



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

Volume 2

Part III

Local Authorities

Pay Research Bureau
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THIS PART IS A CONTINUATION

OF

VOLUME 1

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LOCAL AUTHORITIES

INTRODUCTION

1. The Local Authorities in Mauritius are the Municipal Councils and District Councils. They all fall under the *aegis* of the Ministry of Local Government and Outer Islands and they are established and governed by the provisions of the Local Government Act No. 36 of 2011.
2. The Ministry of Local Government and Outer Islands is responsible for local government administration and co-ordination of all Municipal Councils, District Councils and Village Councils. It envisions to foster a vibrant local democracy and promote effective, transparent and proactive delivery of services by Local Authorities. Central Government grants are made to the Local Authorities to enable them to provide services and amenities at regional level.
3. The Local Government Act of 2011 provides for one Municipal City Council, four Municipal Town Councils and seven District Councils as follows: the Municipal City Council of Port Louis; the Municipal Town Council of Beau Bassin-Rose Hill; the Municipal Town Council of Curepipe; the Municipal Town Council of Quatre Bornes; and the Municipal Town Council of Vacoas-Phoenix. The District Councils are namely the Black River District Council; Flacq District Council; Grand Port District Council; Moka District Council; Pamplemousses District Council; Riviere du Rempart District Council; and Savanne District Council.
4. The setting up of the new Local Authorities is under consideration by the parent Ministry. For this Review, we are, therefore, reporting upon the existing structure of Municipal Councils and District Councils as follows:

Municipal Council

- (i) The City Council of Port Louis *formerly the Municipal Council of Port Louis*;
- (ii) The Municipal Council of Beau Bassin-Rose Hill;
- (iii) The Municipal Council of Curepipe;
- (iv) The Municipal Council of Quatre Bornes; and
- (v) The Municipal Council of Vacoas-Phoenix.

District Council

- (i) The District Council of Black River;
 - (ii) The District Council of Grand Port-Savanne;
 - (iii) The District Council of Moka-Flacq; and
 - (iv) The District Council of Pamplemousses-Riviere du Rempart.
5. Each District Council is responsible for overseeing the administration of the villages assigned to it.

6. Further to the promulgation of the Local Government Act 2011, the activities of each Council (other than a Village Council) are organised under the following departments namely the: Administration Department *formerly the Chief Executive's Department*; Finance Department *formerly the Treasury*; Public Infrastructure Department *formerly the Works Department*; Land Use and Planning Department *formerly the Planning Department*; Welfare Department; and Public Health Department *formerly the Health Department*.
7. Each Local Authority is headed by a Chief Executive who is responsible to the Permanent Secretary of the Ministry of Local Government and Outer Islands for the whole administration of the Local Authority falling under him.
8. Each Department of a Local Authority has a Technical Head who reports to the Chief Executive.

Structure of the Report

9. All issues and recommendations that are applicable to the councils of Local Authorities are dealt with in the preamble. This is followed by a general literature of each department together with specific recommendations and salary structures. The Master Salary Conversion Table is annexed at the end of the Chapter on District Councils.

Purpose and Services of Local Authorities

10. The purpose of Local Authorities as per provisions of the Local Government Act, is to promote the social, economic, environmental and cultural well-being of the local community with a view to improving the overall quality of life of people in the local community and ensuring, among others, that services and facilities provided by the different local authorities are accessible and equitably distributed to the local communities.

Main Responsibilities

11. The Local Authorities are mainly responsible for the: construction, maintenance, lighting and cleaning of all public roads falling in the municipal jurisdiction; construction and maintenance of open spaces, parks, gardens, bus shelters; provision and regulation of public markets and fairs; processing and delivery of building and land use permits; provision and organisation of welfare, social, sports, recreational artistic and educational activities; control of pollution causing public and private nuisance; and control of trade, and premises used for commercial, industrial, professional and other related activity.

Unified Local Government Service Board

12. In line with the provisions of the Local Government Act, a Unified Local Government Service Board has been set up to optimize human capital in Local Authorities and to: approve the establishment of any office of emolument in the service of a local authority; change the posting of an officer, except an officer from the workmen's group, from one local authority to another; redeploy officers;

issue guidance on general human resource matters; approve loans to eligible officers in accordance with Section 74 of the Act; determine applications for leave without pay made by officers; decide whether a temporary vacancy, arising from officers being on leave without pay or on extended leave, shall be filled and recruit, on a contract basis, any such temporary replacements; and establish training policy for officers and ensure that appropriate security bonds are entered into by officers who are sponsored to follow courses.

13. The recruitment, promotion and discipline as well as retirement and scholarship issues of any Local Authority are conferred upon the Local Government Service Commission.

Main Recommendations

14. Most of the recommendations made in the 2008 PRB Report have been implemented. In this Report, we have given a fresh look at those which could not be implemented. We are also, on the basis of representations made by Management and the Unions, making recommendations for the effective and efficient delivery of services at the Local Authorities.
15. The structures of the General Services, the Internal Control cadre as well as the Financial Operations and Procurement and Supply Cadres are being reviewed and to the extent it is possible and practical, are being aligned with what obtains in the Civil Service. We are also redesigning the structure of the IT Section.
16. We are providing for learning and development opportunities and making provisions for the compensation of staff on successful completion of the relevant courses.
17. The scheme of service of the grade of Health Inspector is being reviewed. We are providing for a system where Refuse Collectors who are off duty or on leave can opt to be called to duty at short notice. The system is referred as "Bank of Refuse Collectors" and is used to palliate shortage of staff and to cope with increasing workload.

Scheme of Service

18. The Scheme of Service is a legal document which outlines the profile of a grade specifying the qualifications, experience and qualities required of prospective employees together with the remuneration for the grade and it delineates the duties and responsibilities of the job.
19. The process for prescribing a scheme of service in Local Authorities is initiated by Management after consultation with the relevant unions. It is approved by the Chief Executive and is sent to the Ministry of Local Government and Outer Islands for examination and approval. The Ministry forwards the scheme of service to the Ministry of Civil Service and Administrative Reforms which, among others, scrutinizes the appellation, qualification requirements and checks for the consistency and uniformity with other corresponding levels in the public sector

and advises accordingly. The draft scheme of service is, thereafter, submitted to the Local Government Service Commission for consideration and agreement. **For the sake of consistency and good governance, this practice is mandatory and should be maintained.**

20. **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 relevant, be prescribed along the same lines of their counterparts in the Civil Service.**

Workmen's Class – Tradesman Grades

21. Presently, there exist distinct schemes of service for different trades in the grade of Tradesman. Given that the same level of skills and competencies are needed to carry out the duties of the trades and in line with the general policy of reduction of the number of schemes of service, we consider that there can be one single scheme of service for the grade of Tradesman specifying the duties and responsibilities of incumbent in each trade.

Recommendation 1

22. **We recommend that each Local Authority should consolidate the scheme of service of the grade of Tradesman into one single scheme of service specifying the duties and responsibilities of incumbent in each trade.**
23. **We further recommend that Local Authorities should also consolidate the schemes of service for the grades of Tradesman's Assistant and Chief Tradesman.**

Training for officers in the General Services

24. In order to ensure that organisations are manned, at all times and at all levels, by officers with relevant skills, competencies and aptitudes, we have, in Volume 1 of our Report, made appropriate recommendations on Training and Development. The training methods and extent, in terms of hours, have been elaborated and clear guidelines stated regarding the role of organisations and employees.
25. The Ministry of Civil Service and Administrative Reforms, during consultation with the Bureau, was agreeable to having the relevant course mounted for General Services Officers, General Services Executives and Confidential Secretaries in Parastatal Bodies, Local Authorities and the Rodrigues Regional Assembly so that these officers are equally trained as their counterparts in the Civil Service. We are, therefore, extending the provisions for incumbents in the grades of General Services Officer, General Services Executive, Higher Executive Officer and Confidential Secretary to follow the relevant courses.

Course for General Services Officer**Recommendation 2**

26. We recommend that the Ministry of Civil Service and Administrative Reforms in consultation with the Ministry of Local Government and Outer Islands and Local Authorities should mount and run appropriate training programme for incumbents in the grade of General Services Officer to render them multi-skilled and polyvalent.

Office Management Course for General Services Executive**Recommendation 3**

27. We recommend that the Ministry of Civil Service and Administrative Reforms in consultation with the Ministry of Local Government and Outer Islands and Local Authorities, identify the institution for the delivery of the Office Management course, agree on content and have it run for incumbents in the grade of General Services Executive in Local Authorities.
28. We also recommend that on successful completion of the course, incumbents in the grade of General Services Executive should be allowed to move incrementally in the Master Salary Scale up to a maximum of two increments provided they have:
- (a) drawn their top salary for a year; and
 - (b) been consistently efficient and effective in their performance as evidenced by their Performance Appraisal Report during the preceding two years and have not been adversely reported upon on ground of conduct.

Advanced Course in Effective Office Management and Supervision for Higher Executive Officer**Recommendation 4**

29. We recommend that the Ministry of Civil Service and Administrative Reforms in consultation with the Ministry of Local Government and Outer Islands and Local Authorities, identify the institution for the delivery of the course on Effective Office Management and Supervision, agree on its content and have it run for incumbents in the grade of Higher Executive Officer in Local Authorities.
30. We also recommend that Higher Executive Officers who have successfully completed this course, on reaching the top of their salary scale, be allowed to move incrementally up to salary point Rs 35400 in the Master Salary Scale provided that they have:
- (a) drawn their top salary for a year; and
 - (b) been consistently efficient and effective in their performance as evidenced by their Performance Appraisal Report during the

preceding two years and have not been adversely reported upon on ground of conduct.

New Salary Codes

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

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

District Council	Code
(i) Black River	BR
(ii) Grand Port-Savanne	GS
(iii) Moka-Flacq	MF
(iv) Pamplemousses-Riviere du Rempart	PR

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 departmental 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 *formerly Chief Executive's Department* is responsible for the overall affairs of the Municipal Councils. It co-ordinates the activities of all the departments, ensures implementation and follow-up of all decisions taken by the Municipal Councils and exercises administrative and financial control with a view to ensuring efficiency, productivity and sound financial management. The Department is also responsible for implementing local government policies, goals and objectives, local government legislations and other relevant legislations; initiating and implementing programmes aiming at enhancing the overall efficiency and effectiveness of the Municipal Councils; and advising the Municipal Councils on policy matters.
- 1.2 The Chief Executive is the administrative head of a Municipal Council and is supported in his administrative functions by a Deputy Chief Executive and Assistant Chief Executives. He exercises control over the management of policies and practices of the Local Government.
- 1.3 The main functions of the Chief Executive are to: execute the statutory duties laid down in the Local Government Act, the Local Government Service Commission Act and other legislations relating to municipal activities; initiate action to ensure that the provisions of Local Government legislation are implemented; advise the Council on all matters falling within the purview of Local Government legislation; and ensure that decisions taken by the Council are executed and monitored.
- 1.4 Following the enactment of the new Local Government Act No. 36 of 2011, the following sections fall under the direct responsibility of the Chief Executive: Human Resources Management, Correspondence, Committee, Internal Audit, Information Technology, Legal and the Library services.
- 1.5 So as to allow greater flexibility in deploying staff, and optimising use of resources, we are, in this Report, providing for the multi-functional grades of General Services Officer and General Services Executive; reviewing the structure of the IT Section; and wherever possible, merging grades.

Chief Executives in Local Authorities

- 1.6 Since 2003, the Bureau has recommended that appointment to or assignment of duties in the grades at certain level of responsibility in the Civil Service could be made on a contractual basis with specified performance targets. A public officer appointed to/assigned duties in these positions may, on retirement, benefit from the pensionable emoluments on certain conditions. Consideration is, therefore, given to the appointment of Chief Executive of Local Authorities along similar lines. This recommendation is being implemented and, we are, maintaining same.

Recommendation 1

- 1.7 **We recommend that the provisions regarding mode of appointment, tenure of office and the appropriate leadership capabilities be also considered for Chief Executives in Local Authorities along similar lines as obtainable in the Civil Service.**

Information Technology Section

- 1.8 The IT Section operates under the Administration Department, *formerly Chief Executive's Department*. It was created following recommendations made in the 2003 PRB Report in the wake of computerisation and e-government initiatives. Since then, the state of computerisation has much evolved with the implementation of the E-Governance Project in all Local Authorities and the deployment of various computerised systems such as the Document Management System, and Human Resource Management Information System/Payroll System. The section comprises a two-level structure consisting of the grades of IT Officer and Database Supervisor.
- 1.9 The Bureau has been apprised that, following the implementation of the major computerization projects, the duties devolving upon the IT Officers and Database Supervisors have increased considerably in terms of volume, responsibility and complexity. In this context, we have received various representations to strengthen the section through the creation of additional levels. After examining the requests carefully in line with the policy of flattening structures and polyvalence in an organisation, the Bureau considers that, given the pace at which technological advancements occur, officers involved in the field of IT should be more polyvalent so as to ensure smooth and prompt service delivery and at the same time respond to changing operational needs.
- 1.10 In this perspective, we are reviewing the qualifications' requirements, enlarging duties, restyling the grade of IT Officer and strengthening the structure through the creation of an additional level.

IT Officer/Systems Administrator, *formerly IT Officer*

- 1.11 At present, recruitment to the grade of IT Officer is made by selection from candidates possessing a Degree in Computer Science. Incumbent is responsible, among others, for the management of the computer system of the Council, day-to-day running of the IT section and co-ordination of all activities with other departments/sections, provision of appropriate training and supervision of officers working in the IT Section, and preparation of specifications for acquisition of hardware and software.
- 1.12 In consideration of the above, we are reviewing the duties and responsibilities and restyling the grade of IT Officer to a more appropriate appellation. Moreover, we consider that a few years of post-qualification experience would help in enlisting candidates of the right calibre.

Recommendation 2

1.13 We recommend that:

- (i) the grade of IT Officer be restyled IT Officer/Systems Administrator;
- (ii) recruitment to the grade of IT Officer/Systems Administrator *formerly IT Officer*, should be made by selection from among candidates possessing a Degree in Computer Science or Computer Engineering or Information Systems or IT or an equivalent qualification and reckoning at least three years' post qualification experience in the field of IT, including database/systems/network administration; and
- (iii) the duties of the IT Officer/Systems Administrator, *formerly IT Officer*, be enlarged to include, among others, performing database and systems administration as well as network administration and management; administering and tracking problems on databases and servers; conducting analysis of user needs for development of application software; performing quality assurance on computer systems; providing expert technical guidance and advice regarding management of data networks, desktop, database and network technologies; and identifying IT training needs and co-ordinating training activities.

1.14 The Bureau has taken into account the reviewed profile (duties, responsibilities and qualification requirements) of the grade of IT Officer/Systems Administrator, *formerly IT Officer*, in arriving at the recommended salary.

Assistant IT Officer (New Grade)

1.15 Management has submitted that with the rapid evolution in the field of IT at the Local Authorities, there is an urgent need for a polyvalent grade at sub-professional level to perform an array of duties ranging from effecting basic minor repairs/troubleshooting to performing database, network and systems administration. For that purpose, we are reinforcing the structure with the creation of an additional level that would provide direct support and assistance to the IT Officer/Systems Administrator, *formerly IT Officer*. We are also rendering the grade of Database Supervisor evanescent in order to avoid duplication of duties.

Recommendation 3

1.16 We recommend the creation of a grade of Assistant IT Officer. Appointment thereto should be made by selection from among officers in the grade of Database Supervisor possessing a Diploma in Computer Science or Information Technology or an equivalent qualification and reckoning at least two years' experience in the field of IT. In the

absence of qualified Database Supervisors, the grade should be filled by selection from among outside candidates possessing the prescribed qualifications.

1.17 Incumbent would be required to perform, *inter alia*, the duties prescribed for the grade of Database Supervisor, assist the IT Officer/Systems Administrator, *formerly IT Officer*, in performing database, network and systems administration; monitor, maintain and enhance existing applications and train end-users thereon; and provide and maintain up to date documentation of implemented systems regarding technical, user, procedure and operation manuals.

1.18 **We further recommend that:**

(a) **officers in the grade of Assistant IT Officer possessing a degree in Computer Science or an equivalent qualification and who have reached the top of their salary scale, should be allowed to move incrementally in the master salary scale up to salary point Rs 38100 provided they have:**

(i) **drawn their top salary for a year; and**

(ii) **been consistently efficient and effective in their performance as evidenced by their Performance Appraisal Report during the preceding two years and have not been adversely reported upon on ground of conduct; and**

(b) **the grade of Database Supervisor be made evanescent.**

Data Entry Controller

Assistant Data Entry Controller

1.19 Management has submitted that the duties of the grade of Data Entry Controller and Assistant Data Entry Controller are no longer required with the computerization of the Finance Department. In this perspective, we are making both grades evanescent and providing a personal salary to incumbents.

