cadre

1.67 The Procurement and Supply cadre comprises the grades of Purchasing and Supply Officer (Personal), Assistant Procurement and Supply Officer (Personal), Procurement and Supply Officer/Senior Procurement and Supply Officer and Principal Procurement and Supply Officer.

1.68 During consultations, the Ministry of Local Government informed that vacant posts in the Procurement and Supply cadre were not being filled owing to a few implementation problems arising out of recommendations made in the last report. Whilst analyzing the issue, we have also kept in view the observations/proposals made by the Local Government Service Commission (LGSC) to address these problems. The Bureau opines that it would be more appropriate to revisit the

qualification requirements of the grade of Procurement and Supply Officer/Senior Procurement and Supply Officer and Principal Procurement and Supply Officer.

- 1.69 Moreover, further to a reported case of fraud, Management proposed that the functions of procurement and supply should be carried out by officers of two separate grades, instead of only one grade of Procurement and Supply Officer/Senior Procurement and Supply Officer. In so doing, the risk of irregularities and fraudulent practices occurring would be reduced significantly.
- 1.70 The Bureau considers that the need for two distinct grades is not warranted as the two functions may be assigned separately to two or more persons of the same grade, as is the practice in the Civil Service. Moreover, Management should ensure that the grade of Principal Procurement and Supply Officer does not remain vacant as incumbent plays a vital role in overseeing the work of subordinates, hence ensuring a proper monitoring and control of the procurement and supply activities.
- 1.71 Further to the observations made and problems highlighted by Management and the LGSC, we are making appropriate recommendations to address these issues. In addition, we are maintaining the existing structure as well as the provision allowing Procurement and Supply Officer/Senior Procurement and Supply Officers to move incrementally beyond their top salary.

Procurement and Supply Officer/Senior Procurement and Supply

1.72 We recommend that:

- (i) In future, appointment to the grade of Procurement and Supply Officer/Senior Procurement and Supply Officer should be made by promotion, on the basis of experience and merit, of Purchasing and Supply Officers (Personal), reckoning at least two years' service in a substantive capacity in the grade and who have successfully completed a Certificate in Purchasing and Supply Management or an equivalent qualification. In the absence of qualified Purchasing and Supply Officers (Personal), the grade of Procurement and Supply Officer/Senior Procurement and Supply Officer, should be filled by promotion, on the basis of experience and merit, of Assistant Procurement and Supply Officers (Personal) possessing the required qualifications and reckoning at least two years' service in a substantive capacity in the grade;**
- (ii) on the complete phasing out of the grades of Purchasing and Supply Officer (Personal) and Assistant Procurement and Supply Officer (Personal), 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 a substantive capacity in the grade or an aggregate of at least four years' service in**

a substantive capacity in the grades of Office Management Assistant, Executive Officer and Higher Executive Officer.

- (iii) in future, appointment to the grade of Principal Procurement and Supply Officer should be made 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 Diploma in Purchasing and Supply Management and reckoning at least two years' service in a substantive capacity in the grade or a Certificate in Purchasing and Supply Management and reckoning at least four years' service in a substantive capacity in the grade.

1.73 We further recommend that management should strongly consider the advisability of increasing the establishment size of the grade of Procurement and Supply Officer/Senior Procurement and Supply Officer and filling vacant posts in the grade of Principal Procurement and Supply Officer.

Movement for Procurement and Supply Officer/Senior Procurement and Supply Officers

1.74 We recommend that:

- (i) Officers in the grade of Procurement and Supply Officer/Senior Procurement and Supply Officer, in post as at 31.12.15, possessing a Diploma in Purchasing and Supply Management from a recognised institution, should on reaching their top salary, continue to be allowed to move incrementally in the Master Salary Scale on a personal basis, up to salary point Rs 45375, provided they have been efficient and effective in their performance during the preceding year and are not under report;
- (ii) Officers in the grade of Principal Procurement and Supply Officer, in post as at 31.12.15, should be granted a personal salary scale as hereunder:

Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950; and
- (iii) The salary scale as recommended at paragraph 1.74 (ii) above should apply on a personal basis to Procurement and Supply Officer/Senior Procurement and Supply Officers in post as at 31.12.15, upon being promoted to the higher grade of Principal Procurement and Supply Officer.

Recommendation 18

1.75 We further recommend that in future, officers in the grade of Procurement and Supply Officer/Senior Procurement and Supply Officer possessing a Diploma in Purchasing and Supply Management or an equivalent qualification should on reaching their top salary be allowed to move incrementally in the Master Salary Scale up to salary point Rs 42325 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

Accountant/Senior Accountant

formerly Accountant

Principal Accountant**Financial Controller**

1.76 Management has submitted that there is need to review the qualification requirements of the grades of Accountant, Principal Accountant and Financial Controller in line with current practice in the Public Sector. We are agreeable to the request, and in addition, restyling the grade of Accountant.

Recommendation 19

1.77 We recommend that:

- (i) the grade of Accountant be restyled Accountant/Senior Accountant.
- (ii) the qualification requirement of the grade of Accountant/Senior Accountant *formerly Accountant* be reviewed so that, in future, appointment should be made by selection from among candidates who are registered as professional Accountant with the Mauritius Institute of Professional Accountants (MIPA) in accordance with Section 51 of the Financial Reporting Act 2004.
- (iii) the qualification requirement of the grade of Principal Accountant be reviewed so that, in future, appointment thereto, should be made by selection from among registered Accountant/Senior Accountant *formerly Accountant* in the Local Government Service reckoning at least five years' service in a substantive capacity in the grade. In the absence of serving qualified candidates, recruitment should be made from among candidates who are registered as professional Accountants with the MIPA and reckoning at least five years' post qualification experience;
- (iv) the qualification requirement of the grade of Financial Controller be reviewed so that, in future, appointment thereto should be made by selection from among registered Principal Accountants of the Local Government Service, reckoning at least five years' service in a substantive capacity in the grade. In the absence of serving qualified candidates, recruitment should be made from among candidates who are registered as professional Accountants with the MIPA and reckoning at least 10 years post qualification experience, including 5 years' at senior accounting and management level;

- 1.78 The Bureau has been apprised that as per section 154(2) (b) of the Local Government Act 2011, the Financial Controller or his Deputy is required to sign cheques upon a banking account kept by a local authority. Given that the grade of Deputy Financial Controller does not exist and that Accountant/Senior Accountant *formerly Accountant* and Principal Accountant are called upon to deputise for the Financial Controller whenever required, we are making a provision to address this issue.

Recommendation 20

- 1.79 We recommend that officers in the grades of Principal Accountant and Accountant, now restyled Accountant/Senior Accountant, should be required to deputise for the Financial Controller, as and when required. The schemes of service should, therefore, be revisited to include this additional function.**

Senior Cashier (Personal)

Cashier (Personal)

Revenue Collector (Personal)

- 1.80 The Bureau has received persistent and strong representations from both employees in the grades of Cashier (Personal) and Revenue Collector (Personal) as well as from Management to integrate incumbents into the mainstream.
- 1.81 The grades of Cashier, Senior Cashier and Revenue Collector were made evanescent in the 2008 PRB Report further to the creation of the Financial Operations Officer cadre in the Local Authorities. The duties of these three grades were taken over by the grades of Assistant Financial Operations Officer and Financial Operations Officer. With the restructuring exercise, incumbents in the evanescent grades found themselves without any promotion prospect given that entry to the Financial Operations Officer cadre has been opened to Assistant Financial Operations Officers only.
- 1.82 Upon an in-depth analysis, the Bureau considers that there is merit in the case on grounds of fairness and equity given that prior to the restructuring exercise these officers could aspire for a higher position in the organisation. We are redressing this issue through appropriate recommendations.

Recommendation 21

- 1.83 We recommend that officers in the grades of Cashier (Personal), Revenue Collector (Personal) and Senior Cashier (Personal) in post as at 31 December 2015, reckoning at least five years' service in their respective grades, be given the option to join the grade of Financial Officer/Senior Financial Officer and be granted one increment upon joining.**
- 1.84 The Bureau further recommends that Management should implement the above recommendation before filling any post of Financial Officer/Senior Financial Officer on vacancy arising.**

PUBLIC INFRASTRUCTURE DEPARTMENT

- 1.85 The Public Infrastructure Department in the Municipal Councils comprises the following sections: Administration, Mechanical Workshop, Roads and Road Marking, Drain Engineering and Masonry, Carpentry and Street Lighting. The Department, is responsible, *inter alia*, for the construction, maintenance, improvement and lighting of all public needs; the management, maintenance and improvement of housing estates pertaining to the Local Authorities; and the provision and maintenance of traffic centres within the jurisdiction of the municipal boundaries.
- 1.86 The Head of the Public Infrastructure Department is responsible to the Chief Executive for the overall administration, management and discipline of staff as well as financial control of the department. He also advises the Council on engineering matters and implementation of its decision; the implementation and application of the Building Act, the Town and Country Planning Act, the Road Act and the Local Government Act.
- 1.87 In the performance of his professional functions, the Head, Public Infrastructure Department is assisted by an Engineer in all the Municipal Councils except at the City Council of Port Louis where he is supported by a Mechanical Engineer/Senior Mechanical Engineer. The Head is also supported by officers in the technical and tradesmen grades and other staff of different levels.
- 1.88 In the context of this review exercise, representations have been received from Heads, Public Infrastructure Department for an increase in salary to match at least that of the Financial Controller, grant of "On-Call" Allowance and Special Allowance for attending meetings/site visits outside working hours, increase in Special Retention Allowance to 10% on appointment and increase in customs duty remission to a 1850 cc or diesel equivalent and renewable every five years.
- 1.89 Upon request from the Bureau, Heads Public Infrastructure Department also submitted their demands to the Management of Municipal Councils/District Councils for their views.
- 1.90 Following an in-depth study of the Job Description Questionnaires submitted by incumbents in the grade of Head, Public Infrastructure Department, their submissions as well as the views of Management of Local Authorities, we found that the requests of incumbents fall outside the parameters of the Bureau and therefore not receivable.
- 1.91 The existing organisation structure is being maintained as it is enabling the Public Infrastructure Department to meet its objectives.

Special Professional Retention Allowance to Head, Public Infrastructure Department

- 1.92 The Special Professional Retention Allowance (SPRA) was introduced in the 2008 overall review, more specifically in the EOC Report 2009, to curb recruitment and retention problems in the fields of Engineering/Architecture/Quantity Surveying which were considered as scarcity areas.
- 1.93 Based on the survey carried out by the Bureau in context of the 2013 PRB Report, the SPRA was maintained as it served its purpose of retaining professionals of high calibre. Following the publication of the 2013 EOAC Report, officers in several other grades were listed for eligibility for SPRA without any stated justification.
- 1.94 In the context of this review, Management, Unions and individual officers have made strong representations for maintaining SPRA and for extending same to other grades.
- 1.95 The Bureau recently conducted a survey to determine the extent to which professionals of high calibre possessing scarce skills are leaving the public sector, and also to assess the market value of these professionals.
- 1.96 However, it is worth noting that the survey revealed no serious recruitment and retention problems in the Engineering/Architecture/Quantity Surveying fields. Besides, the labour market has an over-supply of qualified candidates in these fields.
- 1.97 It is also worth highlighting that some organisations have not responded to the survey carried out and as such the Bureau has not been able to ascertain whether these organisations are still encountering difficulties in recruiting and retaining professionals of right profile and calibre in the Engineering/Architecture/Quantity Surveying fields. Though some organisations have not responded to the survey, they have nevertheless made representations for maintaining SPRA and extending same to other categories of professionals.
- 1.98 In the given circumstances and taking into consideration: (i) the findings of the survey; (ii) representations from stakeholders; and (iii) position of concerned organisations, we are in this Report maintaining the payment of the SPRA to eligible officers in post as at 31 December 2015 up to 31 December 2016.

Recommendation 22

- 1.99** We recommend that incumbents in the grade of Head, Public Infrastructure Department, reckoning at least 10 years' service in the grade and eligible for the payment of the Special Professional Retention Allowance of 7% of monthly salary as at 31 December 2015 should continue to be paid same up to 31 December 2016.
- 1.100** We also recommend 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.
- 1.101** However, provisions made at (i) and (ii) above, should not apply to officers retiring as per their new compulsory retirement age or on medical ground.
- 1.102** Officers in the grade of Head, Public Infrastructure Department who are eligible for the payment of the Special Professional Retention Allowance as from 01 January 2016 and have been granted same prior to the publication of this Report should continue to draw the Special Professional Retention Allowance up to 31 December 2016.

THE LAND USE AND PLANNING DEPARTMENT

- 1.103** Local Authorities are vested with the authority for execution and enforcement of the Building Control Act 2012 and Town and Country Planning Act 1954. The Land Use and Planning Department, which is a dedicated department for that purpose, is responsible to issue Building and Land Use Permits or an Outline Planning Permission, subject to applications being in conformance with the Building Control Act 2012, Town and Country Planning Act 1954, Planning and Development Act 2004 and Environment Protection Act 2002.
- 1.104** The Head, Land Use and Planning is at the apex of the department, which is also manned by officers of the professional and inspection cadres, amongst others.

- 1.105 As enforcement duties, the officers of the department attend to complaints and where there is illegal development/constructions, they initiate legal action against defaulters. Besides, they are also responsible for the management of the cadastral system.
- 1.106 In the context of the present review, the main representations pertain to requests for an upgrading of salaries for the various grades. A job re-evaluation exercise was carried out and all work related information collected were examined and taken into consideration in arriving at the recommended salaries. However, concerning requests in relation to merging of grades of the professional and technical cadres, the parties concerned were apprised during meetings, of the fundamental reasons justifying our refusal or disagreement.
- 1.107 In the last Report, we restyled the appellations of grades of the Planning cadre to better reflect the duties being performed. Based on the views expressed by the Management of the Local Authorities, the structure of the department is adequate for it to meet its objectives. We are, therefore, not bringing any change to the existing organisational structure.

WELFARE DEPARTMENT

- 1.108 The Welfare Department in the Municipal Councils provides welfare services for the local community. It organizes socio-cultural, youth, sporting, athletic and recreational activities, besides being responsible for running nurseries, pre-primary schools and kindergartens. The department also organises exhibitions, civil receptions and other religious and social gatherings in collaboration with several other non-governmental organisations, socio-cultural agencies and Ministries with a view to upgrading existing leisure and community facilities in deprived areas of the respective Municipal Councils.
- 1.109 In Municipal Councils, the Welfare Department is mainly responsible for the achievement of a coordinated approach to planning and developing social infrastructures through the creation of greater awareness about the social realities and sensitization of people with a view to inculcating a culture of “good responsible citizenship” among the residents. The Department also aims at inducing more community participation by upgrading existing leisure and community facilities in deprived areas, and also creating new infrastructure which would provide social services and leisure requirements in the different Municipal boundaries.
- 1.110 At present the Welfare Department in the Municipal Councils encompasses the Cultural, Sports, Community Welfare and Social and the Education Sections. At the operational level, the department is being served by officers in the Welfare Officer Cadre, namely Chief Welfare Officer, Principal Welfare Officer, Senior Welfare Officer and Welfare Officer and they are supported by officers in the grades of Infant School Teacher and other General Services Officer at the Supportive level, depending upon operational requirements. For some other activities, the Councils

usually have recourse to employment of staff on a part-time, casual or sessional basis to palliate for unforeseen events or events of a casual nature.

- 1.111 The present organisation structure of the Welfare Department in the different Municipal Councils, is meeting its objectives set in the New Local Government Act 2011 and therefore does not need/require a change at this stage.

Compensation for regular extra hours

- 1.112 In the Municipal Councils, at present, a monthly commuted allowance is paid to officers of the Welfare Cadre who put in a minimum of 20 hours over and above their normal working hours in the month and the quantum paid is as follows: Welfare Officer Rs 1980; Senior Welfare Officer Rs 2245; Principal Welfare Officer Rs 2705; and Chief Welfare Officer Rs 3300. We are maintaining the present commuted allowance paid to officers of the Welfare Cadre while introducing a new mode of computation of adhoc allowance.
- 1.113 The Bureau has received representations to the effect that the commuted allowance paid to officers of the welfare cadre for the extra hours put in over and above their normal working hours in the month, does not reflect the actual number of hours effectively put in, and any officer who puts in less than 20 hours a month, on a regular basis, is not being paid any compensation, owing to the present regulations governing overtime.
- 1.114 We have re-examined in-depth the issue taking into consideration the importance of welfare activities provided to citizens at odd hours. In this respect, while we are maintaining the commuted allowance and revising its quantum, we consider also that a reasonable allowance should be paid to those officers who are involved in the welfare functions but cover less than 20 hours monthly.

Recommendation 23

- 1.115 We recommend that officers of the Welfare Cadre in the Local Authorities who are called upon, on a regular basis, to put in extra hours beyond their normal working hours in the month, be paid an adhoc allowance equivalent to the normal hourly rate at the salary point reached in their respective salary scales provided they put in at least 20 additional hours beyond the normal working hours in the month.**

PUBLIC HEALTH DEPARTMENT

- 1.116 The Public Health Department of Municipal Councils has, as core responsibility, to provide services which are essential for maintaining sound and healthy conditions within the respective municipal jurisdictions. Its services comprise, among others, provision of daily refuse collection services to private households and public commercial enterprises; cleaning of roads and public places, water courses, drains and canals; upkeeping of markets, cemeteries, crematoriums and recreational

places; and issue of trade licences to commercial, industrial, professional and other related activities.

- 1.117 As a regulating body, the Public Health Department enforces statutory provisions regarding public health. It also ensures that all individuals and economic operators comply with those regulations.
- 1.118 The overall responsibility of the Public Health Department rests upon the Chief Health Inspector who is assisted by other officers of the Health Inspectorate cadre. The structure of Health Inspectorate cadre is more or less standard across all five municipal councils. At the supportive, skilled and semi-skilled levels, the grades vary in the municipal councils, depending on their operational requirements. In the last Report, we had abolished the grade of Trainee Health Inspector and restructured the scheme of service of that of Health Inspector while making the grade of Assistant Health Inspector evanescent.

LPG – Fired Human Crematorium Furnaces (Incinerators)

- 1.119 Following Government decision to implement the LPG – Fired Human Crematorium Furnaces (Incinerators) Project, several computer operated incinerators have been placed at various locations under the aegis of the Local Authorities. The new incinerator is a modern apparatus which has been endowed with computer enabled programming and requires appropriate trained personnel who are well versed in computer applications.
- 1.120 It has been reported that since the Incinerator Operators are not conversant with computer applications, the Ministry of Local Government, after consultations with the Councils and Health Inspectors in charge of cemeteries, decided to grant a monthly allowance of Rs 2250 to the Health Inspectors for the operation of the new incinerators. These Health Inspectors have been provided with appropriate training by the supplier. They are required, among others, to: open and close the crematorium and the incinerator by push button; operate a touch screen PLC base to ignite/operate the incinerator at specified time prior to incineration; and arrange for the placing of the corpse into the incineration furnace by making use of an automatic loading table/trolley and monitor incineration until completion.
- 1.121 In the light of this situation, the Ministry of Local Government has made a proposal to include the duties pertaining to the operation of the LPG – Fired Human Crematorium Furnaces (Incinerators) in the scheme of service of the grade of Health Inspectors.
- 1.122 After examining the proposal, the Bureau considers it more appropriate that training be provided to the Incinerator Operators to acquaint them with the computer applications. We are, in the meanwhile maintaining the allowance being paid to the Health Inspectors and revising its quantum.

Recommendation 24

- 1.123 **We recommend that the Ministry of Local Government should expeditiously arrange for the provision of appropriate training to equip the Incinerator Operators with the required skills to operate the LPG – Fired Human Crematorium Furnaces (Incinerators).**
- 1.124 **We further recommend that the monthly allowance payable to the Health Inspectors for the operation of the new incinerators be revised to Rs 2360.**

Allowance for Performing Refuse Collection Duties

- 1.125 At present, employees not belonging to the grade of Refuse Collector (Roster) are paid an allowance of Rs 75 daily for performing refuse collection duties. We are maintaining this provision while revising the quantum.

Recommendation 25

- 1.126 **We recommend that the allowance payable to employees not belonging to the grade of Refuse Collector (Roster) but who are performing refuse collection duties be revised to Rs 100 daily.**

Special Provision for Refuse Collection Service

- 1.127 The Refuse Collection Service operates on a system of task work which entails working five hours daily for six-days a week or six hours daily for those working on a five-day week. This mode of operation eases the provision of an efficient and effective service to the local communities.
- 1.128 In the last Report, a Bank System was introduced for the Refuse Collection Service comprising Refuse Collectors (Roster), Driver/Scavenging Supervisors (Roster), Supervisor, Refuse Collection (Roster) and all employees of the Workmen's group who are eligible for protective equipment. The philosophy behind the introduction of such a system was to: cope with the increasing workload; palliate the shortage of employees; and to curb excessive overtime. Under this System, employees are paid an allowance of Rs 255 for up to three hours and on pro-rata basis for all additional hours of work put in.
- 1.129 During consultations, Management pointed out that: Refuse Collectors are reluctant to work under the bank system considering that they would have earned more had they been paid the overtime rate; the workforce is limited in the Local Authorities and as such it is difficult to constitute the pool of Refuse Collectors in advance; it is only at the last moment that the HR Department is apprised of absentees; and to provide continuous service for good sanitation and healthy environment, the Chief Executives have to avail the services of those Refuse Collectors who are already working on a particular site to complete the work against payment of overtime at hourly rate.

- 1.130 The Staff side, on its part, have requested for the payment of overtime to Refuse Collectors after they have completed their task work which is of 30 hours duration a week.

- 1.131 After examining the arguments put forward by both the official and staff side and considering, among others, the difficulties faced to constitute the Bank System for Refuse Collection Service and its resultant impact on public health and service delivery, the Bureau views that there is need for some inducement to ensure a continuous Refuse Collection Service to the population.

Recommendation 26

1.132 We recommend that:

- (i) employees working under the Bank System for the Refuse Collection Service, comprising Refuse Collectors (Roster), Driver/Scavenging Supervisors (Roster), Supervisor, Refuse Collection (Roster) and all employees of the Workmen’s group who are eligible for protective equipment should EXCEPTIONALLY be paid at applicable overtime rate for all additional hours of work put in above 30 hours; and**

- (ii) employees involved in task work should complete their daily task to qualify to work under the Bank System.**

**1. 1 THE CITY COUNCIL OF PORT LOUIS
ADMINISTRATION DEPARTMENT**

Allowance for providing assistance to the Technical Assistant (Printing)

1.1.1 At present, an allowance of Rs 750 per month is paid to the Attendant/Senior Attendant who assists the Technical Assistant (Printing) in the performance of his duties. We are maintaining the payment of this allowance.

Recommendation 1

1.1.2 **We recommend that an allowance of Rs 750 monthly be paid to the Attendant/Senior Attendant who assists the Technical Assistant (Printing) in the performance of his duties.**

Allowance to General Workers

1.1.3 General Workers when posted at the Theatre, are paid a monthly allowance of Rs 750 for performing duties related to theatre décor during and after normal working hours. We are maintaining the payment of this allowance.

Recommendation 2

1.1.4 **We recommend that General Workers who are posted at the Theatre, should be paid a monthly allowance of Rs 750 for performing duties related to theatre décor, during and after normal working hours. However, the payment of this allowance should not preclude the payment of overtime for work performed beyond normal working hours.**

PUBLIC INFRASTRUCTURE DEPARTMENT

Allowance to Carpenter and Assistant Tradesman (Carpenter)

1.1.5 Incumbents in the grades of Carpenter and Assistant Tradesman's (Carpenter) when posted at the Theatre, are paid a monthly allowance of Rs 750 for performing duties relating to theatre décor during and after normal working hours. We are maintaining the payment of the allowance.

Recommendation 3

1.1.6 **We recommend that Carpenters and Assistant Tradesmen (Carpenter) when posted at the Theatre, be paid a monthly allowance of Rs 750 for duties relating to theatre décor during and after normal working hours. This, however, does not preclude the payment of overtime for work performed beyond normal working hours.**

WELFARE DEPARTMENT

Height Allowance

1.1.7 At present, a non-pensionable height allowance is paid to officers in the grades of Technician (Stage Lighting) and Technician (Sound) who, in the performance of their duties, are required, among others, to climb scaffolding at a height ranging from 20 to 30 feet for rigging and focusing projectors and installing various light and sound equipment. The computation of the allowance is at 80% of the normal hourly rate for each hour of such work. In this Report, we are maintaining the present arrangement.

Recommendation 4

1.1.8 We recommend that officers in the grades of Technician (Stage Lighting) and Technician (Sound) should continue to be paid a non-pensionable height allowance at 80% of the normal hourly rate for each hour, whenever they are required to work at a height above 20 feet.

ADMINISTRATION DEPARTMENT

SALARY SCHEDULE

PL AM 1	:	Rs 7800 x 200 – 8000 x 205 – 8820 x 230 – 10200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17375 General Worker
PL AM 2	:	Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825 Tradesman's Assistant (Binder)
PL AM 3	:	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Security Guard
PL AM 4	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Library Attendant
PL AM 5	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475 Attendant/Senior Attendant
PL AM 6	:	Rs 14325 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475 Senior Library Attendant

ADMINISTRATION DEPARTMENT (Contd.)

- PL AM 7 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**
Driver
Driver (Van, Lorry)
- PL AM 8 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**
Field Supervisor
- PL AM 9 : Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975**
Head Attendant
- PL AM 10 : Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 24750**
Binder
- PL AM 11 : Rs 12490 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525**
Telephone Operator/Receptionist
- PL AM 12 : Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525**
Driver, Heavy Mechanical Unit
- PL AM 13 : Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075**
Technical Assistant (Printing)
- PL AM 14 : Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400**
Word Processing Operator
- PL AM 15 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Clerical Officer (New Grade)
Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)
Clerk/Word Processing Operator (Personal to officers in post as at 31.12.12)
Library Clerk

ADMINISTRATION DEPARTMENT (Contd.)

- PL AM 16 : Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Senior Word Processing Operator
- PL AM 17 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Management Support Officer
- PL AM 18 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Executive Officer (Personal to officers in post as at 31.12.12)
- PL AM 19 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Senior Library Clerk
- PL AM 20 : Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 33425**
Committee Clerk
- PL AM 21 : Rs 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Usher/Prosecutor/Senior Usher/Prosecutor
formerly Usher/Prosecutor
- PL AM 22 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Database Supervisor (Personal to officers in post as at 31.12.12)
- PL AM 23 : Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Data Entry Controller (Personal to officers in post as at 31.12.12)
- PL AM 24 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Confidential Secretary
- PL AM 25 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Higher Executive Officer (Personal to officers in post as at 31.12.12)
Human Resource Officer
Senior Usher/Prosecutor (Personal to officers in post as at 31.12.15)

ADMINISTRATION DEPARTMENT (Contd.)

- PL AM 26 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Senior Committee Clerk
- PL AM 27 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575**
Office Management Assistant
- PL AM 28 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**
Internal Control Officer/Senior Internal Control Officer
- PL AM 29 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Assistant IT Officer
Library Officer
Safety and Health Officer/Senior Safety and Health Officer
- PL AM 30 : Rs 21000 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850**
Deputy Superintendent of Parks and Gardens
- PL AM 31 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375**
Principal Internal Control Officer
- PL AM 32 : Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 46900**
Office Superintendent
- PL AM 33 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Senior Library Officer
- PL AM 34 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**
Senior Human Resource Officer
- PL AM 35 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Local Disaster Management Coordinator (New Grade)
- PL AM 36 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Assistant Chief Executive
Librarian

ADMINISTRATION DEPARTMENT (Contd.)

- PL AM 37 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Human Resource Management Officer
Internal Auditor (New Grade)
- PL AM 38 : Rs 33425 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Superintendent of Parks and Gardens
- PL AM 39 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
IT Officer/Systems Administrator
- PL AM 40 : Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Attorney
- PL AM 41 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Senior Librarian
- PL AM 42 : Rs 53200 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000**
Deputy Chief Executive
- PL AM 43 : Rs 101000**
Chief Executive

PART TIME WORKERS

- PL AM 44 : Rs 310 per session of 4 hours**
Library Attendant

**FINANCE DEPARTMENT
SALARY SCHEDULE**

- PL FI 1 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200**
Stores Attendant
- PL FI 2 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Controlling Officer

FINANCE DEPARTMENT (Contd.)