Recommendation 4

1.20 **We recommend that the grades of Assistant Data Entry Controller and Data Entry Controller be made evanescent. Personal salaries have been provided to incumbents.**

1.21 **Management should make necessary arrangements for the redeployment of incumbents based on their competencies and if need be, mount re-skilling programmes to ensure their employability.**

Legal Section

Attorney

- 1.22 Whenever the Local Authorities face difficulties to enlist the services of full time Attorneys on their establishment, they resort to the services of Attorneys on a part-time basis. These Attorneys are paid an all-inclusive allowance of Rs 20000 monthly and are required to put in a minimum of 10 hours weekly. **The foregoing arrangement is appropriate and is being maintained. We are, however, revising the quantum of the monthly allowance to Rs 24750.**

Allowance to Attorney

- 1.23 At present, an all-inclusive yearly allowance of Rs 20000 is payable to Attorneys who are on the permanent and pensionable establishment of Local Authorities to cover certain items of expenditure as is the case for State Attorneys of the Attorney-General's Office. We are reviewing the quantum of the allowance.

Recommendation 5

- 1.24 **We recommend that the all-inclusive yearly allowance payable to Attorneys on the permanent and pensionable establishment of Local Authorities to cover certain items of expenditure, be revised to Rs 22000.**

Prosecution Duties

- 1.25 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 are paid a fee of Rs 120 per case. We are revising the quantum.

Recommendation 6

- 1.26 **We recommend that officers in the grades of Chief Building Inspector, Senior Building Inspector, Principal Health Inspector, Senior Health Inspector and Health Inspector designated to act as Prosecutor be paid a fee of Rs 130 per case.**

Internal Control Cadre

Internal Control Officer/ Senior Internal Control Officer

formerly Internal Control Officer

Senior Internal Control Officer

- 1.27 At present, the structure of the Internal Control Cadre in the Local Authorities comprises the grades of Internal Control Officer, Senior Internal Control Officer and Principal Internal Control Officer. We are restructuring the organizational set-up by merging the grades of Internal Control Officer and Senior Internal Control Officer.

Recommendation 7

- 1.28 We recommend that the grades of Internal Control Officer and Senior Internal Control Officer be merged and restyled Internal Control Officer/Senior Internal Control Officer.
- 1.29 Appointment to the grade of Internal Control Officer/Senior Internal Control Officer *formerly Internal Control Officer and Senior Internal Control Officer* should be made by selection from among serving officers who hold a substantive appointment and who have successfully completed all papers of Fundamentals (Knowledge) and Paper F4 of Fundamentals (Skills) or have obtained the Certificate in Business Accounting (Foundation Level) of the CIMA Examination (New Syllabus) or an equivalent qualification.
- 1.30 We also recommend that incumbent in the grade of Internal Control Officer/Senior Internal Control Officer *formerly Internal Control Officer and Senior Internal Control Officer* possessing all Papers of Fundamentals (Knowledge) and who has 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 be allowed to proceed beyond the QB in the salary scale of the grade.
- 1.31 We further recommend that incumbent in the grade of Internal Control Officer/Senior Internal Control Officer *formerly Internal Control Officer and Senior Internal Control Officer* possessing all Papers of Fundamentals (Knowledge) and who has 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 the salary scale should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 38100 provided they have:
- (i) drawn their top salary for a year;
 - (ii) been consistently efficient and effective in their performance as evidenced by their Performance Appraisal Report during the preceding two years and have not been adversely reported upon on ground of conduct.

Non-Qualified Internal Auditor

- 1.32 Non-qualified Internal Auditors who, as at 30 June 1993, reckoned at least eight years' service as Internal Auditor were allowed to proceed in the salary

scale recommended for qualified Internal Auditor (Personal). We are maintaining this provision.

Recommendation 8

- 1.33 We recommend that non-qualified Internal Auditors who, as at 30 June 1993, reckoned at least eight years' service as Internal Auditor should be allowed to proceed in the salary scale recommended for qualified Internal Auditor (Personal).**

General Services Cadre

- 1.34 In line with the structure provided for the Civil Service, we are streamlining the general services structure in Local Authorities by creating a two level multi-functional cadre comprising the grades of General Services Officer and General Services Executive; and allowing officers possessing the required qualifications to join in. Those opting not to join or unable to join because of qualification requirement will maintain their position on a personal basis.

General Services Officer (New Grade)

- 1.35 The grade of **Officer** now restyled General Services Officer was created in the 2008 PRB Report for the Civil Service as a polyvalent grade. In this position, incumbents are required to perform a variety of duties – clerical, finance, stores and word processing, amongst others. This allows greater flexibility of posting and, therefore, lead to optimization of manpower.
- 1.36 The grade of **Officer** now General Services Officer is multi-tasked and the need for defining the schedule of duties is not required each time there is a change in operations of the organisation. Further, the grade was also created in a few Public Sector organisations, where the schedule of duties comprised certain specific duties, in addition to the generic duties mentioned above, to support the core functions of the organisation.
- 1.37 Both staff side and Management of Local Authorities have agreed for the creation of the grade of **General Services Officer** on their establishment along similar lines as in the Civil Service.

Recommendation 9

- 1.38 We recommend the creation of a grade of General Services Officer on the establishment of all Local Authorities. Appointment thereto should be made by selection from among candidates possessing:**
- (i) the Cambridge School Certificate with credit in at least five subjects including English Language, French and Mathematics or an equivalent qualification;**
 - (ii) 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) **Internet and Computing Core Certification (IC3) as a minimum or alternate equivalent IT related certification.**

Candidates should also possess good communication skills; be customer oriented and have the ability to work in teams.

- 1.39 Incumbent would be required to perform clerical and word processing duties including, *inter alia*: the preparation, scrutiny and processing of documents and records, etc.; typing and collating general office correspondence and documents; maintaining files of correspondence, forms, reports and other materials including filing of documents in appropriate location; receiving, sorting and processing mail; carrying out arithmetical work, registry work, simple finance, human resource, and procurement and supply work under supervision; carrying out pay and cashier duties, as and when required; carrying out word processing, data entry and updating information in a computer system; drafting of replies to correspondence; assisting in administrative duties; and operating e-mail services. **Additionally, incumbent would be required to: manage record books and registers; issue/deliver certificates/permits; make arrangements for and monitor logistics, including distribution of transport and equipment such as video conferencing, projector, laptop, etc.; maintain and update attendance and record of leaves of employees; and control a section of the Council, guide members of the public and attend promptly to their queries, as and when required.**

Recommendation 10

- 1.40 **We further recommend that:**

- (a) **Clerical Officer/Higher Clerical Officers and Clerk/Word Processing Operators possessing the qualifications prescribed for the grade of General Services Officer, be given the option to join the grade on 1 July 2013, and on joining be granted one additional increment subject to the top salary of the new grade;**
- (b) **Senior Word Processing Operators and Word Processing Operators possessing the qualifications prescribed for the new grade of General Services Officer be given the option to join the grade on 1 August 2013, and on joining be granted one additional increment subject to the top salary of the new grade;**
- (c) **the grades of Clerical Officer/Higher Clerical Officer, Clerk/Word Processing Operator and Word Processing Operator be made evanescent; and**
- (d) **Senior Word Processing Operators who have reached the revised top salary of their scale on 1 January 2013, on joining the grade of General Services Officer, should be granted one additional increment to be read from the Master Salary Scale.**

General Services Executive (New Grade)

- 1.41 In the same lines as the foregoing, the grade of **Senior Officer** now restyled General Services Executive was created at the supervisory level to take over the functions of Executive Officer and other supervisory functions including administrative support in general administration, human resource management, finance and stores, amongst others.

Recommendation 11

- 1.42 **We recommend the creation of a grade of General Services Executive on the establishment of all Local Authorities. Appointment thereto should be made by selection from among incumbents in the grade of General Services Officer reckoning four years' service or an aggregate of four years' service in the grades of General Services Officer and Clerical Officer/Higher Clerical Officer or Clerk/Word Processing Operator or Senior Word Processing Operator or Word Processing Operator; and possessing excellent analytical, technical and interpersonal skills together with the ability to demonstrate initiatives in various situations.**

- 1.43 Incumbent would be required, *inter alia*, to provide administrative support in general administration, human resource management, finance and procurement and supply; ensure the accuracy, completeness and timeliness of processes and activities performed in the department/sections; be responsible for all human resources and physical assets; monitor, co-ordinate and supervise the work of junior staff; take notes in committees and/or tender committees, as and when required; attend courts, ministries, joint negotiating panel and other meetings; provide customer service to the relevant stakeholders; manage and ensure safekeeping of official records; undertake research in connection with activities/policies of the Council and submit reports; assist in the preparation of estimates; provide assistance in the processing of audit queries related to financial and administrative issues; and provide, under supervision, as and when required, advice and information on matters relating to accounting, finance and administration.

Recommendation 12

- 1.44 **We further recommend that:**
- (a) **Executive Officers in post as at 31 December 2012 be given the option to join the new grade of General Services Executive and on joining be granted one additional increment subject to the top salary of the new grade; and**
 - (b) **the grade of Executive Officer be made evanescent.**

Attendant Cadre

- 1.45 The Attendant Cadre of the Local Authorities comprises the grades of Attendant, Senior Attendant and Head Attendant. Both Management and

Staff Associations have made representations that the grades of Attendant and Senior Attendant be merged.

- 1.46 We have examined the submissions, the job descriptions and the schemes of service and on basis of findings which revealed excessive overlapping of duties and minimal supervision from the higher grade, and coupled with our policy to promote lean structures, we are agreeable to the merging of the grades.

Recommendation 13

1.47 We recommend that:

- (a) the grades of Attendant and Senior Attendant in all Local Authorities be merged and restyled Attendant/Senior Attendant;**
- (b) in Local Authorities where there is no Head Attendant on its establishment, the most senior Attendant/Senior Attendant should assume responsibility for the organization of work and the supervision and control of other employees in the grade of Attendant/Senior Attendant; and**
- (c) in future, the post of Head Attendant should be filled by promotion on the basis of experience and merit of incumbents in the grade of Attendant/Senior Attendant with at least five years' service in a substantive capacity in the grade or an aggregate of at least five years' service in the grades of Senior Attendant and Attendant/Senior Attendant.**

Allowance to General Workers performing woodcutting duties

- 1.48 General Workers who are called upon to perform woodcutting duties which involve the handling of a chainsaw machine are paid an allowance of Rs 50 daily. We are maintaining the allowance and revising the quantum.

Recommendation 14

- 1.49 We recommend that General Workers who are called upon to perform woodcutting duties with a chainsaw machine should be paid an allowance of Rs 55 daily.**

FINANCE DEPARTMENT

- 1.50 The Finance Department, *formerly Treasury*, is responsible for managing all financial affairs of the Council. Its main functions include, among others, financial administration, budget preparation, collection of revenue, payment to suppliers, preparation of salary and other benefits for employees and pensioners and the provision of store items to departments.

- 1.51 The activities of the Finance Department are organised under four main sections: Income, Expenditure, Pay Administration and Stores. The Financial

Controller is the head of the Department and is supported by officers in the following cadres: Accountant, Procurement and Supply and Financial Operations.

- 1.52 In this Report, we are revisiting the Financial Operations and Procurement and Supply Cadres in view of bringing alignment to some extent with what obtains in the Civil Service.

Financial Operations Cadre

- 1.53 The Financial Operations cadre in the Local Authorities comprises the grades of Assistant Financial Operations Officer, Financial Operations Officer and Senior Financial Operations Officer. In this Report, we are subsequently reviewing the structure.

Recommendation 15

- 1.54 **We recommend that the grades of Financial Operations Officer and Senior Financial Operations Officer be merged and restyled Financial Operations Officer/Senior Financial Operations Officer.**

- 1.55 At present, appointment to the grade of Financial Operations Officer now restyled Financial Operations Officer/Senior Financial Operations Officer, is made by promotion of Assistant Financial Operations Officers reckoning at least two years' service in a substantive capacity in the grade and possessing a Diploma in Public Financial Management and Accounting or equivalent qualifications. The duties of the grade of Assistant Financial Operations Officer would gradually be taken over by the new grade of General Services Executive. The grade of Assistant Financial Operations Officer is being made evanescent. We are, therefore, amending the mode of appointment to the grade of Financial Operations Officer/Senior Financial Operations Officer *formerly Financial Operations Officer and Senior Financial Operations Officer* to reflect the changes in the structure of the Financial Operations Cadre.

Recommendation 16

- 1.56 **We recommend that:**
- (i) **the grade of Assistant Financial Operations Officer should be made evanescent. A personal salary has been provided to incumbents;**
 - (ii) **appointment to the grade of Financial Operations Officer/Senior Financial Operations Officer *formerly Financial Operations Officer and Senior Financial Operations Officer*, should, in the first instance, be made by promotion, on the basis of experience and merit, of Assistant Financial Operations Officers (Personal) who reckon at least two years' service in a substantive capacity in the grade;**
 - (iii) **on the complete phasing out of the grade of Assistant Financial Operations Officer (Personal), appointment to the grade of**

Financial Operations Officer/Senior Financial Operations Officer formerly *Financial Operations Officer and Senior Financial Operations Officer*, should be made by selection from among incumbents in the grade of General Services Executive 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 Executive Officer and General Services Executive;

- (iv) incumbents in the grade of Financial Operations Officer/Senior Financial Operations Officer, formerly *Financial Operations Officer and Senior Financial Operations Officer* possessing a Diploma in Public Financial Management and Accounting or a Diploma in Accountancy from a recognised institution or an equivalent qualification should be allowed to proceed beyond the QB inserted in the salary scale of the grade; and**
- (v) incumbents in the grade of Financial Operations Officer/Senior Financial Operations Officer, formerly *Financial Operations Officer and Senior Financial Operations Officer*, possessing a Diploma in Public Financial Management and Accounting or a Diploma in Accountancy from a recognised institution, may be allowed to move incrementally in the master salary scale up to salary point Rs 38100 provided that they have:**
 - (a) drawn their top salary for a year; and**
 - (b) been consistently efficient and effective in their performance as evidenced by their Performance Appraisal Report during the preceding two years and have not been adversely reported upon on ground of conduct.**

Procurement and Supply Cadre

- 1.57 At present, the Procurement and Supply Cadre in the Local Authorities consists of the grades of Assistant Procurement and Supply Officer, Procurement and Supply Officer and Senior Procurement and Supply Officer. There is also a grade of Purchasing and Supply Officer (Personal).
- 1.58 According to the existing scheme of service, the grade of Procurement and Supply Officer in the Local Authorities is filled by promotion on the basis of experience and merit of officers in the grade of Purchasing and Supply Officer (Personal), who reckon at least two years' service in a substantive capacity in the grade and who have successfully completed an approved course in Purchasing and Supply Management.
- 1.59 In line with what obtains in the Civil Service, we are merging the grades of Procurement and Supply Officer and Senior Procurement and Supply Officer, as there is a major overlapping of duties between the two levels.

Recommendation 17

1.60 We recommend that:

- (i) the grades of Procurement and Supply Officer and Senior Procurement and Supply Officer be merged and restyled Procurement and Supply Officer/Senior Procurement and Supply Officer;**
- (ii) the grade of Assistant Procurement and Supply Officer should be made evanescent. A personal salary has been provided to incumbents;**
- (iii) the grade of Procurement and Supply Officer/Senior Procurement and Supply Officer *formerly Procurement and Supply Officer and Senior Procurement and Supply Officer*, be filled by promotion, on the basis of experience and merit, of Purchasing and Supply Officers (Personal), reckoning at least two years' experience in a substantive capacity in the grade and who have successfully completed an approved course in Purchasing and Supply Management. However, in the absence of qualified Purchasing and Supply Officers (Personal), the grade of Procurement and Supply Officer/Senior Procurement and Supply Officer *formerly Procurement and Supply Officer and 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 qualification and reckoning at least two years' experience in a substantive capacity in the grade;**
- (iv) 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 *formerly Procurement and Supply Officer and Senior Procurement and Supply Officer*, should be made by selection from among incumbents in the grade of General Services Executive 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 Executive Officer and General Services Executive;**
- (v) incumbents in the grade of Procurement and Supply Officer/Senior Procurement and Supply Officer, *formerly Procurement and Supply Officer and Senior Procurement and Supply Officer* possessing a Diploma in Purchasing and Supply Management or a Certificate in Purchasing and Supply Management should be allowed to proceed beyond the QB inserted in the salary scale; and**

- (vi) incumbents in the grade of Procurement and Supply Officer/Senior Procurement and Supply Officer, *formerly Procurement and Supply Officer and Senior Procurement and Supply Officer*, possessing a Diploma in Purchasing and Supply Management or an equivalent qualification should be allowed to move incrementally in the master salary scale up to salary point Rs 38100, provided they have:
- (a) drawn their top salary for a year; and
 - (b) been consistently efficient and effective in their performance as evidenced by their Performance Appraisal Report during the preceding two years and have not been adversely reported upon on ground of conduct.

PUBLIC INFRASTRUCTURE DEPARTMENT

- 1.61 The Public Infrastructure Department in the Municipal Councils formerly known as the Works Department, is responsible, *inter alia*, for the construction, care, maintenance, improvement and lighting of all public needs; the management, maintenance and improvement of housing estates pertaining to the Local Authorities; and the provisions and maintenance of traffic centres within the jurisdiction of the municipal boundaries.
- 1.62 The Public Infrastructure Department comprises the following sections: Administration, Mechanical Workshop, Roads and Road Marking, Drain Engineering and Masonry, Carpentry and Street Lighting.
- 1.63 At the Public Infrastructure Department there is the Head, Public Infrastructure Department who is directly responsible to the Chief Executive for the overall administration, management and discipline of staff; financial control of the department; advising 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.
- 1.64 The Head, Public Infrastructure Department *formerly Head, Works Department* is assisted in his professional functions 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.
- 1.65 The existing organisation structure enables the Public Infrastructure Department to meet its objectives and therefore, is being maintained.