- PL FI 3 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Assistant Financial Operations Officer (Personal)
Purchasing and Supply Officer (Personal)
- PL FI 4 : Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275**
Senior Cashier (Personal)
- PL FI 5 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**
Financial Officer/Senior Financial Officer
Procurement and Supply Officer/Senior Procurement and Supply Officer
- PL FI 6 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375**
Principal Financial Officer
Principal Procurement and Supply Officer
- PL FI 7 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Accountant/Senior Accountant
formerly Accountant
- PL FI 8 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450**
Principal Accountant
- PL FI 9 : Rs 66650 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000**
Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT**SALARY SCHEDULE**

- PL PI 1 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450**
Handy Worker

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- PL PI 2 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825**
Assistant Plumber and Pipe Fitter
Roadmender/Tarman (Personal to officers in post as at 30.06.08)
Tradesman's Assistant (Carpenter)
Tradesman's Assistant (Mason)
Tradesman's Assistant (Painter)
- PL PI 3 : Rs 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200**
Handy Worker (Special Class)
- PL PI 4 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**
Gardener
- PL PI 5 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21000**
Plant and Equipment Operator
Senior Gardener
- PL PI 6 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**
Barbender
- PL PI 7 : Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975**
Automobile Electrician
Blacksmith
Carpenter
Electrician
Mason
Mechanic
Painter
Plumber and Pipe Fitter
Tinsmith
Vulcaniser
Welder
- PL PI 8 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075**
Overseer

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- PL PI 9 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400**
Overseer (Personal to officers appointed prior to 15.09.05)
- PL PI 10 : Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Chief Mechanic
Chief Tradesman
Foreman
- PL PI 11 : Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Assistant Inspector of Works
Surveying Assistant
- PL PI 12 : Rs 21950 x 625 – 23200 x 775 – 32500**
Supervisor (Lighting Section)
Workshop Supervisor
- PL PI 13 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275**
Technical Design Officer
- PL PI 14 : Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200**
Inspector of Works
- PL PI 15 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Senior Inspector of Works
- PL PI 16 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Engineering Assistant
- PL PI 17 : Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Chief Inspector of Works
- PL PI 18 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Land Surveyor
- PL PI 19 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Civil Engineer

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- PL PI 20 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Mechanical Engineer/Senior Mechanical Engineer
- PL PI 21 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 72400**
Head, Public Infrastructure Department

LAND USE AND PLANNING DEPARTMENT**SALARY SCHEDULE**

- PL LP 1 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Cadastral Assistant
- PL LP 2 : Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Assistant Building Inspector
Planning and Development Assistant
- PL LP 3 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200**
Cadastral Officer
- PL LP 4 : Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200**
Building Inspector
- PL LP 5 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Planning and Development Inspector
- PL LP 6 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Senior Building Inspector
- PL LP 7 : Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Chief Building Inspector
- PL LP 8 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Planning and Development Officer

LAND USE AND PLANNING DEPARTMENT (Contd.)

PL LP 9 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 72400
Head, Land Use and Planning Department

**WELFARE DEPARTMENT
SALARY SCHEDULE**

PL WL 1 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700
Caretaker

PL WL 2 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18525
Nursery Attendant

PL WL 3 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200
Swimming Pool Attendant

PL WL 4 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075
Assistant Nursery Matron

PL WL 5 : Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400
Stadium Supervisor

PL WL 6 : Rs 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400
Nursery Matron

PL WL 7 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075 QB 27850 x 775 – 30175
Infant School Teacher

PL WL 8 : Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30950
Swimming Pool Technician

PL WL 9 : Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500
Supervisor Infant School

WELFARE DEPARTMENT (Contd.)

PL WL 10	:	Rs 15450 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350 Technician (Sound) Technician (Stage Lighting)
PL WL 11	:	Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275 Swimming Coach/Life Saver
PL WL 12	:	Rs 20525 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350 Sound and Lighting Designer
PL WL 13	:	Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 QB 38350 x 775 – 39575 Welfare Officer Welfare Officer (Personal to holder appointed before 01.07.87)
PL WL 14	:	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575 QB 40800 x 1525 – 42325 Senior Welfare Officer
PL WL 15	:	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850 Theatre Controller
PL WL 16	:	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Principal Welfare Officer
PL WL 17	:	Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 40800 x 1525 – 49950 x 1625 – 56450 Theatre Administrator
PL WL 18	:	Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Chief Welfare Officer

PART TIME WORKERS

PL WL 19	:	Rs 3725 Key Keeper
PL WL 20	:	Rs 7615 Embroidery Instructress Music Instructress Photography Instructor Sewing Instructress Yoga Instructor
PL WL 21	:	Rs 9745 Instructor (Tamil Language, Yoga)
PL WL 22	:	Rs 16630 Dressmaking Teacher

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

PL PH 1	:	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450 Handy Worker (Sanitation/Disease Control)
PL PH 2	:	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Refuse Collector (Roster)
PL PH 3	:	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Burial Ground Attendant (Roster)
PL PH 4	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Chemical Sprayer Operator
PL PH 5	:	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 Waste Water Pipe Cleaner
PL PH 6	:	Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975 Incinerator Operator

PUBLIC HEALTH DEPARTMENT (Contd.)

- PL PH 7 : Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 24750
Driver (Roster)**

- PL PH 8 : Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 26300
Driver (Heavy Mechanical Unit) (Roster)**

- PL PH 9 : Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 28625
Supervisor, Refuse Collection (Roster)**

- PL PH 10 : Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350 QB 39575
Health Inspector**

- PL PH 11 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850
Senior Health Inspector**

- PL PH 12 : Rs 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425
Principal Health Inspector**

- PL PH 13 : Rs 35275 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 54825
Deputy Chief Health Inspector**

- PL PH 14 : Rs 42325 x 1525 – 49950 x 1625 – 62950 x 1850 – 66650
Chief Health Inspector**

1.2 THE MUNICIPAL COUNCIL OF BEAU BASSIN-ROSE HILL

PUBLIC INFRASTRUCTURE DEPARTMENT

Allowance to Carpenters

- 1.2.1 Incumbents in the grades of Carpenter and Assistant Tradesman's (Carpenter) when posted at the Theatre, are paid a monthly allowance of Rs 750 for performing duties relating to theatre décor during and after normal working hours. We are maintaining payment of the allowance.

Recommendation 1

- 1.2.2 **We recommend that Carpenter when posted at the Theatre, be paid a monthly allowance of Rs 750 for duties relating to theatre décor during and after normal working hours. This, however, does not preclude the payment of overtime for work performed beyond normal working hours.**

WELFARE DEPARTMENT

Allowance to Carpenter and Scene Shifter

Chief Carpenter and Scene Shifter

- 1.2.3 At present, officers in the grades of Carpenter and Scene Shifter and Chief Carpenter and Scene Shifter are paid a monthly allowance of Rs 750 and Rs 800 respectively for performing duties relating to theatre décor during and after normal office hours notwithstanding the payment of overtime for work performed beyond normal working hours. We are maintaining the allowance.

Recommendation 2

- 1.2.4 **We recommend that officers in the grades of Carpenter and Scene Shifter and Chief Carpenter and Scene Shifter should continue to be paid a monthly allowance of Rs 750 and Rs 800 respectively for performing duties relating to theatre décor during and after normal working hours.**
- 1.2.5 **We further recommend that the payment of this allowance should not preclude the payment of overtime for work performed beyond normal working hours.**

Height Allowance

- 1.2.6 A non-pensionable height allowance is actually paid to officers in the grades of Technician (Stage Lighting) and Technician (Sound) who, in the performance of their duties, are required, among others, to climb scaffolding at a height ranging from 20 to 30 feet for rigging and focusing projectors and installing various light and sound equipment. The computation of the allowance is at 80% of the normal hourly rate for each hour of such work. In this Report, we are maintaining the present arrangement.

Recommendation 3

- 1.2.7 **We recommend that officers in the grades of Technician (Stage Lighting) and Technician (Sound) should continue to be paid a non-pensionable height allowance at 80% of the normal hourly rate for each hour, whenever they are required to work at a height above 20 feet.**

**ADMINISTRATION DEPARTMENT
SALARY SCHEDULE**

BH AM 1	:	Rs 7800 x 200 – 8000 x 205 – 8820 x 230 – 10200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17375 General Worker
BH AM 2	:	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Security Guard
BH AM 3	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Library Attendant
BH AM 4	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475 Attendant/Senior Attendant
BH AM 5	:	Rs 14325 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475 Senior Library Attendant
BH AM 6	:	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Driver
BH AM 7	:	Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975 Head Attendant
BH AM 8	:	Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 24750 Binder

ADMINISTRATION DEPARTMENT (Contd.)

- BH AM 9** : **Rs 12490 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525**
Telephone Operator/Receptionist
- BH AM 10** : **Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525**
Driver, Heavy Mechanical Unit
- BH AM 11** : **Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400**
Word Processing Operator
- BH AM 12** : **Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Clerical Officer (New Grade)
Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)
Clerk/Word Processing Operator (Personal to officers in post as at 31.12.12)
Library Clerk
- BH AM 13** : **Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Senior Word Processing Operator
- BH AM 14** : **Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Management Support Officer
- BH AM 15** : **Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Senior Library Clerk
- BH AM 16** : **Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 33425**
Committee Clerk
- BH AM 17** : **Rs 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Usher/Prosecutor/Senior Usher /Prosecutor
formerly Usher/Prosecutor

ADMINISTRATION DEPARTMENT (Contd.)

- BH AM 18 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Database Supervisor (Personal to officers in post as at 31.12.12)
- BH AM 19 : Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Data Entry Controller (Personal to officers in post as at 31.12.12)
- BH AM 20 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Confidential Secretary
- BH AM 21 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Human Resource Officer
Senior Usher/Prosecutor (Personal to Officers in post as at 31.12.15)
- BH AM 22 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Senior Committee Clerk
- BH AM 23 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575**
Office Management Assistant
- BH AM 24 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**
Internal Control Officer/Senior Internal Control Officer
- BH AM 25 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Assistant IT Officer
Library Officer
Safety and Health Officer/Senior Safety and Health Officer
- BH AM 26 : Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43225**
Supervisor, Usher's/Prosecution Section (Personal)
- BH AM 27 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375**
Principal Internal Control Officer
- BH AM 28 : Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 46900**
Office Superintendent

ADMINISTRATION DEPARTMENT (Contd.)

- BH AM 29 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Senior Library Officer
- BH AM 30 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**
Senior Human Resource Officer
- BH AM 31 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**
x 1625 – 56450
Local Disaster Management Coordinator (New Grade)
- BH AM 32 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**
x 1625 – 56450
Assistant Chief Executive
Librarian
- BH AM 33 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**
x 1625 – 56450
Human Resource Management Officer
Internal Auditor (New Grade)
- BH AM 34 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**
x 1625 – 62950
IT Officer/Systems Administrator
- BH AM 35 : Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 –**
62950
Attorney
- BH AM 36 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Senior Librarian
- BH AM 37 : Rs 53200 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 –**
80000 x 3000 – 86000
Deputy Chief Executive
- BH AM 38 : Rs 101000**
Chief Executive

PART-TIME WORKERS

- BH AM 39 : Rs 310 per session of 4 hours**
Library Attendant

**FINANCE DEPARTMENT
SALARY SCHEDULE**

BH FI 1	:	Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200 Stores Attendant
BH FI 2	:	Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 Assistant Financial Operations Officer (Personal) Assistant Procurement and Supply Officer (Personal)
BH FI 3	:	Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275 Cashier (Personal) Revenue Collector (Personal)
BH FI 4	:	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 Financial Officer/Senior Financial Officer Procurement and Supply Officer/Senior Procurement and Supply Officer
BH FI 5	:	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375 Principal Financial Officer Principal Procurement and Supply Officer
BH FI 6	:	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Accountant/Senior Accountant <i>formerly Accountant</i>
BH FI 7	:	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Principal Accountant

FINANCE DEPARTMENT (Contd.)

BH FI 8	:	Rs 66650 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000 Financial Controller
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**PUBLIC INFRASTRUCTURE DEPARTMENT
SALARY SCHEDULE**

BH PI 1	:	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075 Lorry Loader (Personal)
BH PI 2	:	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450 Handy Worker
BH PI 3	:	Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825 Tradesman's Assistant Tradesman's Assistant (Automobile Electrician) Tradesman's Assistant (Carpenter) Tradesman's Assistant (Electrician) Tradesman's Assistant (Mason) Tradesman's Assistant (Mechanic) Tradesman's Assistant (Painter) Tradesman's Assistant (Panel Beater) Tradesman's Assistant (Welder)
BH PI 4	:	Rs 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200 Handy Worker (Special Class)
BH PI 5	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Gardener
BH PI 6	:	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21000 Plant and Equipment Operator
BH PI 7	:	Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975 Automobile Electrician Carpenter Electrician Mason Mechanic Painter Panel Beater Plumber and Pipe Fitter Welder

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- BH PI 8** : **Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975**
Head Gardener
- BH PI 9** : **Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075**
Overseer
- BH PI 10** : **Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400**
Overseer (Personal to officer in post as at 01.07.93)
Overseer (Drains, Works) (Personal to officers appointed prior to 15.09.05)
Overseer (Parks and Gardens) (Personal to officers appointed prior to 15.09.05)
- BH PI 11** : **Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Senior Overseer
- BH PI 12** : **Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Chief Carpenter
Chief Electrician
Chief Mason
Chief Mechanic
Chief Painter
- BH PI 13** : **Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Assistant Inspector of Works
- BH PI 14** : **Rs 21950 x 625 – 23200 x 775 – 32500**
Supervisor (Lighting Section)
Workshop Supervisor
- BH PI 15** : **Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350**
Supervisor (Lighting Section) (Personal to officer in post as at 30.06.03)
- BH PI 16** : **Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200**
Inspector of Works

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

BH PI 17	:	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Technical and Mechanical Officer
BH PI 18	:	Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Senior Inspector of Works
BH PI 19	:	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Engineering Assistant
BH PI 20	:	Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Chief Inspector of Works
BH PI 21	:	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Land Surveyor
BH PI 22	:	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Civil Engineer
BH PI 23	:	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 72400 Head, Public Infrastructure Department

LAND USE AND PLANNING DEPARTMENT**SALARY SCHEDULE**

BH LP 1	:	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Cadastral Assistant
BH LP 2	:	Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Assistant Building Inspector Planning and Development Assistant
BH LP 3	:	Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 Cadastral Officer

LAND USE AND PLANNING DEPARTMENT (Contd.)

- BH LP 4 : Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200**
Building Inspector
- BH LP 5 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Planning and Development Inspector
- BH LP 6 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Senior Building Inspector
- BH LP 7 : Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Chief Building Inspector
- BH LP 8 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Planning and Development Officer
- BH LP 9 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 72400**
Head, Land Use and Planning Department

**WELFARE DEPARTMENT
SALARY SCHEDULE**

- BH WL 1 : Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975**
Carpenter and Scene Shifter
- BH WL 2 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075**
Assistant Nursery Matron
- BH WL 3 : Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400**
Overseer (Stadium) (Personal to officers in post as at 30.06.08)
Theatre Electrician/Technical Assistant
- BH WL 4 : Rs 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400**
Nursery Matron

WELFARE DEPARTMENT (Contd.)

- BH WL 5 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075 QB 27850 x 775 – 30175**
Infant School Teacher
- BH WL 6 : Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Chief Carpenter and Scene Shifter
- BH WL 7 : Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Art Gallery Supervisor
- BH WL 8 : Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Supervisor Infant School
- BH WL 9 : Rs 15450 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350**
Technician (Stage Lighting)
Technician (Sound)
- BH WL 10 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Assistant Stage Designer
- BH WL 11 : Rs 20525 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Sound and Lighting Designer
- BH WL 12 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 QB 38350 x 1225 – 39575**
Welfare Officer
- BH WL 13 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Stage Designer
- BH WL 14 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575 QB 40800 x 1525 – 42325**
Senior Welfare Officer
- BH WL 15 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850**
Theatre Controller

WELFARE DEPARTMENT (Contd.)

- BH WL 16** : **Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Principal Welfare Officer
- BH WL 17** : **Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**
x 1625 – 56450
Theatre Administrator
- BH WL 18** : **Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Chief Welfare Officer

PART-TIME WORKERS

- BH WL 19** : **Rs 285 per session of 3 hours**
Social Hall Attendant
- BH WL 20** : **Rs 425 per session of 1½ - 2 hours**
Cooking Instructor
Judo Instructor
Modern Dance Instructor (Aerobic)
Tai Chi Instructor
Yoga Instructor
- BH WL 21** : **Rs 4430**
Art Teacher
- BH WL 22** : **Rs 9240**
Dance Teacher
- BH WL 23** : **Rs 11145**
Karate Teacher
- BH WL 24** : **Rs 16630**
Dressmaking Teacher

**PUBLIC HEALTH DEPARTMENT
SALARY SCHEDULE**

- BH PH 1** : **Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x**
325 – 17700 x 375 – 18075
Sanitary Attendant

PUBLIC HEALTH DEPARTMENT (Contd.)

BH PH 2	:	Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825 Refuse Collector (Personal)
BH PH 3	:	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Refuse Collector (Roster)
BH PH 4	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Chemical Sprayer Operator
BH PH 5	:	Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975 Incinerator Operator
BH PH 6	:	Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 24750 Driver/Scavenging Supervisor (Personal)
BH PH 7	:	Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 24750 Driver (Roster)
BH PH 8		Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 26300 Driver (Heavy Mechanical Unit) (Roster) Driver/Scavenging Supervisor (Roster)
BH PH 9	:	Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350 QB 39575 Health Inspector
BH PH 10	:	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850 Senior Health Inspector
BH PH 11	:	Rs 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Principal Health Inspector

PUBLIC HEALTH DEPARTMENT (Contd.)

BH PH 12 : Rs 42325 x 1525 – 49950 x 1625 – 62950 x 1850 – 66650
Chief Health Inspector

1.3 THE MUNICIPAL COUNCIL OF CUREPIPE
ADMINISTRATION DEPARTMENT
SALARY SCHEDULE

CE AM 1	:	Rs 7800 x 200 – 8000 x 205 – 8820 x 230 – 10200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17375 General Worker
CE AM 2	:	Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825 Tradesman's Assistant (Binder)
CE AM 3	:	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Security Guard
CE AM 4	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Library Attendant
CE AM 5	:	Rs 12230 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20525 Office Attendant (Personal to officers in post as at 30.06.87) Office Attendant (Personal to officers in post as at 30.06.98)
CE AM 6	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475 Attendant/Senior Attendant
CE AM 7	:	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Driver
CE AM 8	:	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Field Supervisor
CE AM 9	:	Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975 Head Attendant

ADMINISTRATION DEPARTMENT (Contd.)

- CE AM 10 : Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 24750**
Binder
- CE AM 11 : Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 24750**
Driver (Roster)
- CE AM 12 : Rs 12490 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525**
Telephone Operator/Receptionist
- CE AM 13 : Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525**
Driver, Heavy Mechanical Unit
- CE AM 14 : Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400**
Word Processing Operator
- CE AM 15 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Clerical Officer (New Grade)
Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)
Clerk/Word Processing Operator (Personal to officers in post as at 31.12.12)
Library Clerk
- CE AM 16 : Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Senior Word Processing Operator
- CE AM 17 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Management Support Officer
- CE AM 18 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Executive Officer (Personal to officers in post as at 31.12.12)

ADMINISTRATION DEPARTMENT (Contd.)

- CE AM 19 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Senior Library Clerk
- CE AM 20 : Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 33425**
Committee Clerk
- CE AM 21 : Rs 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Usher/Prosecutor /Senior Usher/Prosecutor
formerly Usher/Prosecutor
- CE AM 22 : Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Data Entry Controller (Personal to officers in post as at 31.12.12)
- CE AM 23 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Confidential Secretary
- CE AM 24 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Higher Executive Officer (Personal to officers in post as at 31.12.12)
Human Resource Officer
Senior Usher/Prosecutor (Personal to officers in post as at 31.12.15)
- CE AM 25 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Senior Committee Clerk
- CE AM 26 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575**
Office Management Assistant
- CE AM 27 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**
Internal Control Officer/Senior Internal Control Officer
- CE AM 28 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Assistant IT Officer
Safety and Health Officer/Senior Safety and Health Officer

ADMINISTRATION DEPARTMENT (Contd.)

CE AM 29	:	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375 Principal Internal Control Officer
CE AM 30	:	Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 46900 Office Superintendent
CE AM 31	:	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 Senior Human Resource Officer
CE AM 32	:	Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 Citizen's Advice Officer
CE AM 33	:	Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Local Disaster Management Coordinator (New Grade)
CE AM 34	:	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Assistant Chief Executive Librarian
CE AM 35	:	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Human Resource Management Officer Internal Auditor (New Grade)
CE AM 36	:	Rs 33425 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Superintendent of Parks and Gardens
CE AM 37	:	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 IT Officer/Systems Administrator
CE AM 38	:	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Senior Librarian
CE AM 39	:	Rs 53200 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000 Deputy Chief Executive
CE AM 40	:	Rs 101000 Chief Executive

**FINANCE DEPARTMENT
SALARY SCHEDULE**

CE FI 1	:	Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200 Stores Attendant
CE FI 2	:	Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 Assistant Financial Operations Officer (Personal) Purchasing and Supply Officer (Personal)
CE FI 3	:	Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275 Cashier (Personal) Revenue Collector (Personal)
CE FI 4	:	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 Financial Officer/Senior Financial Officer Procurement and Supply Officer/Senior Procurement and Supply Officer
CE FI 5	:	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375 Principal Financial Officer Principal Procurement and Supply Officer
CE FI 6	:	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Accountant/Senior Accountant <i>formerly Accountant</i>
CE FI 7	:	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Principal Accountant
CE FI 8	:	Rs 66650 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000 Financial Controller

**PUBLIC INFRASTRUCTURE DEPARTMENT
SALARY SCHEDULE**

CE PI 1	:	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450 Handy Worker
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PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- CE PI 2** : **Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825**
 Tradesman's Assistant (Electrician)
 Tradesman's Assistant (Mason)
 Tradesman's Assistant (Mechanic)
 Tradesman's Assistant (Painter)
 Tradesman's Assistant (Welder)
- CE PI 3** : **Rs 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200**
 Handy Worker (Special Class)
- CE PI 4** : **Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21000**
 Plant and Equipment Operator
- CE PI 5** : **Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975**
 Automobile Electrician
 Carpenter
 Electrician
 Mason
 Mechanic
 Painter
 Panel Beater
 Plumber and Pipe Fitter
 Welder
 Vulcaniser
- CE PI 6** : **Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
 Chief Electrician
 Chief Mechanic
 Chief Painter
 Foreman
- CE PI 7** : **Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
 Assistant Inspector of Works
- CE PI 8** : **Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200**
 Chief Controller of Works (Personal to officer in post as at 01.07.93)
 Inspector of Works

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

CE PI 9	:	Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Senior Inspector of Works
CE PI 10	:	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Engineering Assistant (Works)
CE PI 11	:	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Land Surveyor
CE PI 12	:	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Civil Engineer
CE PI 13	:	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 72400 Head, Public Infrastructure Department

LAND USE AND PLANNING DEPARTMENT**SALARY SCHEDULE**

CE LP 1	:	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Cadastral Assistant
CE LP 2	:	Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Assistant Building Inspector
CE LP 3	:	Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 Cadastral Officer
CE LP 4	:	Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 Building Inspector
CE LP 5	:	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Planning and Development Inspector

LAND USE AND PLANNING DEPARTMENT (Contd.)

CE LP 6	Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Senior Building Inspector
CE LP 7	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Planning and Development Officer
CE LP 8	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 72400 Head, Land Use and Planning Department

WELFARE DEPARTMENT**SALARY SCHEDULE**

CE WL 1	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075 QB 27850 x 775 – 30175 Infant School Teacher
CE WL 2	Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 QB 38350 x 1225 – 39575 Welfare Officer Welfare Officer (Personal to holder appointed before 01.07.87)
CE WL 3	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575 QB 40800 x 1525 – 42325 Senior Welfare Officer
CE WL 4	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Principal Welfare Officer
CE WL 5	Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Chief Welfare Officer

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

CE PH 1	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Refuse Collector (Roster)
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PUBLIC HEALTH DEPARTMENT (Contd.)

- CE PH 2 : Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**
Burial Ground Attendant (Roster)
- CE PH 3 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**
Chemical Sprayer Operator
- CE PH 4 : Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975**
Incinerator Operator
- CE PH 5 : Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 26300**
Driver (Heavy Mechanical Unit) (Roster)
- CE PH 6 : Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 28625**
Supervisor, Refuse Collection (Roster)
- CE PH 7 : Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350 QB 39575**
Health Inspector
- CE PH 8 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850**
Senior Health Inspector
- CE PH 9 : Rs 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Principal Health Inspector
- CE PH 10 : Rs 42325 x 1525 – 49950 x 1625 – 62950 x 1850 – 66650**
Chief Health Inspector

1.4 THE MUNICIPAL COUNCIL OF QUATRE BORNES
ADMINISTRATION DEPARTMENT
SALARY SCHEDULE

QB AM 1	:	Rs 7800 x 200 – 8000 x 205 – 8820 x 230 – 10200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17375 General Worker
QB AM 2	:	Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825 Tradesman's Assistant (Binder)
QB AM 3	:	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Security Guard
QB AM 4	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Library Attendant
QB AM 5	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475 Attendant/Senior Attendant
QB AM 6	:	Rs 14325 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475 Senior Library Attendant
QB AM 7	:	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Driver
QB AM 8	:	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Field Supervisor
QB AM 9	:	Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975 Head Attendant

ADMINISTRATION DEPARTMENT (Contd.)

- QB AM 10** : **Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 24750**
Binder
- QB AM 11** : **Rs 12490 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525**
Telephone Operator/Receptionist
- QB AM 12** : **Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525**
Driver, Heavy Mechanical Unit
- QB AM 13** : **Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400**
Word Processing Operator
- QB AM 14** : **Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Clerical Officer (New Grade)
Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)
Library Clerk
- QB AM 15** : **Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Senior Word Processing Operator
- QB AM 16** : **Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Management Support Officer
- QB AM 17** : **Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Senior Library Clerk
- QB AM 18** : **Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 33425**
Committee Clerk
- QB AM 19** : **Rs 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Usher/Prosecutor /Senior Usher/Prosecutor
formerly Usher/Prosecutor

ADMINISTRATION DEPARTMENT (Contd.)

- QB AM 20 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Database Supervisor (Personal to officers in post as at 31.12.12)
- QB AM 21 : Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Data Entry Controller (Personal to officers in post as at 31.12.12)
- QB AM 22 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Confidential Secretary
- QB AM 23 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Human Resource Officer
Senior Usher/Prosecutor (Personal to officers in post as at 31.12.15)
- QB AM 24 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Senior Committee Clerk
- QB AM 25 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575**
Office Management Assistant
- QB AM 26 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**
Internal Control Officer/Senior Internal Control Officer
- QB AM 27 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Assistant IT Officer
Library Officer
Safety and Health Officer/Senior Safety and Health Officer
- QB AM 28 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375**
Principal Internal Control Officer
- QB AM 29 : Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 46900**
Office Superintendent
- QB AM 30 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Senior Library Officer

ADMINISTRATION DEPARTMENT (Contd.)

- QB AM 31 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**
Senior Human Resource Officer
- QB AM 32 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**
x 1625 – 56450
Local Disaster Management Coordinator (New Grade)
- QB AM 33 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**
x 1625 – 56450
Assistant Chief Executive
Librarian
- QB AM 34 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**
x 1625 – 56450
Human Resource Management Officer
Internal Auditor (New Grade)
- QB AM 35 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**
x 1625 – 62950
IT Officer/Systems Administrator
- QB AM 36 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Senior Librarian
- QB AM 37 : Rs 53200 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 –**
80000 x 3000 – 86000
Deputy Chief Executive
- QB AM 38 : Rs 101000**
Chief Executive

FINANCE DEPARTMENT**SALARY SCHEDULE**

- QB FI 1 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x**
325 – 17700 x 375 – 19200
Stores Attendant
- QB FI 2 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x**
775 – 32500
Assistant Financial Operations Officer (Personal)
Assistant Procurement and Supply Officer (Personal)
Purchasing and Supply Officer (Personal)

FINANCE DEPARTMENT (Contd.)

- QB FI 3** : **Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275**
Cashier (Personal)
Revenue (Collector) (Personal)
- QB FI 4** : **Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**
Financial Officer/Senior Financial Officer
Procurement and Supply Officer/Senior Procurement and Supply Officer
- QB FI 5** : **Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375**
Principal Financial Officer
Principal Procurement and Supply Officer
- QB FI 6** : **Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**
Accountant (Non- Qualified) (Personal)
- QB FI 7** : **Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Accountant/Senior Accountant
formerly Accountant
- QB FI 8** : **Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450**
Principal Accountant
- QB FI 9** : **Rs 66650 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000**
Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT**SALARY SCHEDULE**

- QB PI 1** : **Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075**
Lorry Loader (Personal)
- QB PI 2** : **Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450**
Handy Worker

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- QB PI 3 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825**
Assistant Plumber and Pipe Fitter
Tradesman's Assistant
Tradesman's Assistant (Automobile Electrician)
Tradesman's Assistant (Carpenter)
Tradesman's Assistant (Electrician)
Tradesman's Assistant (Mason)
Tradesman's Assistant (Mechanics)
Tradesman's Assistant (Panel Beater)
Tradesman's Assistant (Welder)
- QB PI 4 : Rs 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200**
Handy Worker (Special Class)
- QB PI 5 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**
Gardener
- QB PI 6 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21000**
Plant and Equipment Operator
- QB PI 7 : Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**
Survey Field Worker/Senior Survey Field Worker
- QB PI 8 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**
Barbender
- QB PI 9 : Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975**
Automobile Electrician
Carpenter
Electrician
Mason
Mechanic
Painter
Panel Beater
Plumber and Pipe Fitter
Welder

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- QB PI 10** : **Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975**
Head Gardener
- QB PI 11** : **Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075**
Overseer
- QB PI 12** : **Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400**
Overseer (Personal to officers appointed prior to 15.09.05)
Overseer (Personal to officers in post as at 01.07.93)
- QB PI 13** : **Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Chief Carpenter
Chief Electrician
Chief Mason
Chief Mechanic
Chief Painter
Chief Welder
Foreman
- QB PI 14** : **Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Assistant Inspector of Works
- QB PI 15** : **Rs 21950 x 625 – 23200 x 775 – 32500**
Supervisor (Lighting Section)
Workshop Supervisor
- QB PI 16** : **Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200**
Inspector of Works
- QB PI 17** : **Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Technical and Mechanical Officer
- QB PI 18** : **Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Senior Inspector of Works

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- QB PI 19 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Engineering Assistant
- QB PI 20 : Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Chief Inspector of Works
- QB PI 21 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Civil Engineer
- QB PI 22 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 72400**
Head, Public Infrastructure Department

LAND USE AND PLANNING DEPARTMENT
SALARY SCHEDULE

- QB LP 1 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Cadastral Assistant
- QB LP 2 : Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Assistant Building Inspector
Planning and Development Assistant
- QB LP 3 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200**
Cadastral Officer
- QB LP 4 : Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200**
Building Inspector
- QB LP 5 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Planning and Development Inspector
- QB LP 6 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Senior Building Inspector

LAND USE AND PLANNING DEPARTMENT (Contd.)