Special Professional Retention Allowance to Head, Public Infrastructure Department

- 1.66 The Special Professional Retention Allowance (SPRA) was introduced in the last overall review in order to motivate and retain certain professionals in

scarcity areas based on the Survey on Recruitment and Retention Problems in the Public Sector conducted in 2007. In the context of this Report, a similar survey has been carried out in order to gauge the effectiveness of the SPRA. The results have revealed that there has been no outward movement of these professionals meaning that the SPRA has served its purpose of retaining professionals of high calibre.

- 1.67 So as to minimise the overall employee turnover and in view of the major developmental projects underway, we are, therefore, maintaining the SPRA up to the next overall Review on Pay and Grading Structures and Conditions of Service in the Public Sector for retaining professionals at these levels of operations.

Recommendation 18

- 1.68 **We recommend, with effect from 1 January 2013 and up to the next overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector, the payment of a monthly Special Professional Retention Allowance of 7% of monthly salary to Head, Public Infrastructure Department formerly Head, Works Department reckoning at least 10 years' service in the grade.**

- 1.69 **We further recommend that those officers:**

- (i) **who 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) **who retire from the service on reaching the age at which they may retire without the approval of the appropriate Service Commission or thereafter should refund only that part of the Special Professional Retention Allowance which they would have earned under this scheme after reaching the age at which they may retire without the approval of the appropriate Service Commission.**

However, provision made at paragraph 1.69(i) and (ii) above, should not apply to officers retiring as per their new compulsory retirement age and on medical grounds.

LAND USE AND PLANNING DEPARTMENT

- 1.70 The Planning Department now renamed the Land Use and Planning Department, following the enactment of the Local Government Act 2011 is, *inter alia*, responsible for organising the registration, classification and processing of applications for development permits, including building and land use permits, and for monitoring development control as prescribed under the Town and Country Planning Act.

- 1.71 The organisation structure of the Land Use and Planning Department in the Municipal Councils, generally, comprises the professional, the inspectorate and support services cadres. We are, in this Report, maintaining the structure of the Land Use and Planning Department which is adequate. However, we are restyling certain grades to reflect the duties currently performed and to be in line with the provisions of the Local Government Act 2011.

Restyling of Grades

- 1.72 Representations have been made to the effect that incumbents in the grades of the Planning Cadre also perform duties related to developmental projects of the Local Authorities and this should be reflected in the grade appellations. After scrutinizing the Job Description Questionnaires and the schemes of service, we are restyling these grades to reflect the current duties performed. The appellation for the grade of Head, Planning Department is also being reviewed.

Recommendation 19

- 1.73 We recommend that the following grades on the establishment of the Land Use and Planning Department be restyled as hereunder:

<i>Grades</i>	<i>Restyled to</i>
Planning Assistant	Planning and Development Assistant
Planning Inspector	Planning and Development Inspector
Planning Officer	Planning and Development Officer
Head, Planning Department	Head, Land Use and Planning Department

WELFARE DEPARTMENT

- 1.74 The Welfare Department in the Municipal Councils is responsible to meet the social and recreational sports and cultural needs of the inhabitants through the organisation of socio-cultural youth sporting, atheletic and recreational activities, running nurseries, pre-primary schools and kindergartens. The department also organises exhibitions, civil receptions and other religious and social gatherings in collaboration with other agencies and ministries.
- 1.75 The objectives of the Welfare Department in the Municipal Councils are, among others, to achieve a coordinated approach to planning and developing social infrastructures; create greater awareness about the social realities so as to help people to live more fully and effectively; inculcate a culture of “good responsible citizenship” among the residents to involve more in community participation; upgrade existing leisure and community facilities in deprived areas; and create new infrastructure and provide services in line with the

socio-cultural, sports, socio-religious and leisure requirements in the different municipal precincts.

- 1.76 The Welfare Department in the Municipal Councils which generally comprises the Cultural Section, the Sports Section, the Community Welfare and Social Section, and the Education Section, is manned by officers in the grades of Chief Welfare Officer, Principal Welfare Officer, Senior Welfare Officer and Welfare Officer. At the supportive level, officers in the grades of Infant School Teacher and other General Services staff provide the necessary back up depending upon operational requirements, where as for some other activities, the Councils employ staff on a part-time, casual or sessional basis.
- 1.77 With the implementation of the Local Government Act 2011, no major changes have been brought to the Welfare Department in the Local Authorities. In this Report, we are maintaining the structure of the Welfare Department.

Compensation for regular extra hours

- 1.78 In the performance of their duties, officers of the Welfare Cadre in the Local Authorities are often called upon to work at irregular hours and outside normal working hours. At present, those officers who put in a minimum of 20 hours over and above their normal working hours in a month are paid a monthly commuted allowance as follows: Welfare Officer Rs 1800; Senior Welfare Officer Rs 2040; Principal Welfare Officer Rs 2460; and Chief Welfare Officer Rs 3000.
- 1.79 In this Report, we are maintaining the payment of allowance and revising the quantum.

Recommendation 20

- 1.80 We recommend that officers of the Welfare Cadre in the Local Authorities who put in a minimum of 20 hours over and above their normal working hours in a month should be paid a monthly commuted allowance as follows: Welfare Officer: Rs 1980; Senior Welfare Officer: Rs 2245; Principal Welfare Officer: Rs 2705; and Chief Welfare Officer: Rs 3300.**

PUBLIC HEALTH DEPARTMENT

- 1.81 The Public Health Department, *formerly Health Department* is responsible to provide a healthy environment within the borders of the town for the well being of its communities. The Health Authorities have health service responsibilities for cleaning and controlling pollution, maintaining and upkeeping places of public access such as traffic centres, markets, cemeteries, crematoriums and recreational places. Officers of the Public Health Department are empowered to carry out regular inspection to ensure

that individuals as well as economic operators are operating in conformity with the legal provisions. They also investigate complaints from members of the public and initiate procedures for legal action against the defaulters.

- 1.82 The Chief Health Inspector who heads the Public Health Department is assisted by other officers of the Health Inspectorate cadre and supported by employees of other grades, both skilled and unskilled. In this Report, we are maintaining the present structure which is appropriate. However, we are reviewing the qualification requirement of the Health Inspector and setting up a mechanism to improve the refuse collection service.

Health Inspector

- 1.83 Presently, the grade of Health Inspector is filled by selection from among Assistant Health Inspectors possessing the Diploma in Sanitary Science of the University of Mauritius or by appointment of Trainee Health Inspectors who have obtained the Diploma in Sanitary Science. Assistant Health Inspectors possessing the Certificate in Sanitary Science of the University of Mauritius and reckoning at least 10 years' service in the grade as well as Assistant Health Inspectors possessing the Certificate in Solid Waste Management of the University of Mauritius and reckoning at least 15 years' service in the grade are also eligible for the post of Health Inspector. In the absence of qualified candidates, consideration is also given to outside candidates possessing the basic academic qualification required for enlistment as Trainee Health Inspector as well as the Diploma in Sanitary Science.
- 1.84 At present, there is no Trainee Health Inspector in post. It has, therefore, been represented that it is not practical to recruit trainees and sponsor them to follow the Diploma Course which is costly while at the same time there are candidates with such qualifications on the labour market.
- 1.85 After careful examination, the Bureau considers that there is merit in the proposal to review the qualification requirement of the grade of Health Inspector. We are, therefore, recommending accordingly.

Recommendation 21

- 1.86 **We recommend that:**
- (i) the grade of Trainee Health Inspector be abolished;**
 - (ii) the scheme of service of the grade of Health Inspector be restructured so that, in future, the grade is filled by selection from among Assistant Health Inspectors possessing the Diploma in Environmental Health of the University of Technology, Mauritius or Assistant Health Inspectors possessing the Certificate in Sanitary Science of the University of Mauritius and reckoning ten years' service in the grade or the Certificate in Solid Waste Management**

of the University of Mauritius and reckoning 15 years' service in the grade. In the absence of suitably qualified candidates, recruitment should be made from among outside candidates possessing the Diploma in Sanitary Science of the University of Mauritius or the Diploma in Environmental Health of the University of Technology, Mauritius; and

(iii) the grade of Assistant Health Inspector be made evanescent.

Allowance for Performing Refuse Collection Duties

1.87 An allowance of Rs 50 daily is paid to employees not belonging to the grade of Refuse Collector (Roster), for performing refuse collection duties. We are maintaining the arrangement and revising the quantum.

Recommendation 22

1.88 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 60 daily.

Refuse Collection Service

1.89 In the last Report, we have introduced a new system of task work among employees in the Refuse Collection Service to provide an efficient and effective service to the local communities. The Refuse Collection Service operates on a team basis. Each team is allocated a region for the collection of waste from private households and also from the precincts of economic operators. The task mode of operation entails working five hours daily for six-days a week or six hours daily for those working on a five-day week.

1.90 Very often, functions and other activities such as trade fairs, etc are held in each town. These activities normally generate additional refuse, the collection of which necessitates an extension of the normal service provided. In the circumstances, a team is set up to perform the extra tasks against the payment of overtime for the additional hours put in.

1.91 To cope with the increasing work load and to palliate the shortage of employees, we are introducing a "Bank System" to curb excessive overtime. The Bank System would comprise Refuse Collectors, Drivers/Scavenging Supervisors and other employees of the Workmen's group of any Local Authority who are eligible for protective equipment.

Recommendation 23

1.92 We recommend the setting up of a 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.

- 1.93 We also recommend that an allowance of Rs 255 should be paid to each employee for up to three hours and on pro-rata basis for all additional hours of work put in.
- 1.94 We further recommend that 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 Office Attendant assists the Technical Assistant (Printing) in the performance of his duties and he is paid an allowance of Rs 250 monthly. We are maintaining the allowance and revising the quantum.

Recommendation 1

- 1.1.2 **We recommend that the allowance payable to the Office Attendant who assists the Technical Assistant (Printing) in the performance of his duties be revised to Rs 275 monthly.**

Allowance to General Workers

- 1.1.3 General Workers when posted at the Theatre, are paid a monthly allowance of Rs 360 for performing duties relating to theatre décor during and after normal working hours. We are maintaining the allowance and revising the quantum.

Recommendation 2

- 1.1.4 **We recommend that General Workers when posted at the Theatre, should be paid a monthly allowance of Rs 400 for performing 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.**

PUBLIC INFRASTRUCTURE DEPARTMENT

Allowance to Tradesman *formerly Carpenter* and Tradesman's Assistant *formerly Assistant Tradesman (Carpenter)*

- 1.1.5 Carpenter now restyled Tradesman and Assistant Tradesman (Carpenter) now restyled Tradesman's Assistant when posted at the Theatre, are paid a monthly allowance of Rs 360 for performing duties relating to theatre décor during and after normal working hours. We are maintaining the allowance and revising the quantum.

Recommendation 3

- 1.1.6 **We recommend that Tradesman *formerly Carpenter* and Tradesman's Assistant *formerly Assistant Tradesman (Carpenter)* when posted at the Theatre, should be paid a monthly allowance of Rs 400 for performing 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 The grades of Technician (Stage Lighting) and Technician (Sound) who 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 in the performance of their duties, are presently paid a non-pensionable height allowance whenever they are required to work at a height above 20 feet. The computation of the allowance is at 80% of the normal hourly rate for each hour of such work. We are maintaining the present arrangement.

Recommendation 4

1.1.8 We recommend that 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 7400 x 200 – 7600 x 225 – 8500 x 250 – 11250	General Worker
PL AM 2	:	Rs 7400 x 200 – 7600 x 225 – 8500 x 250 – 12500 x 300 – 12800	General Worker (Personal to employees in post as at 30.06.08)
PL AM 3	:	Rs 8500 x 250 – 12500 x 300 – 14300	Tradesman's Assistant <i>formerly Tradesman's Assistant (Binder)</i>
PL AM 4	:	Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15000	Watchman
PL AM 5	:	Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350	Library Attendant
PL AM 6	:	Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 16500	Attendant/Senior Attendant <i>formerly Attendant</i> <i>Senior Attendant</i>

ADMINISTRATION DEPARTMENT (Contd.)

- PL AM 7 : Rs 11500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 16500**
Senior Library Attendant
- PL AM 8 : Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850**
Driver
Driver (Van, Lorry)
- PL AM 9 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850**
Gangman
- PL AM 10 : Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300**
Binder
- PL AM 11 : Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300**
Head Attendant
- PL AM 12 : Rs 9750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500**
Telephone Operator/Receptionist
- PL AM 13 : Rs 12000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500**
Driver, Heavy Mechanical Unit
- PL AM 14 : Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000**
Technical Assistant (Printing)
- PL AM 15 : Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250**
Word Processing Operator (Personal to officers in post as at 31.12.12)

ADMINISTRATION DEPARTMENT (Contd.)

- PL AM 16 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000**
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
- PL AM 17 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
General Services Officer (New Grade)
- PL AM 18 : Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
Senior Word Processing Operator
- PL AM 19 : Rs 12250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Usher/Prosecutor
- PL AM 20 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Executive Officer (Personal to officers in post as at 31.12.12)
- PL AM 21 : Rs 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Senior Library Clerk
- PL AM 22 : Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27750**
Committee Clerk
- PL AM 23 : Rs 15000 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500**
General Services Executive (New Grade)
- PL AM 24 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Database Supervisor (Personal to officers in post as at 31.12.12)
- PL AM 25 : Rs 15350 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Data Entry Controller (Personal to officers in post as at 31.12.12)

ADMINISTRATION DEPARTMENT (Contd.)

- PL AM 26 : Rs 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Confidential Secretary
- PL AM 27 : Rs 19500 x 750 – 28500 x 900 – 32100**
Higher Executive Officer
Human Resource Officer
Senior Usher/Prosecutor
- PL AM 28 : Rs 24000 x 750 – 28500 x 900 – 32100**
Senior Committee Clerk
- PL AM 29 : Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
Assistant IT Officer (New Grade)
Library Officer
Safety and Health Officer/Senior Safety and Health Officer
- PL AM 30 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 – 36600**
Internal Control Officer/Senior Internal Control Officer
formerly Internal Control Officer
Senior Internal Control Officer
- PL AM 31 : Rs 17850 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 36600**
Deputy Superintendent of Parks and Gardens
- PL AM 32 : Rs 24750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 39600**
Office Superintendent
- PL AM 33 : Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**
Senior Library Officer
- PL AM 34 : Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 42600**
Senior Human Resource Officer
- PL AM 35 : Rs 30300 x 900 – 33000 x 1200 – 36600 x 1500 – 44100**
Principal Internal Control Officer

ADMINISTRATION DEPARTMENT (Contd.)

- PL AM 36 : Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Assistant Chief Executive
Librarian
- PL AM 37 : Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Human Resource Management Officer
- PL AM 38 : Rs 30300 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Superintendent of Parks and Gardens
- PL AM 39 : Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 54600**
IT Officer/Systems Administrator
formerly IT Officer
- PL AM 40 : Rs 32100 x 900 – 33000 x 1200 – 36600 x 1500 – 54600**
Attorney
- PL AM 41 : Rs 35400 x 1200 – 36600 x 1500 – 54600**
Senior Librarian
- PL AM 42 : Rs 50100 x 1500 – 57600 x 1800 – 68400 x 2400 – 75600**
Deputy Chief Executive
- PL AM 43 : Rs 93000**
Chief Executive

FINANCE DEPARTMENT**SALARY SCHEDULE**

- PL FI 1 : Rs 8500 x 250 – 12500 x 300 – 14300**
Stores Attendant
- PL FI 2 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
Controlling Officer

FINANCE DEPARTMENT (Contd.)