- QB LP 7 : Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Chief Building Inspector
- QB LP 8 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**
x 1625 – 56450
Planning and Development Officer
- QB LP 9 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 –**
68500 x 1950 – 72400
Head, Land Use and Planning Department

WELFARE DEPARTMENT**SALARY SCHEDULE**

- QB WL 1 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x**
325 – 17700
Caretaker
Caretaker (Children's Playground)
- QB WL 2 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x**
325 – 17700 x 375 – 18825
Attendant (Vocational Training Centre)
Children's Playground Attendant
- QB WL 3 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x**
775 – 27075
Dressmaking Teacher
- QB WL 4 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x**
475 – 21950 x 625 – 23200 x 775 – 27075 QB 27850 x 775 – 30175
Infant School Teacher
- QB WL 5 : Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x**
375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400
Stadium Supervisor
- QB WL 6 : Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x**
475 – 21950 x 625 – 23200 x 775 – 30950
Art Gallery Supervisor

WELFARE DEPARTMENT (Contd.)

- QB WL 7 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 QB 38350 x 1225 – 39575**
Welfare Officer
- QB WL 8 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575**
QB 40800 x 1525 – 42325
Senior Welfare Officer
- QB WL 9 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Principal Welfare Officer
- QB WL 10 : Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Chief Welfare Officer

**PUBLIC HEALTH DEPARTMENT
SALARY SCHEDULE**

- QB PH 1 : Rs 10950x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075**
Sanitary Attendant
- QB PH 2 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450**
Handy Worker (Sanitation/Disease Control)
- QB PH 3 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825**
Refuse Collector (Personal)
- QB PH 4 : Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575**
Refuse Collector (Roster)
- QB PH 5 : Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**
Burial Ground Attendant (Roster)
- QB PH 6 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**
Chemical Sprayer Operator

PUBLIC HEALTH DEPARTMENT (Contd.)

- QB PH 7 : Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975**
Incinerator Operator
- QB PH 8 : Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 24750**
Driver (Roster)
- QB PH 9 : Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 26300**
Driver (Heavy Mechanical Unit) (Roster)
Driver/Scavenging Supervisor (Roster)
- QB PH 10 : Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 28625**
Supervisor, Refuse Collection (Roster)
- QB PH 11 : Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350 QB 39575**
Health Inspector
- QB PH 12 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850**
Senior Health Inspector
- QB PH 13 : Rs 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Principal Health Inspector
- QB PH 14 : Rs 42325 x 1525 – 49950 x 1625 – 62950 x 1850 – 66650**
Chief Health Inspector

1.5 THE MUNICIPAL COUNCIL OF VACOAS-PHOENIX

FINANCE DEPARTMENT

Principal Procurement and Supply Officer

- 1.5.1. Management has submitted that there is an imperative need for a supervisory level to, among others, oversee the work of Procurement and Supply Officer/Senior Procurement and Supply Officer to which we subscribe. We are, therefore, recommending accordingly.

Recommendation 1

- 1.5.2. **We recommend the creation of the grade of Principal Procurement and Supply Officer. Appointment thereto should be made as per the mode recommended at paragraph 1.72 (iii) of this Report.**

WELFARE DEPARTMENT

Gymnasium Instructor (Part-Time)

- 1.5.3. At present, a monthly allowance of Rs 13300 is paid to the Gymnasium Instructor (Part-Time) for putting in 27 hours weekly. Any additional number of hours put in is paid on a pro-rata basis. Since the present arrangement has proved to be effective, we are maintaining same and revising the quantum.

Recommendation 2

- 1.5.4. **We recommend that the Gymnasium Instructor (Part-Time) be paid a monthly allowance of Rs 14895 provided that the incumbent puts in 27 hours weekly. Any additional number of hours should be paid on a pro-rata basis.**

ADMINISTRATION DEPARTMENT

SALARY SCHEDULE

VP AM 1	:	Rs 7800 x 200 – 8000 x 205 – 8820 x 230 – 10200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17375 General Worker
VP AM 2	:	Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825 Local Government Binder's Assistant
VP AM 3	:	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Security Guard

ADMINISTRATION DEPARTMENT (Contd.)

- VP AM 4** : **Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**
Library Attendant
- VP AM 5** : **Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475**
Attendant/Senior Attendant
- VP AM 6** : **Rs 14325 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475**
Senior Library Attendant
- VP AM 7** : **Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**
Driver
- VP AM 8** : **Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975**
Head Attendant
- VP AM 9** : **Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 24750**
Binder
- VP AM 10** : **Rs 12490 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525**
Telephone Operator/Receptionist
- VP AM 11** : **Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525**
Driver, Heavy Mechanical Unit
- VP AM 12** : **Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400**
Word Processing Operator
- VP AM 13** : **Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Clerical Officer (New Grade)
Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)
Library Clerk

ADMINISTRATION DEPARTMENT (Contd.)

- VP AM 14** : **Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Senior Word Processing Operator
- VP AM 15** : **Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Management Support Officer
- VP AM 16** : **Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Executive Officer (Personal to officers in post as at 31.12.12)
- VP AM 17** : **Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Senior Library Clerk
- VP AM 18** : **Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 33425**
Committee Clerk
- VP AM 19** : **Rs 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Usher/Prosecutor /Senior Usher/Prosecutor
formerly Usher/Prosecutor
- VP AM 20** : **Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Database Supervisor (Personal to officers in post as at 31.12.12)
- VP AM 21** : **Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Data Entry Controller (Personal to officers in post as at 31.12.12)
- VP AM 22** : **Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Confidential Secretary
- VP AM 23** : **Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Higher Executive Officer (Personal to officers in post as at 31.12.12)
Human Resource Officer
Senior Usher/Prosecutor (Personal to officers in post as at 31.12.15)

ADMINISTRATION DEPARTMENT (Contd.)

- VP AM 24 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Senior Committee Clerk
- VP AM 25 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575**
Office Management Assistant
- VP AM 26 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**
Internal Control Officer/Senior Internal Control Officer
- VP AM 27 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Assistant IT Officer
Library Officer
Safety and Health Officer/Senior Safety and Health Officer
- VP AM 28 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375**
Principal Internal Control Officer
- VP AM 29 : Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 46900**
Office Superintendent
- VP AM 30 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Senior Library Officer
- VP AM 31 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**
Senior Human Resource Officer
- VP AM 32 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Local Disaster Management Coordinator (New Grade)
- VP AM 33 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Assistant Chief Executive
Librarian
- VP AM 34 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Human Resource Management Officer
Internal Auditor (New Grade)

ADMINISTRATION DEPARTMENT (Contd.)

- VP AM 35 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
IT Officer/Systems Administrator
- VP AM 36 : Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Attorney
- VP AM 37 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Senior Librarian
- VP AM 38 : Rs 53200 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000**
Deputy Chief Executive
- VP AM 39 : Rs 101000**
Chief Executive

FINANCE DEPARTMENT**SALARY SCHEDULE**

- VP FI 1 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200**
Stores Attendant
- VP FI 2 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Purchasing and Supply Officer (Personal)
- VP FI 3 : Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275**
Revenue Collector (Personal)
- VP FI 4 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**
Financial Officer/Senior Financial Officer
Procurement and Supply Officer/Senior Procurement and Supply Officer
- VP FI 5 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375**
Principal Financial Officer
Principal Procurement and Supply Officer

FINANCE DEPARTMENT (Contd.)

- VP FI 6 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Accountant/Senior Accountant
formerly Accountant
- VP FI 7 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450**
Principal Accountant
- VP FI 8 : Rs 66650 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000**
Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT**SALARY SCHEDULE**

- VP PI 1 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450**
Handy Worker
- VP PI 2 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450**
Assistant Plumber and Pipe Fitter
Tradesman's Assistant
Tradesman's Assistant (Carpenter)
Tradesman's Assistant (Electrician)
Tradesman's Assistant (Mason)
Tradesman's Assistant (Mechanic)
Tradesman's Assistant (Painter)
Tradesman's Assistant (Welder)
- VP PI 3 : Rs 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200**
Handy Worker (Special Class)
- VP PI 4 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**
Gardener
- VP PI 5 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 21000**
Plant and Equipment Operator

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- VP PI 6 : Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**
Survey Field Worker/Senior Survey Field Worker
- VP PI 7 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**
Barbender
- VP PI 8 : Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**
Automobile Electrician
Carpenter
Electrician
Mason
Mechanic
Painter
Panel Beater
Plumber & Pipe Fitter
Plumber/Welder
Welder (Oxy-Acetylene Arc)
- VP PI 9 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075**
Overseer
- VP PI 10 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400**
Overseer (Works) (Personal to officers appointed prior to 15.09.05)
- VP PI 11 : Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400**
Overseer (Personal to officers appointed prior to 01.07.93)
- VP PI 12 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Senior Overseer
- VP PI 13 : Rs 16075 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Senior Overseer (Personal)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

VP PI 14	:	Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175 Chief Carpenter Chief Electrician Chief Mason Chief Painter
VP PI 15	:	Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Assistant Inspector of Works
VP PI 16	:	Rs 21950 x 625 – 23200 x 775 – 32500 Supervisor (Lighting Section) Workshop Supervisor
VP PI 17	:	Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275 Technical Design Officer
VP PI 18	:	Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 Inspector of Works
VP PI 19	:	Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Senior Inspector of Works
VP PI 20	:	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Engineering Assistant
VP PI 21	:	Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Chief Inspector of Works
VP PI 22	:	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Land Surveyor
VP PI 23	:	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Civil Engineer
VP PI 24	:	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 72400 Head, Public Infrastructure Department

LAND USE AND PLANNING DEPARTMENT

SALARY SCHEDULE

VP LP 1	:	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Cadastral Assistant
VP LP 2	:	Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Assistant Building Inspector Planning and Development Assistant
VP LP 3	:	Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 Cadastral Officer
VP LP 4	:	Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 Building Inspector
VP LP 5	:	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Planning and Development Inspector
VP LP 6	:	Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Senior Building Inspector
VP LP 7	:	Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Chief Building Inspector
VP LP 8	:	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Planning and Development Officer
VP LP 9	:	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 72400 Head, Land Use and Planning Department

WELFARE DEPARTMENT

SALARY SCHEDULE

VP WL 1	:	Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825 Nursery Attendant
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WELFARE DEPARTMENT (Contd.)

- VP WL 2 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075**
Assistant Nursery Matron
- VP WL 3 : Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400**
Stadium Supervisor
- VP WL 4 : Rs 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400**
Nursery Matron
- VP WL 5 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075 QB 27850 x 775 – 30175**
Infant School Teacher
- VP WL 6 : Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Supervisor Infant School
- VP WL 7 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 QB 38350 x 1225 – 39575**
Welfare Officer
- VP WL 8 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 39575 QB 40800 x 1525 – 42325**
Senior Welfare Officer
- VP WL 9 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Principal Welfare Officer
- VP WL 10 : Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Chief Welfare Officer

PART-TIME WORKERS

- VP WL 11 : Rs 425 per session of 3 hours**
Dressmaking Teacher
- VP WL 12 : Rs 13385 (monthly)**
Embroidery Instructress

PART-TIME WORKERS (Contd.)

- VP WL 13 : Rs 13665 (monthly)**
Shorthand/Typewriting Instructress
- VP WL 14 : Rs 14895 (monthly)**
Gymnasium Instructor (Part-Time)

PUBLIC HEALTH DEPARTMENT
SALARY SCHEDULE

- VP PH 1 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450**
Handy Worker (Sanitation/Disease Control)
- VP PH 2 : Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575**
Refuse Collector (Roster)
- VP PH 3 : Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**
Burial Ground Attendant (Roster)
- VP PH 4 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**
Chemical Sprayer Operator
- VP PH 5 : Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975**
Incinerator Operator
- VP PH 6 : Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 24750**
Driver (Roster)
- VP PH 7 : Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 28625**
Supervisor, Refuse Collection (Roster)
- VP PH 8 : Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350 QB 39575**
Health Inspector

PUBLIC HEALTH DEPARTMENT (Contd).

- VP PH 9 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850**
Senior Health Inspector
- VP PH 10 : Rs 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Principal Health Inspector
- VP PH 11 : Rs 42325 x 1525 – 49950 x 1625 – 62950 x 1850 – 66650**
Chief Health Inspector

2. DISTRICT COUNCILS

- 2.1. There are seven District Councils namely: The District Council of Black River, Flacq, Grand Port, Moka, Pamplemousses, Rivière du Rempart and Savanne. The functioning of the District Councils, is governed by the Local Government Act 2011.
- 2.2. The activities of the seven District Councils are organised under six Departments namely: Administration Department, Finance Department, Land Use and Planning Department, Public Infrastructure Department, Public Health Department, and Welfare Department. All the Departments work under the supervision of the Chief Executive.
- 2.3. In line with changes brought in the different departments in the City and Municipal Councils, we are, wherever relevant, bringing alignment to all District Councils.

**2.1 THE DISTRICT COUNCIL OF BLACK RIVER
ADMINISTRATION DEPARTMENT
SALARY SCHEDULE**

BR AM 1	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Library Attendant
BR AM 2	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475 Attendant/Senior Attendant
BR AM 3	:	Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975 Head Attendant
BR AM 4	:	Rs 12490 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525 Receptionist/Telephonist
BR AM 5	:	Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400 Word Processing Operator
BR AM 6	:	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175 Clerical Officer (New Grade) Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12) Library Clerk
BR AM 7	:	Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 Management Support Officer
BR AM 8	:	Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Senior Word Processing Operator
BR AM 9	:	Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 33425 Committee Clerk

ADMINISTRATION DEPARTMENT (Contd.)

- BR AM 10 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Database Supervisor (Personal to officers in post as at 31.12.12)
- BR AM 11 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Confidential Secretary
- BR AM 12 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Human Resource Officer
- BR AM 13 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Senior Committee Clerk
- BR AM 14 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575**
Office Management Assistant
- BR AM 15 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**
Internal Control Officer/Senior Internal Control Officer
- BR AM 16 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Assistant IT Officer
Safety and Health Officer/Senior Safety and Health Officer
- BR AM 17 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375**
Principal Internal Control Officer
- BR AM 18 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Local Disaster Management Coordinator (New Grade)
- BR AM 19 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Assistant Chief Executive
- BR AM 20 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Human Resource Management Officer
Internal Auditor (Possessing the ACCA final or equivalent) (Personal to officer in post as at 30.06.08)

ADMINISTRATION DEPARTMENT (Contd.)

- BR AM 21 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
IT Officer/Systems Administrator
- BR AM 22 : Rs 53200 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000**
Deputy Chief Executive
- BR AM 23 : Rs 101000**
Chief Executive

FINANCE DEPARTMENT**SALARY SCHEDULE**

- BR FI 1 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200**
Stores Attendant
- BR FI 2 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Purchasing and Supply Officer (Personal)
- BR FI 3 : Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275**
Cashier (Personal)
- BR FI 4 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**
Financial Officer/ Senior Financial Officer
Procurement and Supply Officer/ Senior Procurement and Supply Officer
- BR FI 5 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375**
Principal Financial Officer
Principal Procurement and Supply Officer
- BR FI 6 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Accountant/Senior Accountant
formerly Accountant

FINANCE DEPARTMENT (Contd.)

- BR FI 7 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450**
Principal Accountant
- BR FI 8 : Rs 66650 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000**
Financial Controller

**PUBLIC INFRASTRUCTURE DEPARTMENT
SALARY SCHEDULE**

- BR PI 1 : Rs 7800 x 200 – 8000 x 205 – 8820 x 230 – 10200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17375**
General Worker
- BR PI 2 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075**
Lorry Loader (Personal)
- BR PI 3 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450**
Handy Worker
- BR PI 4 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825**
Roadmender/Tarman (Personal)
Tradesman's Assistant (Mason)
Tradesman's Assistant (Welder)
- BR PI 5 : Rs 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200**
Handy Worker (Special Class)
- BR PI 6 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**
Gardener
- BR PI 7 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21000**
Plant and Equipment Operator

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- BR PI 8** : **Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**
Driver
- BR PI 9** : **Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**
Field Supervisor
- BR PI 10** : **Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975**
Carpenter
Electrician
Mason
Painter
Plumber and Pipe Fitter
Welder
- BR PI 11** : **Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525**
Driver, Heavy Mechanical Unit
- BR PI 12** : **Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 26300**
Driver (Heavy Mechanical Unit) (Roster)
- BR PI 13** : **Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Chief Tradesman
Foreman
- BR PI 14** : **Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Assistant Inspector of Works
- BR PI 15** : **Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350**
Supervisor (Lighting Section) (Personal)
- BR PI 16** : **Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200**
Inspector of Works
- BR PI 17** : **Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Senior Inspector of Works

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- BR PI 18** : **Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Chief Inspector of Works
- BR PI 19** : **Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**
x 1625 – 56450
Civil Engineer
- BR PI 20** : **Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 –**
68500 x 1950 – 72400
Head, Public Infrastructure Department

LAND USE AND PLANNING DEPARTMENT

SALARY SCHEDULE

- BR LP 1** : **Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x**
475 – 21950 x 625 – 23200 x 775 – 31725
Assistant Building Inspector
Planning and Development Assistant
- BR LP 2** : **Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200**
Building Inspector
- BR LP 3** : **Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x**
1225 – 40800 x 1525 – 42325
Planning and Development Inspector
- BR LP 4** : **Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**
x 1625 – 56450
Planning and Development Officer
- BR LP 5** : **Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 –**
68500 x 1950 – 72400
Head, Land Use and Planning Department

WELFARE DEPARTMENT

SALARY SCHEDULE

- BR WL 1** : **Rs 9745**
Sewing Teacher (Part-Time)

WELFARE DEPARTMENT (Contd.)

- BR WL 2 : Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27850**
Supervisor, Sewing Classes
- BR WL 3 : Rs 14895**
Gymnasium Instructor (Part-Time)
- BR WL 4 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 QB 38350 x 1225 – 39575**
Welfare Officer
- BR WL 5 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575 QB 40800 x 1525 – 42325**
Senior Welfare Officer
- BR WL 6 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Principal Welfare Officer

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

- BR PH 1 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450**
Sanitary Attendant (Personal)
- BR PH 2 : Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575**
Security Guard
- BR PH 3 : Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**
Burial Ground Attendant (Roster)
- BR PH 4 : Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975**
Incinerator Operator

PUBLIC HEALTH DEPARTMENT (Contd.)

BR PH 5 : Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350 QB 39575
Health Inspector

BR PH 6 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850
Senior Health Inspector

BR PH 7 : Rs 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425
Principal Health Inspector

BR PH 8 : Rs 42325 x 1525 – 49950 x 1625 – 62950 x 1850 – 66650
Chief Health Inspector

VILLAGE COUNCILS

PART-TIME WORKERS

BR VC 1 : Rs 7395
Village Hall Attendant

**2.2 THE DISTRICT COUNCIL OF FLACQ
ADMINISTRATION DEPARTMENT
SALARY SCHEDULE**

FQ AM 1	:	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Security Guard
FQ AM 2	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475 Attendant/Senior Attendant
FQ AM 3	:	Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975 Head Attendant
FQ AM 4	:	Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 24750 Binder
FQ AM 5	:	Rs 12490 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525 Receptionist/Telephonist
FQ AM 6	:	Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525 Driver, Heavy Mechanical Unit
FQ AM 7	:	Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400 Word Processing Operator
FQ AM 8	:	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175 Clerical Officer (New Grade) Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12) Library Clerk
FQ AM 9	:	Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Senior Word Processing Operator

ADMINISTRATION DEPARTMENT (Contd.)

- FQ AM 10 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Management Support Officer
- FQ AM 11 : Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 33425**
Committee Clerk
- FQ AM 12 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Confidential Secretary
- FQ AM 13 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Human Resource Officer
- FQ AM 14 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575**
Office Management Assistant
- FQ AM 15 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**
Internal Control Officer/Senior Internal Control Officer
- FQ AM 16 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Assistant IT Officer
Safety and Health Officer/Senior Safety and Health Officer
- FQ AM 17 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375**
Principal Internal Control Officer
- FQ AM 18 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**
Senior Human Resource Officer
- FQ AM 19 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Local Disaster Management Coordinator (New Grade)
- FQ AM 20 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Assistant Chief Executive

ADMINISTRATION DEPARTMENT (Contd.)

- FQ AM 21 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Human Resource Management Officer
- FQ AM 22 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
IT Officer/Systems Administrator
- FQ AM 23 : Rs 53200 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000**
Deputy Chief Executive
- FQ AM 24 : Rs 101000**
Chief Executive

**FINANCE DEPARTMENT
SALARY SCHEDULE**

- FQ FI 1 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Assistant Financial Operations Officer (Personal)
Purchasing and Supply Officer (Personal)
- FQ FI 2 : Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275**
Revenue Collector (Personal)
- FQ FI 3 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**
Financial Officer/Senior Financial Officer
Procurement and Supply Officer/Senior Procurement and Supply Officer
- FQ FI 4 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375**
Principal Financial Officer
- FQ FI 5 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Accountant/Senior Accountant
formerly Accountant
- FQ FI 6 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450**
Principal Accountant

FINANCE DEPARTMENT (Contd.)

FQ FI 7 : Rs 66650 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000
Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT**SALARY SCHEDULE**

FQ PI 1 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450
Handy Worker

FQ PI 2 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825
Tradesman's Assistant (Electrician)
Tradesman's Assistant (Mason)
Tradesman's Assistant (Welder)

FQ PI 3 : Rs 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200
Handy Worker (Special Class)

FQ PI 4 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050
Chemical Sprayer Operator
Gardener

FQ PI 5 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21000
Plant and Equipment Operator

FQ PI 6 : Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975
Cabinet Maker
Electrician
Mason
Mechanic
Painter
Panel Beater
Plumber and Pipe Fitter
Welder
Welder and Painter

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

FQ PI 7	:	Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075 Field Supervisor, Road Works (Personal)
FQ PI 8	:	Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175 Foreman
FQ PI 9	:	Rs 21950 x 625 – 23200 x 775 – 32500 Supervisor (Lighting Section)
FQ PI 10	:	Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275 Technical Design Officer
FQ PI 11	:	Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 Inspector of Works
FQ PI 12	:	Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Senior Inspector of Works
FQ PI 13	:	Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Chief Inspector of Works
FQ PI 14	:	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Civil Engineer
FQ PI 15	:	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 72400 Head, Public Infrastructure Department

LAND USE AND PLANNING DEPARTMENT**SALARY SCHEDULE**

FQ LP 1	:	Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Planning and Development Assistant
FQ LP 2	:	Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 Building Inspector

LAND USE AND PLANNING DEPARTMENT (Contd.)

- FQ LP 3** : **Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Planning and Development Inspector
- FQ LP 4** : **Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Planning and Development Officer
- FQ LP 5** : **Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 72400**
Head, Land Use and Planning Department

WELFARE DEPARTMENT**SALARY SCHEDULE**

- FQ WL 1** : **Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27850**
Supervisor, Sewing Classes
- FQ WL 2** : **Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 QB 38350 x 1225 – 39575**
Welfare Officer
- FQ WL 3** : **Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575 QB 40800 x 1525 – 42325**
Senior Welfare Officer
- FQ WL 4** : **Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Principal Welfare Officer

PART-TIME WORKERS

- FQ WL 5** : **Rs 9745**
Sewing Teacher (Part time)
- FQ WL 6** : **Rs 14895 (monthly)**
Gymnasium Instructor (Part time)

**PUBLIC HEALTH DEPARTMENT
SALARY SCHEDULE**

FQ PH 1	:	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450 Handy Worker
FQ PH 2	:	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Market Watchman Refuse Collector (Roster)
FQ PH 3	:	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Burial Ground Attendant (Roster)
FQ PH 4	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Chemical Sprayer Operator
FQ PH 5	:	Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975 Incinerator Operator
FQ PH 6	:	Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 24750 Driver (Roster)
FQ PH 7	:	Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 26300 Driver (Heavy Mechanical Unit) (Roster)
FQ PH 8	:	Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 26300 Field Supervisor (Scavenging) (Roster)
FQ PH 9	:	Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350 QB 39575 Health Inspector
FQ PH 10	:	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850 Senior Health Inspector

PUBLIC HEALTH DEPARTMENT (Contd.)

FQ PH 11 : Rs 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425
Principal Health Inspector

FQ PH 12 : Rs 42325 x 1525 – 49950 x 1625 – 62950 x 1850 – 66650
Chief Health Inspector

**VILLAGE COUNCILS
PART-TIME WORKERS**

FQ VC 1 : Rs 5090
Cremation Ground Attendant
Library Attendant
Sanitary Attendant

FQ VC 2 : Rs 6380
TV Operator

FQ VC 3 : Rs 7395
Sub-Hall Attendant
Village Hall Attendant

**VILLAGE COUNCILS
PART-TIME WORKERS**

FQ VC 4 : Rs 10305
Village Hall Attendant and TV Operator

FQ VC 5 : Rs 12265
Village Hall Attendant/TV Operator and Library Attendant

2.3. THE DISTRICT COUNCIL OF GRAND PORT
ADMINISTRATION DEPARTMENT
SALARY SCHEDULE

GP AM 1	:	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Security Guard
GP AM 2	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475 Attendant/Senior Attendant
GP AM 3	:	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Driver
GP AM 4	:	Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975 Head Attendant
GP AM 5	:	Rs 12490 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525 Receptionist/Telephonist
GP AM 6	:	Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525 Driver, Heavy Mechanical Unit
GP AM 7	:	Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400 Word Processing Operator (Personal to officers in post as at 31.12.12)
GP AM 8	:	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175 Clerical Officer (New Grade) Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12) Library Clerk
GP AM 9	:	Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Senior Word Processing Operator

ADMINISTRATION DEPARTMENT (Contd.)

- GP AM 10 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Management Support Officer
- GP AM 11 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Executive Officer (Personal to officers in post as at 31.12.12)
- GP AM 12 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Senior Library Clerk
- GP AM 13 : Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 33425**
Committee Clerk
- GP AM 14 : Rs 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Usher/Prosecutor/Senior Usher/Prosecutor
formerly Usher/Prosecutor
- GP AM 15 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Database Supervisor (Personal to officers in post as at 31.12.12)
- GP AM 16 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Confidential Secretary
- GP AM 17 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Higher Executive Officer (Personal to officers in post as at 31.12.12)
Human Resource Officer
- GP AM 18 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Senior Committee Clerk
- GP AM 19 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575**
Office Management Assistant
- GP AM 20 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**
Internal Control Officer/Senior Internal Control Officer

ADMINISTRATION DEPARTMENT (Contd.)

- GP AM 21 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Assistant IT Officer
Library Officer
Safety and Health Officer/Senior Safety and Health Officer
- GP AM 22 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375**
Principal Internal Control Officer
- GP AM 23 : Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 46900**
Office Superintendent
- GP AM 24 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**
Senior Human Resource Officer
- GP AM 25 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Local Disaster Management Coordinator (New Grade)
- GP AM 26 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Assistant Chief Executive
- GP AM 27 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Human Resource Management Officer
Internal Auditor (possessing the ACCA Final or equivalent)
(Personal to officer in post as at 30.06.08)
- GP AM 28 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
IT Officer/Systems Administrator
- GP AM 29 : Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Attorney
- GP AM 30 : Rs 53200 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000**
Deputy Chief Executive
- GP AM 31 : Rs 101000**
Chief Executive

**FINANCE DEPARTMENT
SALARY SCHEDULE**

GP FI 1	:	Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200 Stores Attendant
GP FI 2	:	Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 Assistant Financial Operations Officer (Personal) Assistant Procurement and Supply Officer (Personal) Purchasing and Supply Officer (Personal)
GP FI 3	:	Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275 Cashier (Personal)
GP FI 4	:	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 Financial Officer/Senior Financial Officer Procurement and Supply Officer/Senior Procurement and Supply Officer
GP FI 5	:	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375 Principal Financial Officer Principal Procurement and Supply Officer
GP FI 6	:	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Accountant/Senior Accountant <i>formerly Accountant</i>
GP FI 7	:	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Principal Accountant
GP FI 8	:	Rs 66650 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000 Financial Controller

**PUBLIC INFRASTRUCTURE DEPARTMENT
SALARY SCHEDULE**

GP PI 1	:	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450 Handy Worker
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PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- GP PI 2** : **Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825**
 Assistant Mechanic
 Assistant Plumber and Pipe Fitter
 Tradesman's Assistant (Carpenter)
 Tradesman's Assistant (Electrician)
 Tradesman's Assistant (Mason)
 Tradesman's Assistant (Mechanic)
 Tradesman's Assistant (Plumber and Pipe Fitter)
 Tradesman's Assistant (Welder)
- GP PI 3** : **Rs 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200**
 Handy Worker (Special Class)
- GP PI 4** : **Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**
 Gardener
- GP PI 5** : **Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21000**
 Plant and Equipment Operator
- GP PI 6** : **Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975**
 Automobile Electrician
 Carpenter
 Electrician
 Mason
 Mechanic
 Painter
 Plumber and Pipe Fitter
 Welder
- GP PI 7** : **Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**
 Field Supervisor, Road Works (Personal)
- GP PI 8** : **Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
 Chief Tradesman (Electrician)
 Chief Tradesman (Mason)
 Foreman

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

GP PI 9	:	Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Assistant Inspector of Works
GP PI 10	:	Rs 21950 x 625 – 23200 x 775 – 32500 Supervisor (Lighting) Supervisor (Lighting Section) Workshop Supervisor
GP PI 11	:	Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350 Supervisor (Lighting Section) (Personal)
GP PI 12	:	Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 Inspector of Works
GP PI 13	:	Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Senior Inspector of Works
GP PI 14	:	Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Chief Inspector of Works
GP PI 15	:	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Civil Engineer
GP PI 16	:	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 72400 Head, Public Infrastructure Department

**LAND USE AND PLANNING DEPARTMENT
SALARY SCHEDULE**

GP LP 1	:	Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Assistant Building Inspector Planning and Development Assistant
GP LP 2	:	Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 Building Inspector
GP LP 3	:	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Planning and Development Inspector

LAND USE AND PLANNING DEPARTMENT (Contd.)