- PL FI 3 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Assistant Financial Operations Officer (Personal)
Assistant Procurement and Supply Officer (Personal)
Purchasing and Supply Officer (Personal)
- PL FI 4 : Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400**
Cashier (Personal)
Senior Cashier (Personal)
- PL FI 5 : Rs 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 – 36600**
Financial Operations Officer/Senior Financial Operations Officer
formerly Financial Operations Officer
Senior Financial Operations Officer
Procurement and Supply Officer/Senior Procurement and Supply Officer
formerly Procurement and Supply Officer
Senior Procurement and Supply Officer
- PL FI 6 : Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Accountant
- PL FI 7 : Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 61200**
Principal Accountant
- PL FI 8 : Rs 63000 x 1800 – 68400 x 2400 – 75600**
Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT**SALARY SCHEDULE**

- PL PI 1 : Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13700**
Handy Worker
- PL PI 2 : Rs 8500 x 250 – 12500 x 300 – 14300**
Roadmender/Tarman (Personal to officers in post as at 30.06.08)
Tradesman's Assistant
Tradesman's Assistant
formerly Assistant Tradesman
- PL PI 3 : Rs 8750 x 250 – 12500 x 300 – 14300 x 350 – 14650**
Handy Worker (Special Class)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- PL PI 4 : Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350**
Gardener
- PL PI 5 : Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050**
Plant and Equipment Operator
Senior Gardener
- PL PI 6 : Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850**
Barbender
- PL PI 7 : Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300**
Tradesman
*formerly Automobile Electrician
Blacksmith
Carpenter
Electrician
Mason
Mechanic
Painter
Plumber and Pipe Fitter
Tinsmith
Welder*
Vulcaniser
- PL PI 8 : Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000**
Overseer
- PL PI 9 : Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250**
Overseer (Personal to officers appointed prior to 15.09.05)
- PL PI 10 : Rs 15350 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000**
Chief Tradesman
Foreman
Foreman (Housing)
- PL PI 11 : Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
Assistant Inspector of Works
Surveying Assistant

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- PL PI 12 : Rs 18900 x 600 – 19500 x 750 – 27000**
Supervisor (Lighting Section)
Workshop Supervisor
- PL PI 13 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400**
Draughtsman
- PL PI 14 : Rs 18300 x 600 – 19500 x 750 – 28500 x 900 – 30300**
Inspector of Works
- PL PI 15 : Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
Senior Draughtsman
Senior Inspector of Works
- PL PI 16 : Rs 19500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**
Engineering Assistant
- PL PI 17 : Rs 27750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**
Chief Inspector of Works
- PL PI 18 : Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Land Surveyor
- PL PI 19 : Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Civil Engineer
- PL PI 20 : Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 54600**
Mechanical Engineer/Senior Mechanical Engineer
- PL PI 21 : Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 64800**
Head, Public Infrastructure Department
formerly Head, Works Department

LAND USE AND PLANNING DEPARTMENT**SALARY SCHEDULE**

PL LP 1	:	Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250
		Cadastral Assistant
PL LP 2	:	Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250
		Assistant Building Inspector Planning and Development Assistant <i>formerly Planning Assistant</i>
PL LP 3	:	Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 30300
		Cadastral Officer
PL LP 4	:	Rs 18300 x 600 – 19500 x 750 – 28500 x 900 – 30300
		Building Inspector
PL LP 5	:	Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400
		Planning and Development Inspector <i>formerly Planning Inspector</i>
PL LP 6	:	Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 35400
		Senior Building Inspector
PL LP 7	:	Rs 27750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100
		Chief Building Inspector
PL LP 8	:	Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600
		Planning and Development Officer <i>formerly Planning Officer</i>
PL LP 9	:	Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 64800
		Head, Land Use and Planning Department <i>formerly Head Planning Department</i>

WELFARE DEPARTMENT

SALARY SCHEDULE

PL WL 1	:	Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13400 Caretaker
PL WL 2	:	Rs 8500 x 250 – 12500 x 300 – 14300 Nursery Attendant
PL WL 3	:	Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850 Swimming Pool Attendant
PL WL 4	:	Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000 Assistant Nursery Matron Infant School Teacher
PL WL 5	:	Rs 10500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250 Stadium Supervisor
PL WL 6	:	Rs 12250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250 Nursery Matron
PL WL 7	:	Rs 12000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 25500 Swimming Pool Technician
PL WL 8	:	Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000 Supervisor Infant School
PL WL 9	:	Rs 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 Technician (Sound) Technician (Stage Lighting)
PL WL 10	:	Rs 13400 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400 Swimming Coach/Life Saver

WELFARE DEPARTMENT (Contd.)

- PL WL 11 : Rs 13400 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400 QB 30300 x 1200 – 32100**
Welfare Officer
Welfare Officer (Personal to holder appointed before 01.07.87)
- PL WL 12 : Rs 17400 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Sound and Lighting Designer
- PL WL 13 : Rs 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 – 34200**
Senior Welfare Officer
Senior Welfare Officer (Personal to holder appointed prior to 01.07.87)
- PL WL 14 : Rs 19500 x 750 – 28500 x 900 – 33000 x 1200 – 36600**
Theatre Controller
- PL WL 15 : Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 39600**
Principal Welfare Officer
- PL WL 16 : Rs 22500 x 750 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Theatre Administrator
- PL WL 17 : Rs 31200 x 900 – 33000 x 1200 – 36600 x 1500 - 48600**
Chief Welfare Officer

PART-TIME WORKERS

- PL WL 18 : Rs 3125**
Key Keeper
- PL WL 19 : Rs 6600**
Embroidery Instructress
Music Instructress
Photography Instructor
Sewing Instructress
Yoga Instructor
- PL WL 20 : Rs 8500**
Instructor (Tamil Language, Yoga)

WELFARE DEPARTMENT (Contd.)

PL WL 21 : Rs 12500
Dressmaking Teacher

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

PL PH 1 : Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13400
Handy Worker (Sanitation/Disease Control)
Sanitary Attendant

PL PH 2 : Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15000
Refuse Collector (Roster)

PL PH 3 : Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15350
Burial Ground Attendant (Roster)

PL PH 4 : Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350
Chemical Sprayerman
Waste Water Pipe Cleaner

PL PH 5 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850
Gangman (Cemetery)

PL PH 6 : Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300
Incinerator Operator

PL PH 7 : Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 18900
Driver/Scavenging Supervisor (Personal)

PL PH 8 : Rs 10750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 20250
Driver/Scavenging Supervisor (Roster)

PL PH 9 : Rs 10500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 22500
Supervisor, Refuse Collection (Roster)

PUBLIC HEALTH DEPARTMENT (Contd.)

- PL PH 10 : Rs 12250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500**
Assistant Health Inspector (Personal to officers in post as at 31.12.12)
- PL PH 11 : Rs 14000 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Health Inspector
- PL PH 12 : Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600**
Senior Health Inspector
- PL PH 13 : Rs 29400 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**
Principal Health Inspector
- PL PH 14 : Rs 32100 x 900 – 33000 x 1200 – 36600 x 1500 – 47100**
Deputy Chief Health Inspector
- PL PH 15 : Rs 39600 x 1500 – 57600**
Chief Health Inspector

1.2 THE MUNICIPAL COUNCIL OF BEAU BASSIN-ROSE HILL

PUBLIC INFRASTRUCTURE DEPARTMENT

Allowance to Tradesman *formerly Carpenter*

- 1.2.1 Carpenter now restyled Tradesman when posted at the Theatre, are paid a monthly allowance of Rs 360 for performing duties relating to theatre décor during and after normal office hours. We are maintaining the allowance and revising the quantum.

Recommendation 1

- 1.2.2 **We recommend that Tradesman *formerly Carpenter* when posted at the Theatre, should be paid a monthly allowance of Rs 400 for performing duties relating to theatre décor during and after normal office 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 and Chief Carpenter and Scene Shifter

- 1.2.3 At present, the grades of Carpenter and Scene Shifter and that of Chief Carpenter and Scene Shifter are paid a monthly allowance of Rs 360 and Rs 480 respectively for performing duties relating to theatre décor during and after normal office hours. We are maintaining the allowance and revising the quantum.

Recommendation 2

- 1.2.4 **We recommend that the grades of Carpenter and Scene Shifter and that of Chief Carpenter and Scene Shifter be paid a monthly allowance of Rs 395 and Rs 530 respectively for performing duties relating to theatre décor during and after normal office hours. This, however, does not preclude the payment of overtime for work performed beyond normal working hours.**

Height Allowance

- 1.2.5 The grades of Technician (Stage Lighting) and Technician (Sound) who 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 in the performance of their duties, are presently paid a non-pensionable height allowance whenever they are required to work at a height above 20 feet. The computation of the allowance is at 80% of the normal hourly rate for each hour of such work. We are maintaining the present arrangement.

Recommendation 3

- 1.2.6 We recommend that the grades of Technician (Stage Lighting) and Technician (Sound) should continue to be paid a non-pensionable Height Allowance equivalent to 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 7400 x 200 – 7600 x 225 – 8500 x 250 – 11250 General Worker
BH AM 2	:	Rs 7400 x 200 – 7600 x 225 – 8500 x 250 – 12500 x 300 – 12800 General Worker (Personal to employees in post as at 30.06.08)
BH AM 3	:	Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13100 General Worker (Personal to employees in post as at 30.06.03)
BH AM 4	:	Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13400 General Worker (Personal to employees in post as at 30.06.08) <i>formerly posted at the Works Department now Public Infrastructure Department</i>
BH AM 5	:	Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15000 Watchman
BH AM 6	:	Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350 Library Attendant
BH AM 7	:	Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 16500 Attendant/Senior Attendant <i>formerly Attendant</i> <i>Senior Attendant</i>
BH AM 8	:	Rs 11500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 16500 Senior Library Attendant
BH AM 9	:	Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850 Driver

ADMINISTRATION DEPARTMENT (Contd.)

- BH AM 10 : Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300**
Binder
- BH AM 11 : Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300**
Head Attendant
- BH AM 12 : Rs 9750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500**
Telephone Operator/Receptionist
- BH AM 13 : Rs 12000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500**
Driver, Heavy Mechanical Unit
- BH AM 14 : Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250**
Word Processing Operator (Personal to officers in post as at 31.12.12)
- BH AM 15 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000**
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 16 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
General Services Officer (New Grade)
- BH AM 17 : Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
Senior Word Processing Operator
- BH AM 18 : Rs 12250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Usher/Prosecutor
- BH AM 19 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Executive Officer (Personal to officers in post as at 31.12.12)

ADMINISTRATION DEPARTMENT (Contd.)

- BH AM 20 : Rs 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Senior Library Clerk
- BH AM 21 : Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27750**
Committee Clerk
- BH AM 22 : Rs 15000 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500**
General Services Executive (New Grade)
- BH AM 23 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Database Supervisor (Personal to officers in post as at 31.12.12)
- BH AM 24 : Rs 15350 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Data Entry Controller (Personal to officers in post as at 31.12.12)
- BH AM 25 : Rs 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Confidential Secretary
- BH AM 26 : Rs 19500 x 750 – 28500 x 900 – 32100**
Higher Executive Officer
Human Resource Officer
Senior Usher/Prosecutor
- BH AM 27 : Rs 24000 x 750 – 28500 x 900 – 32100**
Senior Committee Clerk
- BH AM 28 : Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
Assistant IT Officer (New Grade)
Library Officer
Safety and Health Officer/Senior Safety and Health Officer
- BH AM 29 : Rs 24750 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
Supervisor, Usher's/Prosecution Section (Personal)
- BH AM 30 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 – 36600**
Internal Control Officer/Senior Internal Control Officer
formerly Internal Control Officer
Senior Internal Control Officer

ADMINISTRATION DEPARTMENT (Contd.)

- BH AM 31 : Rs 24750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 39600**
Office Superintendent
- BH AM 32 : Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**
Senior Library Officer
- BH AM 33 : Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 42600**
Senior Human Resource Officer
- BH AM 34 : Rs 30300 x 900 – 33000 x 1200 – 36600 x 1500 – 44100**
Principal Internal Control Officer
- BH AM 35 : Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Assistant Chief Executive
Librarian
- BH AM 36 : Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Human Resource Management Officer
- BH AM 37 : Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 54600**
IT Officer/Systems Administrator
formerly IT Officer
- BH AM 38 : Rs 32100 x 900 – 33000 x 1200 – 36600 x 1500 – 54600**
Attorney
- BH AM 39 : Rs 35400 x 1200 – 36600 x 1500 – 54600**
Senior Librarian
- BH AM 40 : Rs 50100 x 1500 – 57600 x 1800 – 68400 x 2400 – 75600**
Deputy Chief Executive
- BH AM 41 : Rs 93000**
Chief Executive

ADMINISTRATION DEPARTMENT (Contd.)**PART-TIME WORKERS**

BH AM 42 : **Rs 275 per session of 4 hours**
Library Attendant

FINANCE DEPARTMENT**SALARY SCHEDULE**

BH FI 1 : **Rs 8500 x 250 – 12500 x 300 – 14300**
Stores Attendant

BH FI 2 : **Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Assistant Financial Operations Officer (Personal)
Assistant Procurement and Supply Officer (Personal)

BH FI 3 : **Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400**
Cashier (Personal)
Revenue Collector (Personal)

BH FI 4 : **Rs 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 – 36600**
Financial Operations Officer/Senior Financial Operations Officer
formerly Financial Operations Officer
Senior Financial Operations Officer
Procurement and Supply Officer/Senior Procurement and Supply Officer
formerly Procurement and Supply Officer
Senior Procurement and Supply Officer

BH FI 5 : **Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Accountant

BH FI 6 : **Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 61200**
Principal Accountant

BH FI 7 : **Rs 63000 x 1800 – 68400 x 2400 – 75600**
Financial Controller

**PUBLIC INFRASTRUCTURE DEPARTMENT
SALARY SCHEDULE**

BH PI 1	:	Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13400 Lorry Loader (Personal)
BH PI 2	:	Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13700 Handy Worker
BH PI 3	:	Rs 8500 x 250 – 12500 x 300 – 14300 Groundsman Tradesman's Assistant
BH PI 4	:	Rs 8750 x 250 – 12500 x 300 – 14300 x 350 – 14650 Handy Worker (Special Class)
BH PI 5	:	Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350 Gardener
BH PI 6	:	Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 Plant and Equipment Operator
BH PI 7	:	Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 Tradesman <i>formerly Automobile Electrician Carpenter Electrician Mason Mechanic Painter Panel Beater Plumber and Pipe Fitter Welder</i>
BH PI 8	:	Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300 Head Gardener
BH PI 9	:	Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000 Overseer

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- BH PI 10** : **Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250**
 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 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000**
 Senior Overseer
- BH PI 12** : **Rs 15350 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000**
 Chief Tradesman
formerly Chief Carpenter
Chief Electrician
Chief Mason
Chief Mechanic
Chief Painter
- BH PI 13** : **Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
 Assistant Inspector of Works
- BH PI 14** : **Rs 18900 x 600 – 19500 x 750 – 27000**
 Supervisor (Lighting Section)
 Workshop Supervisor
- BH PI 15** : **Rs 18300 x 600 – 19500 x 750 – 28500**
 Supervisor (Lighting Section) (Personal to officer in post as at 30.06.03)
- BH PI 16** : **Rs 18300 x 600 – 19500 x 750 – 28500 x 900 – 30300**
 Inspector of Works
- BH PI 17** : **Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
 Technical and Mechanical Officer
- BH PI 18** : **Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
 Senior Inspector of Works

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- BH PI 19 : Rs 19500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**
Engineering Assistant
- BH PI 20 : Rs 27750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**
Chief Inspector of Works
- BH PI 21 : Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Land Surveyor
- BH PI 22 : Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Civil Engineer
- BH PI 23 : Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 64800**
Head, Public Infrastructure Department
formerly Head, Works Department

LAND USE AND PLANNING DEPARTMENT**SALARY SCHEDULE**

- BH LP 1 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
Cadastral Assistant
- BH LP 2 : Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
Assistant Building Inspector
Planning and Development Assistant
formerly Planning Assistant
- BH LP 3 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 30300**
Cadastral Officer
- BH LP 4 : Rs 18300 x 600 – 19500 x 750 – 28500 x 900 – 30300**
Building Inspector

LAND USE AND PLANNING DEPARTMENT (Contd.)

- BH LP 5** : **Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
 Planning and Development Inspector
formerly Planning Officer
- BH LP 6** : **Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
 Senior Building Inspector
- BH LP 7** : **Rs 27750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**
 Chief Building Inspector
- BH LP 8** : **Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
 Planning and Development Officer
formerly Planning Officer
- BH LP 9** : **Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 64800**
 Head, Land Use and Planning Department
formerly Head, Planning Department

WELFARE DEPARTMENT**SALARY SCHEDULE**

- BH WL 1** : **Rs 8500 x 250 – 12500 x 300 – 14300**
 Nursery Attendant
- BH WL 2** : **Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300**
 Carpenter and Scene Shifter
- BH WL 3** : **Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000**
 Assistant Nursery Matron
 Infant School Teacher
- BH WL 4** : **Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250**
 Overseer (Stadium) (Personal to officers in post as at 30.06.08)
 Theatre Electrician/Technical Assistant

WELFARE DEPARTMENT (Contd.)

BH WL 5	:	Rs 12250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250
		Nursery Matron
BH WL 6	:	Rs 15350 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000
		Chief Carpenter and Scene Shifter
BH WL 7	:	Rs 12000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250
		Art Gallery Supervisor
BH WL 8	:	Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000
		Supervisor Infant School
BH WL 9	:	Rs 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500
		Technician (Stage Lighting) Technician (Sound)
BH WL 10	:	Rs 13400 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400 QB 30300 x 1200 – 32100
		Welfare Officer Welfare Officer (Personal to holder appointed before 01.07.87)
BH WL 11	:	Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100
		Assistant Stage Designer
BH WL 12	:	Rs 17850 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100
		Sound and Lighting Designer
BH WL 13	:	Rs 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 - 34200
		Senior Welfare Officer
BH WL 14	:	Rs 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400
		Stage Designer
BH WL 15	:	Rs 19500 x 750 – 28500 x 900 – 33000 x 1200 – 36600
		Theatre Controller

WELFARE DEPARTMENT (Contd.)

- BH WL 16 : Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 39600**
Principal Welfare Officer
- BH WL 17 : Rs 22500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Theatre Administrator
- BH WL 18 : Rs 31200 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Chief Welfare Officer

PART-TIME WORKERS

- BH WL 19 : Rs 255 per session of 3 hours**
Social Hall Attendant
- BH WL 20 : Rs 380 per session of 1½ - 2 hours**
Cooking Instructor
Judo Instructor
Modern Dance Instructor (Aerobic)
Tai Chi Instructor
Yoga Instructor
- BH WL 21 : Rs 3755**
Art Teacher
- BH WL 22 : Rs 8050**
Dance Teacher
- BH WL 23 : Rs 9750**
Karate Teacher
- BH WL 24 : Rs 14650**
Dressmaking Teacher

PUBLIC HEALTH DEPARTMENT

SALARY SCHEDULE

BH PH 1	:	Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13400 Market Cleaner (Personal) Sanitary Attendant
BH PH 2	:	Rs 8500 x 250 – 12500 x 300 – 14300 Refuse Collector (Personal)
BH PH 3	:	Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15000 Refuse Collector (Roster)
BH PH 4	:	Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350 Chemical Sprayerman
BH PH 5	:	Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 Incinerator Operator
BH PH 6	:	Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 18900 Driver/Scavenging Supervisor (Personal)
BH PH 7	:	Rs 10750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 20250 Driver/Scavenging Supervisor (Roster)
BH PH 8	:	Rs 10500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 22500 Supervisor, Refuse Collection (Roster)
BH PH 9	:	Rs 12250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 Assistant Health Inspector (Personal to officers in post as at 31.12.12)
BH PH 10	:	Rs 14000 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100 Health Inspector
BH PH 11	:	Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 Senior Health Inspector

PUBLIC HEALTH DEPARTMENT (Contd.)

BH PH 12 : Rs 29400 x 900 – 33000 x 1200 – 36600 x 1500 – 41100
Principal Health Inspector

BH PH 13 : Rs 39600 x 1500 – 57600
Chief Health Inspector

1.3 THE MUNICIPAL COUNCIL OF CUREPIPE

ADMINISTRATION DEPARTMENT

SALARY SCHEDULE

CE AM 1	:	Rs 7400 x 200 – 7600 x 225 – 8500 x 250 – 11250 General Worker
CE AM 2	:	Rs 7400 x 200 – 7600 x 225 – 8500 x 250 – 12500 x 300 – 12800 General Worker (Personal to employees in post as at 30.06.08)
CE AM 3	:	Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13400 General Worker (Personal to employees in post as at 30.06.08) <i>formerly posted at the Works Department now Public Infrastructure Department</i>
CE AM 4	:	Rs 8500 x 250 – 12500 x 300 – 14300 Tradesman's Assistant <i>formerly Tradesman's Assistant (Binder)</i>
CE AM 5	:	Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15000 Watchman
CE AM 6	:	Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350 Library Attendant
CE AM 7	:	Rs 9500 x 250 – 12500 x 300 – 14300 x 350 – 15700 Office Attendant (Personal to officers in post as at 30.06.98) Office Attendant (Personal to officers in post as at 30.06.87)
CE AM 8	:	Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 16500 Attendant/Senior Attendant <i>formerly Attendant</i> <i>Senior Attendant</i>
CE AM 9	:	Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850 Driver
CE AM 10	:	Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850 Gangman

ADMINISTRATION DEPARTMENT (Contd.)

- CE AM 11 : Rs 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850**
Mayor's Chauffeur (Personal)
- CE AM 12 : Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300**
Binder
- CE AM 13 : Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300**
Head Attendant
- CE AM 14 : Rs 9750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500**
Telephone Operator/Receptionist
- CE AM 15 : Rs 12000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500**
Driver, Heavy Mechanical Unit
- CE AM 16 : Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250**
Word Processing Operator (Personal to officers in post as at 31.12.12)
- CE AM 17 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000**
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 18 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
General Services Officer (New Grade)
- CE AM 19 : Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
Senior Word Processing Operator
- CE AM 20 : Rs 12250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Usher/Prosecutor

ADMINISTRATION DEPARTMENT (Contd.)

- CE AM 21 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Executive Officer (Personal to officers in post as at 31.12.12)
- CE AM 22 : Rs 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Senior Library Clerk
- CE AM 23 : Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27750**
Committee Clerk
- CE AM 24 : Rs 15000 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500**
General Services Executive (New Grade)
- CE AM 25 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Database Supervisor (Personal to officers in post as at 31.12.12)
- CE AM 26 : Rs 15350 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Data Entry Controller (Personal to officers in post as at 31.12.12)
- CE AM 27 : Rs 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Confidential Secretary
- CE AM 28 : Rs 19500 x 750 – 28500 x 900 – 32100**
Higher Executive Officer
Human Resource Officer
Senior Usher/Prosecutor
- CE AM 29 : Rs 24000 x 750 – 28500 x 900 – 32100**
Senior Committee Clerk
- CE AM 30 : Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
Assistant IT Officer (New Grade)
Safety and Health Officer/Senior Safety and Health Officer

ADMINISTRATION DEPARTMENT (Contd.)

- CE AM 31 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 – 36600**
Internal Control Officer/Senior Internal Control Officer
formerly Internal Control Officer
Senior Internal Control Officer
- CE AM 32 : Rs 24750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 39600**
Office Superintendent
- CE AM 33 : Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 42600**
Senior Human Resource Officer
- CE AM 34 : Rs 27750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 42600**
Citizen's Advice Officer
- CE AM 35 : Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Assistant Chief Executive
Librarian
- CE AM 36 : Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Human Resource Management Officer
- CE AM 37 : Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 54600**
IT Officer/Systems Administrator
formerly IT Officer
- CE AM 38 : Rs 35400 x 1200 – 36600 x 1500 – 54600**
Senior Librarian
- CE AM 39 : Rs 50100 x 1500 – 57600 x 1800 – 68400 x 2400 – 75600**
Deputy Chief Executive
- CE AM 40 : Rs 93000**
Chief Executive

FINANCE DEPARTMENT

SALARY SCHEDULE

CE FI 1	:	Rs 8500 x 250 – 12500 x 300 – 14300 Stores Attendant
CE FI 2	:	Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000 Assistant Financial Operations Officer (Personal) Assistant Procurement and Supply Officer (Personal) Purchasing and Supply Officer (Personal)
CE FI 3	:	Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400 Cashier (Personal) Revenue Collector (Personal)
CE FI 4	:	Rs 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 – 36600 Financial Operations Officer/Senior Financial Operations Officer <i>formerly Financial Operations Officer</i> <i>Senior Financial Operations Officer</i> Procurement and Supply Officer/Senior Procurement and Supply Officer <i>formerly Procurement and Supply Officer</i> <i>Senior Procurement and Supply Officer</i>
CE FI 5	:	Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600 Accountant
CE FI 6	:	Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 61200 Principal Accountant
CE FI 7	:	Rs 63000 x 1800 – 68400 x 2400 – 75600 Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT

SALARY SCHEDULE

CE PI 1	:	Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13700 Handy Worker
CE PI 2	:	Rs 8500 x 250 – 12500 x 300 – 14300 Tradesman's Assistant
CE PI 3	:	Rs 8750 x 250 – 12500 x 300 – 14300 x 350 – 14650 Handy Worker (Special Class)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- CE PI 4** : **Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350**
Gardener
- CE PI 5** : **Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050**
Plant and Equipment Operator
- CE PI 6** : **Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300**
Tradesman
*formerly Automobile Electrician
Blacksmith
Carpenter
Electrician
Mason
Mechanic
Painter
Panel Beater
Plumber and Pipe Fitter
Welder*
Vulcaniser
- CE PI 7** : **Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000**
Overseer
- CE PI 8** : **Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250**
Overseer (Personal to officers appointed prior to 15.09.05)
- CE PI 9** : **Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250**
Overseer (Personal to officers in post as at 01.07.93)
- CE PI 10** : **Rs 15350 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000**
Chief Tradesman
formerly Chief Mechanic
Chief Tradesman
Foreman
- CE PI 11** : **Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400**
Draughtsman

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- CE PI 12** : **Rs 18300 x 600 – 19500 x 750 – 28500 x 900 – 30300**
Chief Controller of Works (Personal to officer in post as at
01.07.93)
Inspector of Works
- CE PI 13** : **Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
Senior Inspector of Works
- CE PI 14** : **Rs 19500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500
– 41100**
Engineering Assistant (Works)
- CE PI 15** : **Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500
– 48600**
Land Surveyor
- CE PI 16** : **Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500
– 48600**
Civil Engineer
- CE PI 17** : **Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 64800**
Head, Public Infrastructure Department
formerly Head, Works Department

**LAND USE AND PLANNING DEPARTMENT
SALARY SCHEDULE**

- CE LP 1** : **Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 –
18300 x 600 – 19500 x 750 – 26250**
Cadastral Assistant
- CE LP 2** : **Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 –
18300 x 600 – 19500 x 750 – 26250**
Assistant Building Inspector
Planning and Development Assistant
formerly Planning Assistant
- CE LP 3** : **Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 –
28500 x 900 – 30300**
Cadastral Officer
- CE LP 4** : **Rs 18300 x 600 – 19500 x 750 – 28500 x 900 – 30300**
Building Inspector

LAND USE AND PLANNING DEPARTMENT (Contd.)

- CE LP 5** : **Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
 Planning and Development Inspector
formerly Planning Inspector
- CE LP 6** : **Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
 Senior Building Inspector
- CE LP 7** : **Rs 19500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**
 Engineering Assistant (Planning and Building)
- CE LP 8** : **Rs 27750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**
 Chief Building Inspector
- CE LP 9** : **Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
 Planning and Development Officer
formerly Planning Officer
- CE LP 10** : **Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 64800**
 Head, Land Use and Planning Department
formerly Head, Planning Department

WELFARE DEPARTMENT**SALARY SCHEDULE**

- CE WL 1** : **Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000**
 Infant School Teacher
- CE WL 2** : **Rs 13400 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400 QB 30300 x 1200 – 32100**
 Welfare Officer
 Welfare Officer (Personal to holder appointed before 01.07.87)
- CE WL 3** : **Rs 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 - 34200**
 Senior Welfare Officer

WELFARE DEPARTMENT (Contd.)

CE WL 4 : Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 39600

Principal Welfare Officer

CE WL 5 : Rs 31200 x 900 – 33000 x 1200 – 36600 x 1500 – 48600

Chief Welfare Officer

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

CE PH 1 : Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13400

Handy Worker

CE PH 2 : Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15000

Refuse Collector (Roster)

CE PH 3 : Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15350

Burial Ground Attendant (Roster)

CE PH 4 : Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300

Incinerator Operator

CE PH 5 : Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 18900

Supervisor (Personal to officer in post as at 01.07.93)

CE PH 6 : Rs 10500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 22500

Supervisor, Refuse Collection (Roster)

CE PH 7 : Rs 12250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500

Assistant Health Inspector (Personal to officers in post as at 31.12.12)

CE PH 8 : Rs 14000 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100

Health Inspector

PUBLIC HEALTH DEPARTMENT (Contd.)

CE PH 9 : Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600
Senior Health Inspector

CE PH 10 : Rs 29400 x 900 – 33000 x 1200 – 36600 x 1500 – 41100
Principal Health Inspector

CE PH 11 : Rs 39600 x 1500 – 57600
Chief Health Inspector

1.4 THE MUNICIPAL COUNCIL OF QUATRE BORNES

ADMINISTRATION DEPARTMENT

SALARY SCHEDULE

QB AM 1	:	Rs 7400 x 200 – 7600 x 225 – 8500 x 250 – 11250 General Worker
QB AM 2	:	Rs 7400 x 200 – 7600 x 225 – 8500 x 250 – 12500 x 300 – 12800 General Worker (Personal to employees in post as at 30.06.08)
QB AM 3	:	Rs 8050 x 225 – 8500 x 250 – 12500 x 300 – 13100 General Worker (Personal to employees in post prior to 01.07.87)
QB AM 4	:	Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13400 General Worker (Personal to employees in post as at 30.06.08) <i>formerly posted at the Works Department now Public Infrastructure Department</i>
QB AM 5	:	Rs 8500 x 250 – 12500 x 300 – 14300 Tradesman's Assistant <i>formerly Tradesman's Assistant (Binder)</i>
QB AM 6	:	Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15000 Watchman
QB AM 7	:	Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350 Library Attendant
QB AM 8	:	Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 16500 Attendant/Senior Attendant <i>formerly Attendant</i> <i>Senior Attendant</i>
QB AM 9	:	Rs 11500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 16500 Senior Library Attendant
QB AM 10	:	Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850 Driver

ADMINISTRATION DEPARTMENT (Contd.)

- QB AM 11 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850**
Gangman
- QB AM 12 : Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300**
Binder
- QB AM 13 : Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300**
Head Attendant
- QB AM 14 : Rs 9750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500**
Telephone Operator/Receptionist
- QB AM 15 : Rs 12000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500**
Driver, Heavy Mechanical Unit
- QB AM 16 : Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250**
Word Processing Operator (Personal to officers in post as at 31.12.12)
- QB AM 17 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000**
Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)
Library Clerk
- QB AM 18 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
General Services Officer (New Grade)
- QB AM 19 : Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
Senior Word Processing Operator
- QB AM 20 : Rs 12250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Usher/Prosecutor

ADMINISTRATION DEPARTMENT (Contd.)

- QB AM 21 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Assistant Data Entry Controller (Personal to officers in post as at 31.12.12)
Executive Officer (Personal to officers in post as at 31.12.12)
- QB AM 22 : Rs 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Senior Library Clerk
- QB AM 23 : Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27750**
Committee Clerk
- QB AM 24 : Rs 15000 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500**
General Services Executive (New Grade)
- QB AM 25 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Database Supervisor (Personal to officers in post as at 31.12.12)
- QB AM 26 : Rs 15350 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Data Entry Controller (Personal to officers in post as at 31.12.12)
- QB AM 27 : Rs 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Confidential Secretary
- QB AM 28 : Rs 19500 x 750 – 28500 x 900 – 32100**
Higher Executive Officer
Human Resource Officer
Senior Usher/Prosecutor
- QB AM 29 : Rs 24000 x 750 – 28500 x 900 – 32100**
Senior Committee Clerk
- QB AM 30 : Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
Assistant IT Officer (New Grade)
Library Officer
Safety and Health Officer/Senior Safety and Health Officer

ADMINISTRATION DEPARTMENT (Contd.)

- QB AM 31 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 – 36600**
Internal Control Officer/Senior Internal Control Officer
formerly Internal Control Officer
Senior Internal Control Officer
- QB AM 32 : Rs 24750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 39600**
Office Superintendent
- QB AM 33 : Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**
Senior Library Officer
- QB AM 34 : Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 42600**
Senior Human Resource Officer
- QB AM 35 : Rs 30300 x 900 – 33000 x 1200 – 36600 x 1500 – 44100**
Principal Internal Control Officer
- QB AM 36 : Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Assistant Chief Executive
Librarian
- QB AM 37 : Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Human Resource Management Officer
- QB AM 38 : Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 54600**
IT Officer/Systems Administrator
formerly IT Officer
- QB AM 39 : Rs 35400 x 1200 – 36600 x 1500 – 54600**
Senior Librarian
- QB AM 40 : Rs 50100 x 1500 – 57600 x 1800 – 68400 x 2400 – 75600**
Deputy Chief Executive
- QB AM 41 : Rs 93000**
Chief Executive

FINANCE DEPARTMENT

SALARY SCHEDULE

QB FI 1	:	Rs 8500 x 250 – 12500 x 300 – 14300 Stores Attendant
QB FI 2	:	Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000 Assistant Financial Operations Officer (Personal) Assistant Procurement and Supply Officer (Personal) Purchasing and Supply Officer (Personal)
QB FI 3	:	Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400 Cashier (Personal) Revenue Collector (Personal)
QB FI 4	:	Rs 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 - 36600 Financial Operations Officer/Senior Financial Operations Officer <i>formerly Financial Operations Officer</i> <i>Senior Financial Operations Officer</i> Procurement and Supply Officer/Senior Procurement and Supply Officer <i>formerly Procurement and Supply Officer</i> <i>Senior Procurement and Supply Officer</i>
QB FI 5	:	Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 42600 Accountant (Non-Qualified) (Personal)
QB FI 6	:	Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600 Accountant
QB FI 7	:	Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 61200 Principal Accountant
QB FI 8	:	Rs 63000 x 1800 – 68400 x 2400 – 75600 Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT

SALARY SCHEDULE

QB PI 1	:	Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13400 Lorry Loader (Personal)
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PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- QB PI 2 : Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13700**
Handy Worker
- QB PI 3 : Rs 8500 x 250 – 12500 x 300 – 14300**
Groundsman
Tradesman's Assistant
- QB PI 4 : Rs 8750 x 250 – 12500 x 300 – 14300 x 350 – 14650**
Handy Worker (Special Class)
- QB PI 5 : Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350**
Gardener
- QB PI 6 : Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050**
Plant and Equipment Operator
- QB PI 7 : Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850**
Survey Field Worker/Senior Survey Field Worker
- QB PI 8 : Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850**
Barbender
- QB PI 9 : Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300**
Tradesman
*formerly Automobile Electrician
Carpenter
Electrician
Mason
Mechanic
Painter
Panel Beater
Plumber and Pipe Fitter
Welder*
- QB PI 10 : Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300**
Head Gardener
- QB PI 11 : Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000**
Overseer

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- QB PI 12** : **Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250**
 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 15350 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000**
 Chief Tradesman
formerly Chief Carpenter
Chief Electrician
Chief Mason
Chief Mechanic
Chief Painter
Chief Welder
 Foreman
- QB PI 14** : **Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
 Assistant Inspector of Works
- QB PI 15** : **Rs 18900 x 600 – 19500 x 750 – 27000**
 Supervisor (Lighting Section)
- QB PI 16** : **Rs 18300 x 600 – 19500 x 750 – 28500 x 900 – 30300**
 Inspector of Works
- QB PI 17** : **Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
 Technical and Mechanical Officer
- QB PI 18** : **Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
 Senior Inspector of Works
- QB PI 19** : **Rs 19500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**
 Engineering Assistant
- QB PI 20** : **Rs 27750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**
 Chief Inspector of Works
- QB PI 21** : **Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
 Land Surveyor

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

QB PI 22 : Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600

Civil Engineer

QB PI 23 : Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 64800

Head, Public Infrastructure Department
formerly Head, Works Department

LAND USE AND PLANNING DEPARTMENT**SALARY SCHEDULE**

QB LP 1 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250

Cadastral Assistant

QB LP 2 : Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250

Assistant Building Inspector
Planning and Development Assistant
formerly Planning Assistant

QB LP 3 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 30300

Cadastral Officer

QB LP 4 : Rs 18300 x 600 – 19500 x 750 – 28500 x 900 – 30300

Building Inspector

QB LP 5 : Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400

Planning and Development Inspector
formerly Planning Inspector

QB LP 6 : Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 35400

Senior Building Inspector

QB LP 7 : Rs 27750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100

Chief Building Inspector

LAND USE AND PLANNING DEPARTMENT (Contd.)