- GP LP 4 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Senior Building Inspector
- GP LP 5 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**
x 1625 – 56450
Planning and Development Officer
- GP LP 6 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 –**
68500 x 1950 – 72400
Head, Land Use and Planning Department

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

- GP PH 1 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x**
325 – 17700 x 375 – 18450
Lorry Loader (Personal)
- GP PH 2 : Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x**
375 – 19575
Refuse Collector (Roster)
- GP PH 3 : Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x**
375 – 19575 x 475 – 20050
Burial Ground Attendant (Roster)
- GP PH 4 : Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x**
375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 24750
Driver (Roster)
- GP PH 5 : Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x**
375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 26300
Field Supervisor (Scavenging) (Roster)
- GP PH 6 : Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x**
375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 28625
Supervisor, Refuse Collection (Roster)
- GP PH 7 : Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x**
775 – 32500 x 925 – 37125 x 1225 – 38350 QB 39575
Health Inspector

PUBLIC HEALTH DEPARTMENT (Contd.)

- GP PH 8 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850**
Senior Health Inspector
- GP PH 9 : Rs 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Principal Health Inspector
- GP PH 10 : Rs 42325 x 1525 – 49950 x 1625 – 62950 x 1850 – 66650**
Chief Health Inspector

WELFARE DEPARTMENT**SALARY SCHEDULE**

- GP WL 1 : Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27850**
Supervisor, Sewing Classes
- GP WL 2 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075 QB 27850 x 775 – 30175**
Infant School Teacher
- GP WL 3 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 QB 38350 x 1225 – 39575**
Welfare Officer
- GP WL 4 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575 QB 40800 x 1525 – 42325**
Senior Welfare Officer
- GP WL 5 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Principal Welfare Officer

VILLAGE COUNCILS**PART-TIME WORKERS**

- GP VC 1 : Rs 4565**
Library Attendant
Sanitary Attendant
- GP VC 2 : Rs 5900**
Village Hall Attendant

PART-TIME WORKERS (Contd.)

GP VC 3	:	Rs 6720 TV Attendant
GP VC 4	:	Rs 7235 Village Hall Attendant
GP VC 5	:	Rs 7395 Children Playground Attendant
GP VC 6	:	Rs 7840 Village Hall Attendant (Personal to post holder as at 01.07.93)
GP VC 7	:	Rs 9240 Hindi Teacher (ii)
GP VC 8	:	Rs 9745 Sewing Teacher
GP VC 9	:	Rs 11145 Hindi Teacher (i) Marathi Teacher
GP VC 10	:	Rs 11425 Village Hall and TV Attendant

2.4 THE DISTRICT COUNCIL OF MOKA
ADMINISTRATION DEPARTMENT
SALARY SCHEDULE

MA AM 1	:	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Security Guard
MA AM 2	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475 Attendant/Senior Attendant
MA AM 3	:	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Driver (Personal)
MA AM 4	:	Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975 Head Attendant
MA AM 5	:	Rs 12490 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525 Receptionist/Telephonist
MA AM 6	:	Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525 Driver, Heavy Mechanical Unit
MA AM 7	:	Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400 Word Processing Operator
MA AM 8	:	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175 Clerical Officer (New Grade) Library Clerk
MA AM 9	:	Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 Management Support Officer

ADMINISTRATION DEPARTMENT (Contd.)

- MA AM 10 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Database Supervisor (Personal to officers in post as at 31.12.12)
- MA AM 11 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Confidential Secretary
- MA AM 12 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Human Resource Officer
- MA AM 13 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Senior Committee Clerk
- MA AM 14 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575**
Office Management Assistant
- MA AM 15 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**
Internal Control Officer/Senior Internal Control Officer
- MA AM 16 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Assistant IT Officer
Safety and Health Officer/Senior Safety and Health Officer
- MA AM 17 : Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 46900**
Office Superintendent
- MA AM 18 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Local Disaster Management Coordinator (New Grade)
- MA AM 19 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Assistant Chief Executive
- MA AM 20 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Human Resource Management Officer

ADMINISTRATION DEPARTMENT (Contd.)

MA AM 21 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950

IT Officer/Systems Administrator

MA AM 22 : Rs 53200 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000

Deputy Chief Executive

MA AM 23 : Rs 101000

Chief Executive

FINANCE DEPARTMENT**SALARY SCHEDULE**

MA FI 1 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500

Assistant Financial Operations Officer (Personal)

MA FI 2 : Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275

Cashier (Personal)

Revenue Collector (Personal)

MA FI 3 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800

Financial Officer/Senior Financial Officer

Procurement and Supply Officer/Senior Procurement and Supply Officer

MA FI 4 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375

Principal Financial Officer

Principal Procurement and Supply Officer

MA FI 5 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950

Accountant/Senior Accountant

formerly Accountant

MA FI 6 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450

Principal Accountant

FINANCE DEPARTMENT (Contd.)

MA FI 7 : Rs 66650 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000
Financial Controller

**PUBLIC INFRASTRUCTURE DEPARTMENT
SALARY SCHEDULE**

MA PI 1 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450
Handy Worker

MA PI 2 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825
Tradesman's Assistant (Electrician)
Tradesman's Assistant (Mason)
Tradesman's Assistant (Mechanic)
Tradesman's Assistant (Welder)
Tradesman's Assistant (Painter)

MA PI 3 : Rs 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200
Handy Worker (Special Class)

MA PI 4 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050
Gardener

MA PI 5 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21000
Plant and Equipment Operator

MA PI 6 : Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975
Cabinet Maker
Electrician
Mason
Mechanic
Painter
Plumber and Pipe Fitter
Welder and Painter
Welder

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

MA PI 7	:	Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075 Field Supervisor, Road Works (Personal)
MA PI 8	:	Rs 21950 x 625 – 23200 x 775 – 32500 Supervisor (Lighting Section)
MA PI 9	:	Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 Inspector of Works
MA PI 10	:	Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Senior Inspector of Works
MA PI 11	:	Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Chief Inspector of Works
MA PI 12	:	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Civil Engineer
MA PI 13	:	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 72400 Head, Public Infrastructure Department

LAND USE AND PLANNING DEPARTMENT**SALARY SCHEDULE**

MA LP 1	:	Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Planning and Development Assistant
MA LP 2	:	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Planning and Development Inspector
MA LP 3	:	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Planning and Development Officer

LAND USE AND PLANNING DEPARTMENT (Contd.)

MA LP 4 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 72400
Head, Land Use and Planning Department

PUBLIC HEALTH DEPARTMENT

SALARY SCHEDULE

MA PH 1 : Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575
Market Watchman
Refuse Collector (Roster)

MA PH 2 : Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050
Burial Ground Attendant (Roster)

MA PH 3 : Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975
Incinerator Operator

MA PH 4 : Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 24750
Driver (Roster)

MA PH 5 : Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 26300
Driver (Heavy Mechanical Unit) (Roster)

MA PH 6 : Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 26300
Field Supervisor (Scavenging) (Roster)

MA PH 7 : Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350 QB 39575
Health Inspector

MA PH 8 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850
Senior Health Inspector

PUBLIC HEALTH DEPARTMENT (Contd.)

- MA PH 9 : Rs 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Principal Health Inspector
- MA PH 10 : Rs 42325 x 1525 – 49950 x 1625 – 62950 x 1850 – 66650**
Chief Health Inspector

WELFARE DEPARTMENT**SALARY SCHEDULE**

- MA WL 1 : Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27850**
Supervisor, Sewing Classes
- MA WL 2 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 QB 38350 x 1225 – 39575**
Welfare Officer
- MA WL 3 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575 QB 40800 x 1525 – 42325**
Senior Welfare Officer

VILLAGE COUNCILS**PART-TIME WORKERS**

- MA VC 1 : Rs 5090**
Library Attendant
- MA VC 2 : Rs 6380**
TV Operator
- MA VC 3 : Rs 7395**
Sub-Hall Attendant
Village Hall Attendant
- MA VC 4 : Rs 9745**
Sewing Teacher
- MA VC 5 : Rs 10305**
Sub-Hall Attendant and TV Operator
Village Hall Attendant and TV Operator

PART-TIME WORKERS (Contd.)

MA VC 6 : Rs 11425
Village Hall Attendant/TV Operator and Newspaper Collector

2.5 THE DISTRICT COUNCIL OF PAMPLEMOUSSES
ADMINISTRATION DEPARTMENT
SALARY SCHEDULE

PS AM 1	:	Rs 7800 x 200 – 8000 x 205 – 8820 x 230 – 10200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17375 General Worker
PS AM 2	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Library Attendant
PS AM 3	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475 Attendant/Senior Attendant
PS AM 4	:	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Field Supervisor
PS AM 5	:	Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975 Head Attendant
PS AM 6	:	Rs 12490 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525 Receptionist/Telephonist
PS AM 7	:	Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525 Driver, Heavy Mechanical Unit
PS AM 8	:	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075 Pre-Primary School Teacher
PS AM 9	:	Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27850 Supervisor, Sewing Classes

ADMINISTRATION DEPARTMENT (Contd.)

- PS AM 10** : **Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400**
Word Processing Operator
- PS AM 11** : **Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Clerical Officer (New Grade)
Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)
Library Clerk
- PS AM 12** : **Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Senior Word Processing Operator
- PS AM 13** : **Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Management Support Officer
- PS AM 14** : **Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Executive Officer (Personal to officers in post as at 31.12.12)
- PS AM 15** : **Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Senior Library Clerk
- PS AM 16** : **Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 33425**
Committee Clerk
- PS AM 17** : **Rs 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Usher/Prosecutor/Senior Usher/Prosecutor
formerly Usher/Prosecutor
- PS AM 18** : **Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Database Supervisor (Personal to officers in post as at 31.12.12)

ADMINISTRATION DEPARTMENT (Contd.)

- PS AM 19 : Rs 19200 x 375 - 19575 x 475 - 21950 x 625 -23200 x 775 - 32500 x 925 - 37125 x 1225 - 38350**
Confidential Secretary
- PS AM 20 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Higher Executive Officer (Personal to Officers in post as at 31.12.12)
Human Resource Officer
- PS AM 21 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Senior Committee Clerk
- PS AM 22 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575**
Office Management Assistant
- PS AM 23 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**
Internal Control Officer/Senior Internal Control Officer
- PS AM 24 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Assistant IT Officer
Library Officer
Safety and Health Officer/Senior Safety and Health Officer
- PS AM 25 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375**
Principal Internal Control Officer
- PS AM 26 : Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 46900**
Office Superintendent
- PS AM 27 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**
Senior Human Resource Officer
- PS AM 28 : Rs 33425 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 53200**
Chief Internal Control Officer
- PS AM 29 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Local Disaster Management Coordinator (New Grade)

ADMINISTRATION DEPARTMENT (Contd.)

PS AM 30	:	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Assistant Chief Executive
PS AM 31	:	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Human Resource Management Officer
PS AM 32	:	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 IT Officer/Systems Administrator
PS AM 33	:	Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Attorney
PS AM 34	:	Rs 53200 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000 Deputy Chief Executive
PS AM 35	:	Rs 101000 Chief Executive

FINANCE DEPARTMENT**SALARY SCHEDULE**

PS FI 1	:	Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 Assistant Financial Operations Officer (Personal) Assistant Procurement and Supply Officer (Personal)
PS FI 2	:	Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275 Cashier (Personal)
PS FI 3	:	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 Financial Officer/Senior Financial Officer Procurement and Supply Officer/Senior Procurement and Supply Officer
PS FI 4	:	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375 Principal Financial Officer

FINANCE DEPARTMENT (Contd.)

PS FI 5 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950
Accountant/Senior Accountant
formerly Accountant

PS FI 6 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450
Principal Accountant

PS FI 7 : Rs 66650 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000
Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT

PS PI 1 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075
Lorry Loader (Personal)

PS PI 2 : Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450
Handy Worker

PS PI 3 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825
Assistant Mechanic
Tradesman's Assistant
Tradesman's Assistant (Carpenter)
Roadmender/Tarman (Personal)

PS PI 4 : Rs 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200
Handy Worker (Special Class)

PS PI 5 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050
Chemical Sprayer Operator
Gardener/Nursery Attendant
Groundsman (Personal to officers in post as at 30.06.08)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- PS PI 6** : **Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21000**
Plant and Equipment Operator
- PS PI 7** : **Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975**
Electrician
Mason
Mechanic
Painter
Panel Beater
Plumber & Pipe Fitter
Tradesman (Carpenter)
Welder
- PS PI 8** : **Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400**
Overseer (Personal to officers appointed prior to 15.09.05)
- PS PI 9** : **Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Chief Tradesman
Foreman
- PS PI 10** : **Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Assistant Inspector of Works
- PS PI 11** : **Rs 21950 x 625 – 23200 x 775 – 32500**
Supervisor (Lighting)
Workshop Supervisor
- PS PI 12** : **Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200**
Inspector of Works
- PS PI 13** : **Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Senior Inspector of Works
- PS PI 14** : **Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Chief Inspector of Works

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

PS PI 15 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450
Civil Engineer

PS PI 16 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 72400
Head, Public Infrastructure Department

**LAND USE AND PLANNING DEPARTMENT
SALARY SCHEDULE**

PS LP 1 : Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725
Assistant Building Inspector
Planning and Development Assistant

PS LP 2 : Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200
Building Inspector

PS LP 3 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325
Planning and Development Inspector

PS LP 4 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325
Senior Building Inspector

PS LP 5 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450
Planning and Development Officer

PS LP 6 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 72400
Head, Land Use and Planning Department

**PUBLIC HEALTH DEPARTMENT
SALARY SCHEDULE**

PS PH 1 : Rs 8735
Sanitary Attendant II (Part-Time)

formerly drawing Salary Rs 4500 as at 01.07.03

PUBLIC HEALTH DEPARTMENT (Contd.)

- PS PH 2 : Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575**
Cremation Ground Attendant (Roster)
Refuse Collector (Roster)
- PS PH 3 : Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**
Burial Ground Attendant (Roster)
- PS PH 4 : Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975**
Incinerator Operator
- PS PH 5 : Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 24750**
Driver (Roster)
- PS PH 6 : Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 26300**
Driver (Heavy Mechanical Unit) (Roster)
Driver/Scavenging Supervisor (Roster)
Driver/Supervisor (Roster)
- PS PH 7 : Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 26300**
Field Supervisor (Scavenging) (Roster)
- PS PH 8 : Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 28625**
Supervisor, Refuse Collection (Roster)
- PS PH 9 : Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350 QB 39575**
Health Inspector
- PS PH 10 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850**
Senior Health Inspector
- PS PH 11 : Rs 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Principal Health Inspector

PUBLIC HEALTH DEPARTMENT (Contd.)