QB LP 8 : Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600

Planning and Development Officer
formerly Planning Officer

QB LP 9 : Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 64800

Head, Land Use and Planning Department
formerly Head, Planning Department

WELFARE DEPARTMENT**SALARY SCHEDULE**

QB WL 1 : Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13400

Caretaker
Caretaker (Children's Playground)

QB WL 2 : Rs 8500 x 250 – 12500 x 300 – 14300

Attendant (Vocational Training Centre)
Children's Playground Attendant

QB WL 3 : Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000

Infant School Teacher

QB WL 4 : Rs 13400 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000

Dressmaking Teacher

QB WL 5 : Rs 10500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250

Stadium Supervisor

QB WL 6 : Rs 12000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250

Art Gallery Supervisor

QB WL 7 : Rs 13400 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400 QB 30300 x 1200 – 32100

Welfare Officer

QB WL 8 : Rs 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 – 34200

Senior Welfare Officer

WELFARE DEPARTMENT (Contd.)

QB WL 9 : Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 39600

Principal Welfare Officer

QB WL 10 : Rs 31200 x 900 – 33000 x 1200 – 36600 x 1500 – 48600

Chief Welfare Officer

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

QB PH 1 : Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13400

Handy Worker (Sanitation/Disease Control)
Sanitary Attendant

QB PH 2 : Rs 8500 x 250 – 12500 x 300 – 14300

Refuse Collector (Personal)

QB PH 3 : Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15000

Refuse Collector (Roster)

QB PH 4 : Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15350

Burial Ground Attendant (Roster)

QB PH 5 : Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350

Chemical Sprayerman

QB PH 6 : Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300

Incinerator Operator

QB PH 7 : Rs 10750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 20250

Driver/Scavenging Supervisor (Roster)

QB PH 8 : Rs 10500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 22500

Supervisor, Refuse Collection (Roster)

PUBLIC HEALTH DEPARTMENT (Contd.)

- QB PH 9 : Rs 12250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500**
Assistant Health Inspector (Personal to officers in post as at 31.12.12)

- QB PH 10 : Rs 14000 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Health Inspector

- QB PH 11 : Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600**
Senior Health Inspector

- QB PH 12 : Rs 29400 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**
Principal Health Inspector

- QB PH 13 : Rs 39600 x 1500 – 57600**
Chief Health Inspector

1.5 THE MUNICIPAL COUNCIL OF VACOAS-PHOENIX

WELFARE DEPARTMENT

Gymnasium Instructor (Part-Time)

1.5.1 At present, Gymnasium Instructors (Part-Time) who put in 27 hours weekly, are paid a monthly allowance of Rs 10650. Any additional number of hours put in is paid on a pro-rata basis. We are revising the allowance and maintaining the working arrangement.

Recommendation

1.5.2 We recommend that the Gymnasium Instructor (Part-Time) be paid a monthly allowance of Rs 13100 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 7400 x 200 – 7600 x 225 – 8500 x 250 – 11250 General Worker
VP AM 2	:	Rs 7400 x 200 – 7600 x 225 – 8500 x 250 – 12500 x 300 – 12800 General Worker (Personal to employees in post as at 30.06.08)
VP AM 3	:	Rs 8500 x 250 – 12500 x 300 – 14300 Tradesman's Assistant <i>formerly Local Government Binder's Assistant</i>
VP AM 4	:	Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15000 Watchman
VP AM 5	:	Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350 Library Attendant
VP AM 6	:	Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 16500 Attendant/Senior Attendant <i>formerly Attendant</i> <i>Senior Attendant</i>
VP AM 7	:	Rs 11500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 16500 Senior Library Attendant

ADMINISTRATION DEPARTMENT (Contd.)

- VP AM 8 : Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850**
Driver
- VP AM 9 : Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300**
Binder
- VP AM 10 : Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300**
Head Attendant
- VP AM 11 : Rs 9750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500**
Telephone Operator/Receptionist
- VP AM 12 : Rs 12000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500**
Driver, Heavy Mechanical Unit
- VP AM 13 : Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250**
Word Processing Operator (Personal to officers in post as at 31.12.12)
- VP AM 14 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000**
Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)
Library Clerk
- VP AM 15 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
General Services Officer (New Grade)
- VP AM 16 : Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
Senior Word Processing Operator
- VP AM 17 : Rs 12250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Usher/Prosecutor

ADMINISTRATION DEPARTMENT (Contd.)

- VP AM 18 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Executive Officer (Personal to officers in post as at 31.12.12)
- VP AM 19 : Rs 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Senior Library Clerk
- VP AM 20 : Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27750**
Committee Clerk
- VP AM 21 : Rs 15000 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500**
General Services Executive (New Grade)
- VP AM 22 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Database Supervisor (Personal to officers in post as at 31.12.12)
- VP AM 23 : Rs 15350 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Data Entry Controller (Personal to officers in post as at 31.12.12)
- VP AM 24 : Rs 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Confidential Secretary
- VP AM 25 : Rs 19500 x 750 – 28500 x 900 – 32100**
Higher Executive Officer
Human Resource Officer
Senior Usher/Prosecutor
- VP AM 26 : Rs 24000 x 750 – 28500 x 900 – 32100**
Senior Committee Clerk
- VP AM 27 : Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
Assistant IT Officer (New Grade)
Library Officer
Safety and Health Officer/Senior Safety and Health Officer

ADMINISTRATION DEPARTMENT (Contd.)

- VP AM 28 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 – 36600**
Internal Control Officer/Senior Internal Control Officer
formerly Internal Control Officer
Senior Internal Control Officer
- VP AM 29 : Rs 24750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 39600**
Office Superintendent
- VP AM 30 : Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**
Senior Library Officer
- VP AM 31 : Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 42600**
Senior Human Resource Officer
- VP AM 32 : Rs 30300 x 900 – 33000 x 1200 – 36600 x 1500 – 44100**
Principal Internal Control Officer
- VP AM 33 : Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Assistant Chief Executive Librarian
- VP AM 34 : Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Human Resource Management Officer
- VP AM 35 : Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 54600**
IT Officer/Systems Administrator
formerly IT Officer
- VP AM 36 : Rs 32100 x 900 – 33000 x 1200 – 36600 x 1500 – 54600**
Attorney
- VP AM 37 : Rs 35400 x 1200 – 36600 x 1500 – 54600**
Senior Librarian
- VP AM 38 : Rs 50100 x 1500 – 57600 x 1800 – 68400 x 2400 – 75600**
Deputy Chief Executive

ADMINISTRATION DEPARTMENT (Contd.)

VP AM 39 : Rs 93000
Chief Executive

FINANCE DEPARTMENT**SALARY SCHEDULE**

VP FI 1 : Rs 8500 x 250 – 12500 x 300 – 14300
Stores Attendant

VP FI 2 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000
Assistant Financial Operations Officer (Personal)
Assistant Procurement and Supply Officer (Personal)
Purchasing and Supply Officer (Personal)

VP FI 3 : Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400
Cashier (Personal)
Revenue Collector (Personal)

VP FI 4 : Rs 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 - 36600
Financial Operations Officer/Senior Financial Operations Officer
formerly Financial Operations Officer
Senior Financial Operations Officer
Procurement and Supply Officer/Senior Procurement and Supply Officer
formerly Procurement and Supply Officer
Senior Procurement and Supply Officer

VP FI 5 : Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600
Accountant

VP FI 6 : Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 61200
Principal Accountant

VP FI 7 : Rs 63000 x 1800 – 68400 x 2400 – 75600
Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT**SALARY SCHEDULE**

VP PI 1 : Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13700
Handy Worker

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

VP PI 2	:	Rs 8500 x 250 – 12500 x 300 – 14300 Tradesman's Assistant
VP PI 3	:	Rs 8750 x 250 – 12500 x 300 – 14300 x 350 – 14650 Handy Worker (Special Class)
VP PI 4	:	Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350 Gardener
VP PI 5	:	Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 Plant and Equipment Operator
VP PI 6	:	Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850 Survey Field Worker/Senior Survey Field Worker
VP PI 7	:	Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850 Barbender
VP PI 8	:	Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 Tradesman <i>formerly Automobile Electrician Carpenter Electrician Mason Mechanic Painter Panel Beater Plumber & Pipe Fitter Plumber/Welder Welder (Oxy-Acetylene Arc)</i>
VP PI 9	:	Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000 Overseer
VP PI 10	:	Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250 Overseer (Works) (Personal to officers appointed prior to 15.09.05)
VP PI 11	:	Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000 Senior Overseer

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

VP PI 12	:	Rs 15350 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000 Chief Tradesman <i>formerly Chief Carpenter Chief Electrician Chief Mason</i>
VP PI 13	:	Rs 13100 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24750 Senior Overseer (Personal)
VP PI 14	:	Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250 Assistant Inspector of Works
VP PI 15	:	Rs 18900 x 600 – 19500 x 750 – 27000 Supervisor (Lighting Section) Workshop Supervisor
VP PI 16	:	Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400 Draughtsman
VP PI 17	:	Rs 18300 x 600 – 19500 x 750 – 28500 x 900 – 30300 Inspector of Works
VP PI 18	:	Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 35400 Senior Inspector of Works
VP PI 19	:	Rs 19500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100 Engineering Assistant
VP PI 20	:	Rs 27750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100 Chief Inspector of Works
VP PI 21	:	Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600 Land Surveyor
VP PI 22	:	Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600 Civil Engineer

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

VP PI 23 : Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 64800
 Head, Public Infrastructure Department
formerly Head, Works Department

LAND USE AND PLANNING DEPARTMENT**SALARY SCHEDULE**

VP LP 1 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250
 Cadastral Assistant

VP LP 2 : Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250
 Assistant Building Inspector
 Planning and Development Assistant
formerly Planning Assistant

VP LP 3 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 30300
 Cadastral Officer

VP LP 4 : Rs 18300 x 600 – 19500 x 750 – 28500 x 900 – 30300
 Building Inspector

VP LP 5 : Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400
 Planning and Development Inspector
formerly Planning Inspector

VP LP 6 : Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 35400
 Senior Building Inspector

VP LP 7 : Rs 27750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100
 Chief Building Inspector

VP LP 8 : Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600
 Planning and Development Officer
formerly Planning Officer

VP LP 9 : Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 64800
 Head, Land Use and Planning Department
formerly Head, Planning Department

WELFARE DEPARTMENT**SALARY SCHEDULE**

VP WL 1	:	Rs 8500 x 250 – 12500 x 300 – 14300 Nursery Attendant
VP WL 2	:	Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000 Assistant Nursery Matron Infant School Teacher
VP WL 3	:	Rs 10500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250 Stadium Supervisor
VP WL 4	:	Rs 12250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250 Nursery Matron
VP WL 5	:	Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000 Supervisor Infant School
VP WL 6	:	Rs 13400 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400 QB 30300 x 1200 – 32100 Welfare Officer
VP WL 7	:	Rs 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 - 34200 Senior Welfare Officer
VP WL 8	:	Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 39600 Principal Welfare Officer
VP WL 9	:	Rs 31200 x 900 – 33000 x 1200 – 36600 x 1500 – 48600 Chief Welfare Officer

PART-TIME WORKERS

VP WL 10	:	Rs 380 (per session of 3 hours) Dressmaking Teacher
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WELFARE DEPARTMENT (Contd.)

- VP WL 11 : Rs 11750 (monthly)**
Embroidery Instructress
- VP WL 12 : Rs 12000 (monthly)**
Shorthand/Typewriting Instructress
- VP WL 13 : Rs 13100 (monthly)**
Gymnasium Instructor (Part-Time)

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

- VP PH 1 : Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13400**
Handy Worker
Handy Worker (Sanitation/Disease Control)
- VP PH 2 : Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15000**
Refuse Collector (Roster)
- VP PH 3 : Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15350**
Burial Ground Attendant (Roster)
- VP PH 4 : Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350**
Chemical Sprayerman
- VP PH 5 : Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300**
Incinerator Operator
- VP PH 6 : Rs 10750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 20250**
Driver/Scavenging Supervisor (Roster)
- VP PH 7 : Rs 10500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 22500**
Supervisor, Refuse Collection (Roster)
- VP PH 8 : Rs 12250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500**
Assistant Health Inspector (Personal to officers in post as at 31.12.12)

PUBLIC HEALTH DEPARTMENT (Contd.)

**VP PH 9 : Rs 14000 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 –
19500 x 750 – 28500 x 900 – 32100**

Health Inspector

VP PH 10 : Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600

Senior Health Inspector

VP PH 11 : Rs 29400 x 900 – 33000 x 1200 – 36600 x 1500 – 41100

Principal Health Inspector

VP PH 12 : Rs 39600 x 1500 – 57600

Chief Health Inspector

2. DISTRICT COUNCILS

- 2.1 The functioning of the District Councils, which was governed by the Local Government Act 2003, is now being regulated by the Local Government Act 2011. Section 7 of the Local Government Act 2011 stipulates that a district shall, for the purpose of Local Government, be administered by a Local Authority and shall be known as a District Council and it shall be responsible for overseeing the administration of the respective villages within its boundaries.
- 2.2 Section 7 of the Local Government Act 2011 further provides that there shall be a District Council for each of the districts of Black River, Flacq, Grand Port, Moka, Pamplemousses, Riviere du Rempart and Savanne. Each of the District Council would be under the responsibility of a Chief Executive.
- 2.3 The activities of District Councils are organized under the following departments: Administration, Finance, Land Use and Planning, Public Infrastructure, Public Health, and Welfare. Each department of the Council is under the supervision of the Chief Executive.
- 2.4 For this Report, the Bureau is reviewing the organisation's structure of the four District Councils in line with the changes brought to the structure in Municipal Councils.

2.1 THE DISTRICT COUNCIL OF BLACK RIVER

ADMINISTRATION DEPARTMENT

SALARY SCHEDULE

BR AM 1	:	Rs 7400 x 200 – 7600 x 225 – 8500 x 250 – 11250 General Worker
BR AM 2	:	Rs 7400 x 200 – 7600 x 225 – 8500 x 250 – 12500 x 300 – 12800 General Worker (Personal to employees in post as at 30.06.08)
BR AM 3	:	Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15000 Watchman
BR AM 4	:	Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350 Library Attendant
BR AM 5	:	Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 16500 Attendant/Senior Attendant <i>formerly Attendant</i> <i>Senior Attendant</i>
BR AM 6	:	Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850 Driver
BR AM 7	:	Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850 Gangman
BR AM 8	:	Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300 Head Attendant
BR AM 9	:	Rs 9750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 Receptionist/Telephonist
BR AM 10	:	Rs 12000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 Driver, Heavy Mechanical Unit

ADMINISTRATION DEPARTMENT (Contd.)

- BR AM 11 : Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250**
Word Processing Operator (Personal to officers in post as at 31.12.12)
- BR AM 12 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000**
Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)
Library Clerk
- BR AM 13 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
General Services Officer (New Grade)
- BR AM 14 : Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
Senior Word Processing Operator
- BR AM 15 : Rs 12250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Usher/Prosecutor
- BR AM 16 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Executive Officer (Personal to officers in post as at 31.12.12)
- BR AM 17 : Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27750**
Committee Clerk
- BR AM 18 : Rs 15000 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500**
General Services Executive (New Grade)
- BR AM 19 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Database Supervisor (Personal to officers in post as at 31.12.12)
- BR AM 20 : Rs 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Confidential Secretary

ADMINISTRATION DEPARTMENT (Contd.)

- BR AM 21 : Rs 19500 x 750 – 28500 x 900 – 32100**
Higher Executive Officer
Human Resource Officer
- BR AM 22 : Rs 24000 x 750 – 28500 x 900 – 32100**
Senior Committee Clerk
- BR AM 23 : Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 –
33000 x 1200 – 35400**
Assistant IT Officer (New Grade)
Safety and Health Officer/Senior Safety and Health Officer
- BR AM 24 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750
– 28500 x 900 – 32100 QB 33000 x 1200 – 36600**
Internal Control Officer/Senior Internal Control Officer
formerly Internal Control Officer
Senior Internal Control Officer
- BR AM 25 : Rs 30300 x 900 – 33000 x 1200 – 36600 x 1500 – 44100**
Principal Internal Control Officer
- BR AM 26 : Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500
– 48600**
Assistant Chief Executive
- BR AM 27 : Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500
– 48600**
Human Resource Management Officer
- BR AM 28 : Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500
– 54600**
IT Officer/Systems Administrator
formerly IT Officer
- BR AM 29 : Rs 32100 x 900 – 33000 x 1200 – 36600 x 1500 – 54600**
Attorney
- BR AM 30 : Rs 50100 x 1500 – 57600 x 1800 – 68400 x 2400 – 75600**
Deputy Chief Executive
- BR AM 31 : Rs 93000**
Chief Executive

FINANCE DEPARTMENT

SALARY SCHEDULE

BR FI 1	:	Rs 8500 x 250 – 12500 x 300 – 14300 Stores Attendant
BR FI 2	:	Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000 Assistant Financial Operations Officer (Personal) Assistant Procurement and Supply Officer (Personal) Purchasing and Supply Officer (Personal)
BR FI 3	:	Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400 Cashier (Personal)
BR FI 4	:	Rs 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 – 36600 Financial Operations Officer/ Senior Financial Operations Officer <i>formerly Financial Operations Officer</i> <i>Senior Financial Operations Officer</i> Procurement and Supply Officer/ Senior Procurement and Supply Officer <i>formerly Procurement and Supply Officer</i> <i>Senior Procurement and Supply Officer</i>
BR FI 5	:	Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600 Accountant
BR FI 6	:	Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 61200 Principal Accountant
BR FI 7	:	Rs 63000 x 1800 – 68400 x 2400 – 75600 Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT

SALARY SCHEDULE

BR PI 1	:	Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13400 Lorry Loader (Personal)
BR PI 2	:	Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13700 Handy Worker

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- BR PI 3 : Rs 8500 x 250 – 12500 x 300 – 14300**
Roadmender/Tarman (Personal)
Tradesman's Assistant
- BR PI 4 : Rs 8750 x 250 – 12500 x 300 – 14300 x 350 – 14650**
Handy Worker (Special Class)
- BR PI 5 : Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350**
Gardener
- BR PI 6 : Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050**
Plant and Equipment Operator
- BR PI 7 : Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300**
Tradesman
formerly Carpenter
Electrician
Mason
Painter
Plumber and Pipe Fitter
- BR PI 8 : Rs 15350 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000**
Chief Tradesman
Foreman
- BR PI 9 : Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
Assistant Inspector of Works
- BR PI 10 : Rs 18300 x 600 – 19500 x 750 – 28500**
Supervisor (Lighting Section) (Personal)
- BR PI 11 : Rs 18300 x 600 – 19500 x 750 – 28500 x 900 – 30300**
Inspector of Works
- BR PI 12 : Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
Senior Inspector of Works
- BR PI 13 : Rs 27750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**
Chief Inspector of Works

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- BR PI 14** : **Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Civil Engineer
- BR PI 15** : **Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 64800**
Head, Public Infrastructure Department
formerly Head, Works Department

LAND USE AND PLANNING DEPARTMENT**SALARY SCHEDULE**

- BR LP 1** : **Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
Assistant Building Inspector
- BR LP 2** : **Rs 18300 x 600 – 19500 x 750 – 28500 x 900 – 30300**
Building Inspector
- BR LP 3** : **Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
Planning and Development Inspector
formerly Planning Inspector
- BR LP 4** : **Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Planning and Development Officer
formerly Planning Officer
- BR LP 5** : **Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 64800**
Head, Land Use and Planning Department
formerly Head, Planning Department

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

- BR PH 1** : **Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13400**
Sanitary Attendant (Personal)
- BR PH 2** : **Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15350**
Burial Ground Attendant (Roster)

PUBLIC HEALTH DEPARTMENT (Contd.)

- BR PH 3 : Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300**
Incinerator Operator
- BR PH 4 : Rs 12250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500**
Assistant Health Inspector (Personal to officers in post as at 31.12.12)
- BR PH 5 : Rs 14000 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Health Inspector
- BR PH 6 : Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600**
Senior Health Inspector
- BR PH 7 : Rs 29400 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**
Principal Health Inspector
- BR PH 8 : Rs 39600 x 1500 – 57600**
Chief Health Inspector

WELFARE DEPARTMENT**SALARY SCHEDULE**

- BR WL 1 : Rs 8500**
Sewing Teacher (Part-Time)
- BR WL 2 : Rs 10750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21750**
Supervisor, Sewing Classes
- BR WL 3 : Rs 13400 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400 QB 30300 x 1200 – 32100**
Welfare Officer
- BR WL 4 : Rs 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 - 34200**
Senior Welfare Officer
- BR WL 5 : Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 39600**
Principal Welfare Officer

2.2 THE DISTRICT COUNCIL OF GRAND PORT-SAVANNE

ADMINISTRATION DEPARTMENT

SALARY SCHEDULE

GS AM 1	:	Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15000 Watchman
GS AM 2	:	Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 16500 Attendant/Senior Attendant <i>formerly Attendant</i> <i>Senior Attendant</i>
GS AM 3	:	Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850 Driver
GS AM 4	:	Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300 Head Attendant
GS AM 5	:	Rs 9750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 Receptionist/Telephonist
GS AM 6	:	Rs 12000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 Driver, Heavy Mechanical Unit
GS AM 7	:	Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250 Word Processing Operator (Personal to officers in post as at 31.12.12)
GS AM 8	:	Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000 Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12) Library Clerk
GS AM 9	:	Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250 General Services Officer (New Grade)

ADMINISTRATION DEPARTMENT (Contd.)

- GS AM 10 : Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
Senior Word Processing Operator
- GS AM 11 : Rs 12250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Usher/Prosecutor
- GS AM 12 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Executive Officer (Personal to officers in post as at 31.12.12))
- GS AM 13: Rs 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Senior Library Clerk
- GS AM 14 : Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27750**
Committee Clerk
- GS AM 15 : Rs 15000 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500**
General Services Executive (New Grade)
- GS AM 16 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Database Supervisor (Personal to officers in post as at 31.12.12)
- GS AM 17 : Rs 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Confidential Secretary
- GS AM 18 : Rs 19500 x 750 – 28500 x 900 – 32100**
Higher Executive Officer
Human Resource Officer
- GS AM 19 : Rs 24000 x 750 – 28500 x 900 – 32100**
Senior Committee Clerk
- GS AM 20 : Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
Assistant IT Officer (New Grade)
Library Officer
Safety and Health Officer/Senior Safety and Health Officer

ADMINISTRATION DEPARTMENT (Contd.)

- GS AM 21 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 - 36600**
Internal Control Officer/Senior Internal Control Officer
formerly Internal Control Officer
Senior Internal Control Officer
- GS AM 22 : Rs 24750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 39600**
Office Superintendent
- GS AM 23 : Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 42600**
Senior Human Resource Officer
- GS AM 24 : Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Assistant Chief Executive
- GS AM 25 : Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Human Resource Management Officer
Internal Auditor (possessing the ACCA Final or equivalent)
(Personal to officer in post as at 30.06.08)
- GS AM 26 : Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 54600**
IT Officer/Systems Administrator
formerly IT Officer
- GS AM 27 : Rs 32100 x 900 – 33000 x 1200 – 36600 x 1500 – 54600**
Attorney
- GS AM 28 : Rs 50100 x 1500 – 57600 x 1800 – 68400 x 2400 – 75600**
Deputy Chief Executive
- GS AM 29 : Rs 93000**
Chief Executive

FINANCE DEPARTMENT

SALARY SCHEDULE

GS FI 1	:	Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000
		Assistant Financial Operations Officer (Personal) Assistant Procurement and Supply Officer (Personal) <i>formerly Assistant Stores Officer (Personal)</i> Purchasing and Supply Officer (Personal)
GS FI 2	:	Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400
		Cashier (Personal)
GS FI 3	:	Rs 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 – 36600
		Financial Operations Officer/Senior Financial Operations Officer <i>formerly Financial Operations Officer</i> <i>Senior Financial Operations Officer</i> Procurement and Supply Officer/Senior Procurement and Supply Officer <i>formerly Procurement and Supply Officer</i> <i>Senior Procurement and Supply Officer</i>
GS FI 4	:	Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600
		Accountant
GS FI 5	:	Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 61200
		Principal Accountant
GS FI 6	:	Rs 63000 x 1800 – 68400 x 2400 – 75600
		Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT

SALARY SCHEDULE

GS PI 1	:	Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13700
		Handy Worker
GS PI 2	:	Rs 8500 x 250 – 12500 x 300 – 14300
		Tradesman's Assistant <i>formerly Assistant Mechanic</i> <i>Tradesman's Assistant (Electrician)</i> <i>Tradesman's Assistant (Mason)</i> <i>Tradesman's Assistant (Mechanic)</i>

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- GS PI 3** : **Rs 8750 x 250 – 12500 x 300 – 14300 x 350 – 14650**
Handy Worker (Special Class)
- GS PI 4** : **Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350**
Gardener
- GS PI 5** : **Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050**
Plant and Equipment Operator
- GS PI 6** : **Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300**
Tradesman
*formerly Automobile Electrician
Carpenter
Electrician
Mason
Mechanic
Painter
Plumber and Pipe Fitter
Welder*
- GS PI 7** : **Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000**
Gangman, Road Works (Personal)
- GS PI 8** : **Rs 15350 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000**
Chief Tradesman
Foreman
- GS PI 9** : **Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
Assistant Inspector of Works
- GS PI 10** : **Rs 18900 x 600 – 19500 x 750 – 27000**
Supervisor (Lighting Section)
- GS PI 11** : **Rs 18300 x 600 – 19500 x 750 – 28500 x 900 – 30300**
Inspector of Works
- GS PI 12** : **Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
Senior Inspector of Works

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- GS PI 13** : **Rs 27750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**
Chief Inspector of Works
- GS PI 14** : **Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Civil Engineer
- GS PI 15** : **Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 64800**
Head, Public Infrastructure Department
formerly Head, Works Department

LAND USE AND PLANNING DEPARTMENT**SALARY SCHEDULE**

- GS LP 1** : **Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
Assistant Building Inspector
Planning and Development Assistant
formerly Planning Assistant
- GS LP 2** : **Rs 18300 x 600 – 19500 x 750 – 28500 x 900 – 30300**
Building Inspector
- GS LP 3** : **Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
Planning and Development Inspector
formerly Planning Inspector
- GS LP 4** : **Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
Senior Building Inspector
- GS LP 5** : **Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Planning and Development Officer
formerly Planning Officer
- GS LP 6** : **Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 64800**
Head, Land Use and Planning Department
formerly Head, Planning Department

PUBLIC HEALTH DEPARTMENT
SALARY SCHEDULE

GS PH 1	:	Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13400 Lorry Loader (Personal)
GS PH 2	:	Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15000 Refuse Collector (Roster)
GS PH 3	:	Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15350 Burial Ground Attendant (Roster)
GS PH 4	:	Rs 10500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 18900 Driver (Roster)
GS PH 5	:	Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 20250 Gangman (Scavenging) (Roster)
GS PH 6	:	Rs 10500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 22500 Supervisor, Refuse Collection (Roster)
GS PH 7	:	Rs 12250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 Assistant Health Inspector (Personal to officers in post as at 31.12.12)
GS PH 8	:	Rs 14000 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100 Health Inspector
GS PH 9	:	Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 Senior Health Inspector
GS PH 10	:	Rs 29400 x 900 – 33000 x 1200 – 36600 x 1500 – 41100 Principal Health Inspector
GS PH 11	:	Rs 39600 x 1500 – 57600 Chief Health Inspector

WELFARE DEPARTMENT**SALARY SCHEDULE**

GS WL 1	:	Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000
		Infant School Teacher
GS WL 2	:	Rs 10750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21750
		Supervisor, Sewing Classes
GS WL 3	:	Rs 13400 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400 QB 30300 x 1200 – 32100
		Welfare Officer
GS WL 4	:	Rs 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 – 34200
		Senior Welfare Officer
GS WL 5	:	Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 39600
		Principal Welfare Officer

VILLAGE COUNCILS**PART-TIME WORKERS**

GS VC 1	:	Rs 3875
		Library Attendant Sanitary Attendant
GS VC 2	:	Rs 5065
		Village Hall Attendant
GS VC 3	:	Rs 5800
		TV Attendant
GS VC 4	:	Rs 6260
		Village Hall Attendant
GS VC 5	:	Rs 6400
		Children Playground Attendant
GS VC 6	:	Rs 6800
		Village Hall Attendant (Personal to post holder as at 01.07.93)

VILLAGE COUNCILS (Contd.)

- GS VC 7 : Rs 8050**
Hindi Teacher (ii)
- GS VC 8 : Rs 8500**
Sewing Teacher
- GS VC 9 : Rs 9750**
Hindi Teacher (i)
Marathi Teacher
- GS VC 10 : Rs 10000**
Village Hall and TV Attendant

2.3 THE DISTRICT COUNCIL OF MOKA-FLACQ

ADMINISTRATION DEPARTMENT

SALARY SCHEDULE

MF AM 1	:	Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15000 Watchman
MF AM 2	:	Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 16500 Attendant/Senior Attendant <i>formerly Attendant</i> <i>Senior Attendant</i>
MF AM 3	:	Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850 Driver
MF AM 4	:	Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 Binder
MF AM 5	:	Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300 Head Attendant
MF AM 6	:	Rs 9750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 Receptionist/Telephonist
MF AM 7	:	Rs 12000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 Driver, Heavy Mechanical Unit
MF AM 8	:	Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250 Word Processing Operator (Personal to officers in post as at 31.12.12)
MF AM 9	:	Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000 Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12) Library Clerk

ADMINISTRATION DEPARTMENT (Contd.)

- MF AM 10 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
General Services Officer (New Grade)
- MF AM 11 : Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
Senior Word Processing Operator
- MF AM 12 : Rs 12250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Usher/Prosecutor
- MF AM 13 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Executive Officer (Personal to officers in post as at 31.12.12)
- MF AM 14 : Rs 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Senior Library Clerk
- MF AM 15 : Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27750**
Committee Clerk
- MF AM 16 : Rs 15000 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500**
General Services Executive (New Grade)
- MF AM 17 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Database Supervisor (Personal to officers in post as at 31.12.12)
- MF AM 18 : Rs 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Confidential Secretary
- MF AM 19 : Rs 19500 x 750 – 28500 x 900 – 32100**
Higher Executive Officer
Human Resource Officer
- MF AM 20 : Rs 24000 x 750 – 28500 x 900 – 32100**
Senior Committee Clerk

ADMINISTRATION DEPARTMENT (Contd.)

- MF AM 21 : Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
Assistant IT Officer (New Grade)
Library Officer
Safety and Health Officer/Senior Safety and Health Officer
- MF AM 22 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 – 36600**
Internal Control Officer/Senior Internal Control Officer
formerly Internal Control Officer
Senior Internal Control Officer
- MF AM 23 : Rs 24750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 39600**
Office Superintendent
- MF AM 24 : Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 42600**
Senior Human Resource Officer
- MF AM 25 : Rs 30300 x 900 – 33000 x 1200 – 36600 x 1500 – 44100**
Principal Internal Control Officer
- MF AM 26 : Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Assistant Chief Executive
- MF AM 27 : Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Human Resource Management Officer
- MF AM 28 : Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 54600**
IT Officer/Systems Administrator
formerly IT Officer
- MF AM 29 : Rs 50100 x 1500 – 57600 x 1800 – 68400 x 2400 – 75600**
Deputy Chief Executive
- MF AM 30 : Rs 93000**
Chief Executive

FINANCE DEPARTMENT

SALARY SCHEDULE

MF FI 1	:	Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000
		Assistant Financial Operations Officer (Personal) Assistant Procurement and Supply Officer (Personal) Purchasing and Supply Officer (Personal)
MF FI 2	:	Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400
		Cashier (Personal) Revenue Collector (Personal)
MF FI 3	:	Rs 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 – 36600
		Financial Operations Officer/Senior Financial Operations Officer <i>formerly Financial Operations Officer</i> <i>Senior Financial Operations Officer</i> Procurement and Supply Officer/Senior Procurement and Supply Officer <i>formerly Procurement and Supply Officer</i> <i>Senior Procurement and Supply Officer</i>
MF FI 4	:	Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600
		Accountant
MF FI 5	:	Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 61200
		Principal Accountant
MF FI 6	:	Rs 63000 x 1800 – 68400 x 2400 – 75600
		Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT

SALARY SCHEDULE

MF PI 1	:	Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13700
		Handy Worker
MF PI 2	:	Rs 8500 x 250 – 12500 x 300 – 14300
		Tradesman Assistant <i>formerly Assistant Plumber & Pipe Fitter</i> <i>Assistant Welder and Painter</i> <i>Tradesman's Assistant (Electrician)</i> <i>Tradesman's Assistant (Mason)</i> <i>Tradesman's Assistant (Mechanic)</i> <i>Tradesman's Assistant (Welder)</i>

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- MF PI 3** : **Rs 8750 x 250 – 12500 x 300 – 14300 x 350 – 14650**
Handy Worker (Special Class)
- MF PI 4** : **Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350**
Gardener
- MF PI 5** : **Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050**
Plant and Equipment Operator
- MF PI 6** : **Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300**
Tradesman
*formerly Automobile Electrician
Cabinet Maker
Electrician
Mason
Mechanic
Painter
Panel Beater
Plumber and Pipe Fitter
Rattaner
Welder and Painter*
- MF PI 7** : **Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000**
Gangman Road Works (Personal)
- MF PI 8** : **Rs 15350 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000**
Chief Tradesman
Foreman
- MF PI 9** : **Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
Assistant Inspector of Works
- MF PI 10** : **Rs 18900 x 600 – 19500 x 750 – 27000**
Supervisor (Lighting Section)
- MF PI 11** : **Rs 18300 x 600 – 19500 x 750 – 28500 x 900 – 30300**
Inspector of Works
- MF PI 12** : **Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
Senior Inspector of Works

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- MF PI 13** : **Rs 27750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**
Chief Inspector of Works
- MF PI 14** : **Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Civil Engineer
- MF PI 15** : **Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 64800**
Head, Public Infrastructure Department
formerly Head, Works Department

LAND USE AND PLANNING DEPARTMENT**SALARY SCHEDULE**

- MF LP 1** : **Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
Planning and Development Assistant
formerly Planning Assistant
- MF LP 2** : **Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
Planning and Development Inspector
formerly Planning Inspector
- MF LP 3** : **Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Planning and Development Officer
formerly Planning Officer
- MF LP 4** : **Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 64800**
Head, Land Use and Planning Department
formerly Head, Planning Department

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

- MF PH 1** : **Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15000**
Market Watchman
Refuse Collector (Roster)
- MF PH 2** : **Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15350**
Burial Ground Attendant (Roster)

PUBLIC HEALTH DEPARTMENT (Contd.)