PS PH 12 : Rs 42325 x 1525 – 49950 x 1625 – 62950 x 1850 – 66650
Chief Health Inspector

WELFARE DEPARTMENT**SALARY SCHEDULE**

PS WL 1 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 QB 38350 x 1225 – 39575
Welfare Officer

PS WL 2 : 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575
QB 40800 x 1525 – 42325
Senior Welfare Officer

PS WL 3 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425
Principal Welfare Officer

VILLAGE COUNCILS**PART-TIME WORKERS**

PS VC 1 : Rs 4330
Mobile Dispensary Attendant

PS VC 2 : Rs 4940
Library Attendant

PS VC 3 : Rs 6280
Radio and TV Attendant (Personal)
Sanitary Attendant III (drawing Salary Rs 3175 as at 01.07.03)
Teacher, Oriental Language

PS VC 4 : Rs 7395
Village Hall/Sub-Hall Attendant

PS VC 5 : Rs 9490
Sanitary Attendant I (drawing salary of Rs 4865 as at 01.07.03)

PS VC 6 : Rs 10025
Sewing Teacher (Personal) (3 sessions/week)

PART-TIME WORKERS (Contd.)

PS VC 7 : **Rs 10865**
Village Hall and TV Attendant (Personal to holders in post as at
30.06.03)

2.6 THE DISTRICT COUNCIL OF RIVIERE DU REMPART
ADMINISTRATION DEPARTMENT
SALARY SCHEDULE

RR AM 1	:	Rs 7800 x 200 – 8000 x 205 – 8820 x 230 – 10200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17375 General Worker
RR AM 2	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Library Attendant
RR AM 3	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475 Attendant/Senior Attendant
RR AM 4	:	Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975 Head Attendant
RR AM 5	:	Rs 12490 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525 Receptionist/Telephonist
RR AM 6	:	Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525 Driver, Heavy Mechanical Unit
RR AM 7	:	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075 Pre-Primary School Teacher
RR AM 8	:	Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27850 Supervisor, Sewing Classes
RR AM 9	:	Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400 Word Processing Operator

ADMINISTRATION DEPARTMENT (Contd.)

- RR AM 10 : Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Clerical Officer (New Grade)
Library Clerk
- RR AM 11 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Management Support Officer
- RR AM 12 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Senior Library Clerk
- RR AM 13 : Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 33425**
Committee Clerk
- RR AM 14 : Rs 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Usher/Prosecutor /Senior Usher/Prosecutor
formerly Usher/Prosecutor
- RR AM 15 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Database Supervisor (Personal to holders in post as at 31.12.12)
- RR AM 16 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Confidential Secretary
- RR AM 17 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Human Resource Officer
- RR AM 18 : Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Senior Committee Clerk
- RR AM 19 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575**
Office Management Assistant
- RR AM 20 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**
Internal Control Officer/Senior Internal Control Officer

ADMINISTRATION DEPARTMENT (Contd.)

- RR AM 21 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Assistant IT Officer
Library Officer
Safety and Health Officer/Senior Safety and Health Officer
- RR AM 22 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375**
Principal Internal Control Officer
- RR AM 23 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Local Disaster Management Coordinator (New Grade)
- RR AM 24 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Assistant Chief Executive
- RR AM 25 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Human Resource Management Officer
- RR AM 26 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
IT Officer/Systems Administrator
- RR AM 27 : Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Attorney
- RR AM 28 : Rs 53200 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000**
Deputy Chief Executive
- RR AM 29 : Rs 101000**
Chief Executive

**FINANCE DEPARTMENT
SALARY SCHEDULE**

RR FI 1	:	Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 Assistant Financial Operations Officer (Personal) Assistant Procurement and Supply Officer (Personal)
RR FI 2	:	Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 Financial Officer/Senior Financial Officer Procurement and Supply Officer/Senior Procurement and Supply Officer
RR FI 3	:	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375 Principal Financial Officer Principal Procurement and Supply Officer
RR FI 4	:	Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 Accountant /Senior Accountant <i>formerly Accountant</i>
RR FI 5	:	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450 Principal Accountant
RR FI 6	:	Rs 66650 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000 Financial Controller

**PUBLIC INFRASTRUCTURE DEPARTMENT
SALARY SCHEDULE**

RR PI 1	:	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450 Handy Worker
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PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- RR PI 2 : Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825**
 Tradesman's Assistant (Electrician)
 Tradesman's Assistant (Mechanic)
 Tradesman's Assistant (Mason)
 Roadmender/Tarman (Personal)
- RR PI 3 : Rs 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200**
 Handy Worker (Special Class)
- RR PI 4 : Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050**
 Gardener
 Groundsman (Personal to officers in post as at 30.06.08)
- RR PI 5 : Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21000**
 Plant and Equipment Operator
- RR PI 6 : Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975**
 Carpenter
 Electrician
 Mason
 Mechanic
 Painter
 Panel Beater
 Plumber & Pipe Fitter
 Welder
- RR PI 7 : Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
 Foreman
- RR PI 8 : Rs 21950 x 625 – 23200 x 775 – 32500**
 Supervisor (Lighting)
 Workshop Supervisor
- RR PI 9 : Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200**
 Inspector of Works

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

RR PI 10	:	Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Senior Inspector of Works
RR PI 11	:	Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Chief Inspector of Works
RR PI 12	:	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Civil Engineer
RR PI 13	:	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 72400 Head, Public Infrastructure Department

LAND USE AND PLANNING DEPARTMENT**SALARY SCHEDULE**

RR LP 1	:	Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Assistant Building Inspector Planning and Development Assistant
RR LP 2	:	Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 Building Inspector
RR LP 3	:	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Planning and Development Inspector
RR LP 4	:	Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Senior Building Inspector
RR LP 5	:	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Planning and Development Officer
RR LP 6	:	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 72400 Head, Land Use and Planning Department

PUBLIC HEALTH DEPARTMENT

SALARY SCHEDULE

RR PH 1	:	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Refuse Collector (Roster)
RR PH 2	:	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Burial Ground Attendant (Roster)
RR PH 3	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Chemical Sprayer Operator
RR PH 4	:	Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975 Incinerator Operator
RR PH 5	:	Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 24750 Driver (Roster)
RR PH 6	:	Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 26300 Driver (Heavy Mechanical Unit) (Roster)
RR PH 7	:	Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 26300 Field Supervisor (Scavenging) (Roster)
RR PH 8	:	Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350 QB 39575 Health Inspector
RR PH 9	:	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850 Senior Health Inspector
RR PH 10	:	Rs 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Principal Health Inspector
RR PH 11	:	Rs 42325 x 1525 – 49950 x 1625 – 62950 x 1850 – 66650 Chief Health Inspector

**WELFARE DEPARTMENT
SALARY SCHEDULE**

- RR WL 1** : **Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125** QB **38350 x 1225 – 39575**
Welfare Officer
- RR WL 2** : **Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575**
QB **40800 x 1525 – 42325**
Senior Welfare Officer

**VILLAGE COUNCILS
PART-TIME WORKERS**

- RR VC 1** : **Rs 4940**
Library Attendant
- RR VC 2** : **Rs 7395**
Village Hall/Sub-Hall Attendant
- RR VC 3** : **Rs 8735**
Sanitary Attendant II (Part time)
formerly drawing salary Rs 4500 as at 01.07.03
- RR VC 4** : **Rs 10025**
Sewing Teacher (Personal) (3 sessions/week)
- RR VC 5** : **Rs 10865**
Village Hall and TV Attendant (Personal to holders in post as at 30.06.03)

2.7 THE DISTRICT COUNCIL OF SAVANNE
ADMINISTRATION DEPARTMENT
SALARY SCHEDULE

SE AM 1	:	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Security Guard
SE AM 2	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21475 Attendant/Senior Attendant
SE AM 3	:	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Driver
SE AM 4	:	Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975 Head Attendant
SE AM 5	:	Rs 12490 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525 Receptionist/Telephonist
SE AM 6	:	Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525 Driver, Heavy Mechanical Unit
SE AM 7	:	Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400 Word Processing Operator (Personal to officers in post as at 31.12.12)
SE AM 8	:	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175 Clerical Officer (New Grade) Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12) Library Clerk
SE AM 9	:	Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Senior Word Processing Operator

ADMINISTRATION DEPARTMENT (Contd.)

- SE AM 10** : **Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Management Support Officer
- SEAM 11** : **Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Executive Officer (Personal to officers in post as at 31.12.12)
- SE AM 12** : **Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Senior Library Clerk
- SE AM 13** : **Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 33425**
Committee Clerk
- SE AM 14** : **Rs 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Usher/Prosecutor/ Senior Usher/Prosecutor
formerly Usher/Prosecutor
- SE AM 15** : **Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Database Supervisor (Personal to officers in post as at 31.12.12)
- SE AM 16** : **Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Confidential Secretary
- SEAM 17** : **Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Higher Executive Officer (Personal to officers in post as at 31.12.12)
Human Resource Officer
- SE AM 18** : **Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Senior Committee Clerk
- SE AM 19** : **Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575**
Office Management Assistant

ADMINISTRATION DEPARTMENT (Contd.)

- SE AM 20** : **Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**
Internal Control Officer/Senior Internal Control Officer
- SE AM 21** : **Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Assistant IT Officer
Library Officer
Safety and Health Officer/Senior Safety and Health Officer
- SE AM 22** : **Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375**
Principal Internal Control Officer
- SE AM 23** : **Rs 27850 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 46900**
Office Superintendent
- SE AM 24** : **Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950**
Senior Human Resource Officer
- SE AM 25** : **Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Local Disaster Management Coordinator (New Grade)
- SE AM 26** : **Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Assistant Chief Executive
- SE AM 27** : **Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Human Resource Management Officer
Internal Auditor (possessing the ACCA Final or equivalent) (Personal to officer in post as at 30.06.08)
- SE AM 28** : **Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
IT Officer/Systems Administrator
- SE AM 29** : **Rs 34350 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Attorney

ADMINISTRATION DEPARTMENT (Contd.)

- SE AM 30** : **Rs 53200 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000**
Deputy Chief Executive
- SE AM 31** : **Rs 101000**
Chief Executive

FINANCE DEPARTMENT**SALARY SCHEDULE**

- SE FI 1** : **Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Assistant Financial Operations Officer (Personal)
Assistant Procurement and Supply Officer (Personal)
Purchasing and Supply Officer (Personal)
- SE FI 2** : **Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 35275**
Cashier (Personal)
- SE FI 3** : **Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**
Financial Officer/Senior Financial Officer
Procurement and Supply Officer/Senior Procurement and Supply Officer
- SE FI 4** : **Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 45375**
Principal Financial Officer
Principal Procurement and Supply Officer
- SE FI 5** : **Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Accountant/Senior Accountant
formerly Accountant
- SE FI 6** : **Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450**
Principal Accountant
- SE FI 7** : **Rs 66650 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 86000**
Financial Controller

**PUBLIC INFRASTRUCTURE DEPARTMENT
SALARY SCHEDULE**

SE PI 1	:	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450 Handy Worker
SE PI 2	:	Rs 11200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18825 Assistant Mechanic Tradesman's Assistant (Carpenter) Tradesman's Assistant (Electrician) Tradesman's Assistant (Mason) Tradesman's Assistant (Mechanic) Tradesman's Assistant (Plumber and Pipe Fitter) Tradesman's Assistant (Welder)
SE PI 3	:	Rs 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200 Handy Worker (Special Class)
SE PI 4	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Gardener
SE PI 5	:	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21000 Plant and Equipment Operator
SE PI 6	:	Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975 Automobile Electrician Carpenter Electrician Mason Mechanic Painter Plumber and Pipe Fitter Welder

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- SE PI 7** : **Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200**
Field Supervisor, Road Works (Personal)
- SE PI 8** : **Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175**
Chief Tradesman
Chief Tradesman (Electrician)
Foreman
- SE PI 9** : **Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725**
Assistant Inspector of Works
- SA PI 10** : **Rs 21950 x 625 – 23200 x 775 – 32500**
Supervisor (Lighting)
Workshop Supervisor
- SE PI 11** : **Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350**
Supervisor (Lighting Section) (Personal)
- SA PI 12** : **Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200**
Inspector of Works
- SE PI 13** : **Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**
Senior Inspector of Works
- SE PI 14** : **Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Chief Inspector of Works
- SE PI 15** : **Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Civil Engineer
- SE PI 16** : **Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 72400**
Head, Public Infrastructure Department

**LAND USE AND PLANNING DEPARTMENT
SALARY SCHEDULE**

SE LP 1	:	Rs 14600 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725 Assistant Building Inspector Planning and Development Assistant
SE LP 2	:	Rs 21475 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 Building Inspector
SE LP 3	:	Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Planning and Development Inspector
SE LP 4	:	Rs 27075 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325 Senior Building Inspector
SE LP 5	:	Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450 Planning and Development Officer
SE LP 6	:	Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 72400 Head, Land Use and Planning Department

**PUBLIC HEALTH DEPARTMENT
SALARY SCHEDULE**

SE PH 1	:	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450 Lorry Loader (Personal)
SE PH 2	:	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Refuse Collector (Roster)
SE PH 3	:	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Burial Ground Attendant (Roster)

PUBLIC HEALTH DEPARTMENT (Contd.)

SE PH 4	:	Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 24750 Driver (Roster)
SE PH 5	:	Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 26300 Field Supervisor (Scavenging) (Roster)
SE PH 6	:	Rs 13270 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 28625 Supervisor, Refuse Collection (Roster)
SE PH 7	:	Rs 17050 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350 QB 39575 Health Inspector
SE PH 8	:	Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 43850 Senior Health Inspector
SE PH 9	:	Rs 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425 Principal Health Inspector
SE PH 10	:	Rs 42325 x 1525 – 49950 x 1625 – 62950 x 1850 – 66650 Chief Health Inspector

**WELFARE DEPARTMENT
SALARY SCHEDULE**

SE WL 1	:	Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27850 Supervisor, Sewing Classes
SE WL 2	:	Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075 QB 27850 x 775 – 30175 Infant School Teacher
SE WL 3	:	Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 QB 38350 x 1225 – 39575 Welfare Officer

WELFARE DEPARTMENT (Contd.)

- SE WL 4 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 39575
QB 40800 x 1525 – 42325**
Senior Welfare Officer
- SE WL 5 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 48425**
Principal Welfare Officer

VILLAGE COUNCILS**PART-TIME WORKERS**

- SE VC 1 : Rs 4565**
Library Attendant
Sanitary Attendant
- SE VC 2 : Rs 5900**
Village Hall Attendant
- SE VC 3 : Rs 6720**
TV Attendant
- SE VC 4 : Rs 7235**
Village Hall Attendant
- SE VC 5 : Rs 7395**
Children Playground Attendant
- SE VC 6 : Rs 7840**
Village Hall Attendant (Personal to post holder as at 01.07.93)
- SE VC 7 : Rs 9240**
Hindi Teacher (ii)
- SE VC 8 : Rs 9745**
Sewing Teacher
- SE VC 9 : Rs 11145**
Hindi Teacher (i)
- SA VC 10 : Rs 11425**
Village Hall and TV Attendant