MF PH 3	:	Rs 10500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 18900 Driver (Roster)
MF PH 4	:	Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 20250 Gangman (Scavenging) (Roster)
MF PH 5	:	Rs 10500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 22500 Supervisor, Refuse Collection (Roster)
MF PH 6	:	Rs 12250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 Assistant Health Inspector (Personal to officers in post as at 31.12.12)
MF PH 7	:	Rs 14000 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100 Health Inspector
MF PH 8	:	Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 Senior Health Inspector
MF PH 9	:	Rs 29400 x 900 – 33000 x 1200 – 36600 x 1500 – 41100 Principal Health Inspector
MF PH 10	:	Rs 39600 x 1500 – 57600 Chief Health Inspector

WELFARE DEPARTMENT**SALARY SCHEDULE**

MF WL 1	:	Rs 8500 Sewing Teacher
MF WL 2	:	Rs 10750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21750 Supervisor, Sewing Classes

WELFARE DEPARTMENT (Contd.)

**MF WL 3 : Rs 13400 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 –
19500 x 750 – 28500 x 900 – 29400 QB 30300 x 1200 – 32100**

Welfare Officer

MF WL 4 : Rs 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 - 34200

Senior Welfare Officer

**MF WL 5 : Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500
– 39600**

Principal Welfare Officer

VILLAGE COUNCILS**PART-TIME WORKERS**

MF VC 1 : Rs 4345

Cremation Ground Attendant
Library Attendant
Sanitary Attendant

MF VC 2 : Rs 5495

TV Operator

MF VC 3 : Rs 6400

Sub-Hall Attendant
Village Hall Attendant

MF VC 4 : Rs 9000

Sub-Hall Attendant and TV Operator
Village Hall Attendant and TV Operator

MF VC 5 : Rs 10000

Village Hall Attendant/TV Operator and Newspaper Collector

MF VC 6 : Rs 10750

Village Hall Attendant/TV Operator and Library Attendant

2.4 THE DISTRICT COUNCIL OF PAMPLEMOUSSES-RIVIERE DU REMPART

ADMINISTRATION DEPARTMENT

SALARY SCHEDULE

PR AM 1	:	Rs 7400 x 200 – 7600 x 225 – 8500 x 250 – 11250 General Worker
PR AM 2	:	Rs 7400 x 200 – 7600 x 225 – 8500 x 250 – 12500 x 300 – 12800 General Worker (Personal to employees in post as at 30.06.08)
PR AM 3	:	Rs 8050 x 225 – 8500 x 250 – 12500 x 300 – 13100 General Worker (Personal)
PR AM 4	:	Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350 Library Attendant
PR AM 5	:	Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 16500 Attendant/Senior Attendant <i>formerly Attendant</i> <i>Senior Attendant</i>
PR AM 6	:	Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 17850 Gangman
PR AM 7	:	Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300 Head Attendant
PR AM 8	:	Rs 10500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 18900 Driver (Roster)
PR AM 9	:	Rs 9750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 Receptionist/Telephonist
PR AM 10	:	Rs 12000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 Driver, Heavy Mechanical Unit
PR AM 11	:	Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21000 Pre-Primary School Teacher

ADMINISTRATION DEPARTMENT (Contd.)

- PR AM 12 : Rs 10750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 21750**
Supervisor, Sewing Classes
- PR AM 13 : Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250**
Word Processing Operator (Personal to officers in post as at 31.12.12)
- PR AM 14 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000**
Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)
Library Clerk
- PR AM 15 : Rs 11250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
General Services Officer (New Grade)
- PR AM 16 : Rs 13700 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
Senior Word Processing Operator
- PR AM 17 : Rs 12250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Usher/Prosecutor
- PR AM 18 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Executive Officer (Personal to officers in post as at 31.12.12)
- PR AM 19 : Rs 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Senior Library Clerk
- PR AM 20 : Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27750**
Committee Clerk
- PR AM 21 : Rs 15000 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500**
General Services Executive (New Grade)
- PR AM 22 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Database Supervisor (Personal to officers in post as at 31.12.12)

ADMINISTRATION DEPARTMENT (Contd.)

- PR AM 23 : Rs 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Confidential Secretary
- PR AM 24 : Rs 19500 x 750 – 28500 x 900 – 32100**
Higher Executive Officer
Human Resource Officer
- PR AM 25 : Rs 24000 x 750 – 28500 x 900 – 32100**
Senior Committee Clerk
- PR AM 26 : Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
Assistant IT Officer (New Grade)
Library Officer
Safety and Health Officer/Senior Safety and Health Officer
- PR AM 27 : Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 – 36600**
Internal Control Officer/Senior Internal Control Officer
formerly Internal Control Officer
Senior Internal Control Officer
- PR AM 28 : Rs 24750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 39600**
Office Superintendent
- PR AM 29 : Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 42600**
Senior Human Resource Officer
- PR AM 30 : Rs 30300 x 900 – 33000 x 1200 – 36600 x 1500 – 44100**
Principal Internal Control Officer
- PR AM 31 : Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Assistant Chief Executive
- PR AM 32 : Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Human Resource Management Officer

ADMINISTRATION DEPARTMENT (Contd.)

- PR AM 33** : **Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 54600**
IT Officer/Systems Administrator
formerly IT Officer
- PR AM 34** : **Rs 32100 x 900 – 33000 x 1200 – 36600 x 1500 – 54600**
Attorney
- PR AM 35** : **Rs 50100 x 1500 – 57600 x 1800 – 68400 x 2400 – 75600**
Deputy Chief Executive
- PR AM 36** : **Rs 93000**
Chief Executive

FINANCE DEPARTMENT**SALARY SCHEDULE**

- PR FI 1** : **Rs 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 27000**
Assistant Financial Operations Officer (Personal)
Assistant Procurement and Supply Officer (Personal)
- PR FI 2** : **Rs 15700 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400**
Cashier (Personal)
- PR FI 3** : **Rs 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 - 36600**
Financial Operations Officer/Senior Financial Operations Officer
formerly Financial Operations Officer
Senior Financial Operations Officer
Procurement and Supply Officer/Senior Procurement and Supply Officer
formerly Procurement and Supply Officer
Senior Procurement and Supply Officer
- PR FI 4** : **Rs 25500 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Accountant
- PR FI 5** : **Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 61200**
Principal Accountant
- PR FI 6** : **Rs 63000 x 1800 – 68400 x 2400 – 75600**
Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT

SALARY SCHEDULE

- PR PI 1 : Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13400**
Lorry Loader (Personal)
- PR PI 2 : Rs 8275 x 225 – 8500 x 250 – 12500 x 300 – 13700**
Handy Worker
- PR PI 3 : Rs 8500 x 250 – 12500 x 300 – 14300**
Tradesman Assistant
formerly Assistant Mechanic
Tradesman Assistant
Tradesman Assistant (Carpenter)
Roadmender/Tarman (Personal)
- PR PI 4 : Rs 8750 x 250 – 12500 x 300 – 14300 x 350 – 14650**
Handy Worker (Special Class)
- PR PI 5 : Rs 9250 x 250 – 12500 x 300 – 14300 x 350 – 15350**
Chemical Sprayer Operator
Gardener
formerly Gardener/Nurseryman
Groundsman (Personal to officers in post as at 30.06.08)
- PR PI 6 : Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050**
Plant and Equipment Operator
- PR PI 7 : Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300**
Tradesman
formerly Electrician
Mason
Mechanic
Painter
Panel Beater
Plumber & Pipe Fitter
Tradesman (Carpenter)
Welder
- PR PI 8 : Rs 10000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 23250**
Overseer (Personal to officers appointed prior to 15.09.05)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- PR PI 9 : Rs 15350 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 24000**
Chief Tradesman
Foreman
- PR PI 10 : Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
Assistant Inspector of Works
- PR PI 11 : Rs 18900 x 600 – 19500 x 750 – 27000**
Supervisor (Lighting)
Workshop Supervisor
- PR PI 12 : Rs 18300 x 600 – 19500 x 750 – 28500 x 900 – 30300**
Inspector of Works
- PR PI 13 : Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
Senior Inspector of Works
- PR PI 14 : Rs 27750 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**
Chief Inspector of Works
- PR PI 15 : Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
Civil Engineer
- PR PI 16 : Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 64800**
Head, Public Infrastructure Department
formerly Head, Works Department

LAND USE AND PLANNING DEPARTMENT**SALARY SCHEDULE**

- PR LP 1 : Rs 11750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 26250**
Planning and Development Assistant
formerly Planning Assistant
Assistant Building Inspector
- PR LP 2 : Rs 18300 x 600 – 19500 x 750 – 28500 x 900 – 30300**
Building Inspector

LAND USE AND PLANNING DEPARTMENT (Contd.)

- PR LP 3** : **Rs 16500 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
 Planning and Development Inspector
formerly Planning Inspector
- PR LP 4** : **Rs 24000 x 750 – 28500 x 900 – 33000 x 1200 – 35400**
 Senior Building Inspector
- PR LP 5** : **Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 48600**
 Planning and Development Officer
formerly Planning Officer
- PR LP 6** : **Rs 35400 x 1200 – 36600 x 1500 – 57600 x 1800 – 64800**
 Head, Land Use and Planning Department
formerly Head, Planning Department

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

- PR PH 1** : **Rs 7600**
 Sanitary Attendant II (Part-Time)
formerly drawing salary Rs 4500 as at 01.07.03
- PR PH 2** : **Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15000**
 Cremation Ground Attendant (Roster)
 Refuse Collector (Roster)
- PR PH 3** : **Rs 9000 x 250 – 12500 x 300 – 14300 x 350 – 15350**
 Burial Ground Attendant (Roster)
- PR PH 4** : **Rs 10250 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300**
 Incinerator Operator
- PR PH 5** : **Rs 10750 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 20250**
 Driver/Scavenging Supervisor (Roster)
 Driver/Supervisor (Roster)
- PR PH 6** : **Rs 11000 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 20250**
 Gangman (Scavenging) (Roster)

PUBLIC HEALTH DEPARTMENT (Contd.)

- PR PH 7 : Rs 10500 x 250 – 12500 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 22500**
Supervisor, Refuse Collection (Roster)
- PR PH 8 : Rs 12250 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500**
Assistant Health Inspector (Personal to officers in post as at 31.12.12)
- PR PH 9 : Rs 14000 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 32100**
Health Inspector
- PR PH 10 : Rs 23250 x 750 – 28500 x 900 – 33000 x 1200 – 36600**
Senior Health Inspector
- PR PH 11 : Rs 29400 x 900 – 33000 x 1200 – 36600 x 1500 – 41100**
Principal Health Inspector
- PR PH 12 : Rs 39600 x 1500 – 57600**
Chief Health Inspector

WELFARE DEPARTMENT**SALARY SCHEDULE**

- PR WL 1 : Rs 13400 x 300 – 14300 x 350 – 16050 x 450 – 18300 x 600 – 19500 x 750 – 28500 x 900 – 29400 QB 30300 x 1200 – 32100**
Welfare Officer
- PR WL 2 : Rs 19500 x 750 – 28500 x 900 – 32100 QB 33000 x 1200 - 34200**
Senior Welfare Officer
- PR WL 3 : Rs 26250 x 750 – 28500 x 900 – 33000 x 1200 – 36600 x 1500 – 39600**
Principal Welfare Officer

VILLAGE COUNCILS
PART-TIME WORKERS

- PR VC 1 : Rs 3665**
Mobile Dispensary Attendant

- PR VC 2 : Rs 4210**
Library Attendant

- PR VC 3 : Rs 5405**
Radio and TV Attendant (Personal)
Sanitary Attendant III (drawing salary Rs 3175 as at 01.07.03)
Teacher, Oriental Language

- PR VC 4 : Rs 6400**
Village Hall/Sub-Hall Attendant

- PR VC 5 : Rs 8275**
Sanitary Attendant I (drawing salary of Rs 4865 as at 01.07.03)

- PR VC 6 : Rs 8750**
Sewing Teacher (Personal) (3 sessions/week)

- PR VC 7 : Rs 9500**
Village Hall and TV Attendant (Personal to holders in post as at
30.06.03)

Master Salary Conversion Table

Salary Point	2008 PRB Basic Salary	Gross salary December 2012	Revised salary 1st January 2013	Salary Point	2008 PRB Basic Salary	Gross salary December 2012	Revised salary 1st January 2013
02	6,425	7,496	7,825	46	20,200	21,270	24,750
03	6,600	7,673	8,050	47	20,800	21,870	25,500
04	6,800	7,880	8,275	48	21,400	22,470	26,250
05	7,000	8,087	8,500	49	22,000	23,070	27,000
06	7,200	8,294	8,750	50	22,600	23,670	27,750
07	7,400	8,501	9,000	51	23,200	24,270	28,500
08	7,600	8,708	9,250	52	24,000	25,070	29,400
09	7,800	8,915	9,500	53	24,800	25,870	30,300
10	8,000	9,122	9,750	54	25,600	26,670	31,200
11	8,200	9,329	10,000	55	26,400	27,470	32,100
12	8,400	9,536	10,250	56	27,200	28,270	33,000
13	8,600	9,743	10,500	57	28,000	29,070	34,200
14	8,800	9,950	10,750	58	29,000	30,070	35,400
15	9,000	10,157	11,000	59	30,000	30,420	36,600
16	9,200	10,364	11,250	60	31,250	31,670	38,100
17	9,400	10,571	11,500	61	32,500	32,920	39,600
18	9,600	10,778	11,750	62	33,750	34,170	41,100
19	9,800	10,985	12,000	63	35,000	35,420	42,600
20	10,000	11,192	12,250	64	36,250	36,670	44,100
21	10,200	11,399	12,500	65	37,500	37,920	45,600
22	10,450	11,658	12,800	66	38,750	39,170	47,100
23	10,700	11,917	13,100	67	40,000	40,420	48,600
24	10,950	12,175	13,400	68	41,250	41,670	50,100
25	11,200	12,434	13,700	69	42,500	42,920	51,600
26	11,450	12,708	14,000	70	43,750	44,170	53,100
27	11,700	12,967	14,300	71	45,000	45,420	54,600
28	12,000	13,270	14,650	72	46,250	46,670	56,100
29	12,300	13,370	15,000	73	47,500	47,920	57,600
30	12,600	13,670	15,350	74	48,750	49,170	59,400
31	12,900	13,970	15,700	75	50,000	50,420	61,200
32	13,200	14,270	16,050	76	51,500	51,920	63,000
33	13,500	14,570	16,500	77	53,000	53,420	64,800
34	13,800	14,870	16,950	78	54,500	54,920	66,600
35	14,200	15,270	17,400	79	56,000	56,420	68,400
36	14,600	15,670	17,850	80	58,000	58,420	70,800
37	15,000	16,070	18,300	81	60,000	60,420	73,200
38	15,500	16,570	18,900	82	62,000	62,420	75,600
39	16,000	17,070	19,500	83	64,000	64,420	78,000
40	16,600	17,670	20,250	84	66,000	66,420	81,000
41	17,200	18,270	21,000	85	68,000	68,420	84,000
42	17,800	18,870	21,750	86	70,000	70,420	87,000
43	18,400	19,470	22,500	87	72,500	72,920	90,000
44	19,000	20,070	23,250	88	75,000	75,420	93,000
45	19,600	20,670	24,000				

Master Salary Scale: Rs 7825 x 225 - 8500 x 250 - 12500 x 300 - 14300 x 350 - 16050 x 450 - 18300 x 600 - 19500 x 750 - 28500 x 900 - 33000 x 1200 - 36600 x 1500 - 57600 x 1800 - 68400 x 2400 - 78000 x 3000 - 93000

