

16.1 EXTERNAL COMMUNICATIONS – DEPARTMENT OF CIVIL AVIATION

- 16.1.1 The Department of Civil Aviation (DCA), operating under the *aegis* of the Prime Minister's Office (External Communications Division), is responsible for the safety, regularity, affordability and efficiency of civil aviation operations within the territory of the Republic of Mauritius and within the airspace under its responsibility. Its operations are classified into two major functions namely: regulator of the aviation industry in Mauritius and provider of Air Navigation Services within the airspace under the jurisdiction of Mauritius.
- 16.1.2 As the regulatory body of the Aviation Industry, the DCA caters for, *inter alia*: the registration of aircrafts and ensuring their airworthiness; investigation of reportable occurrences under the Civil Aviation Regulations; incidents and accidents related to aircrafts, aerodrome and air traffic; issuing of validation certificates and licences for flight crews for all aircraft registered in Mauritius and ensuring that all Standards and Recommended Practices (SARPS) of the International Civil Aviation Organisations are adhered to.
- 16.1.3 The authority for provision of air navigation services devolves upon two divisions namely: the Air Traffic Management (ATM); and Communication, Navigation and Surveillance (CNS). The ATM Division has to: manage all domestic and international air traffic within the Mauritius airspace while ensuring that all safety protocols are respected; and provide Air Traffic Services and Aeronautical Information Services to the aeronautical community. The CNS Division is mainly responsible for the provision of facilities required for an aircraft to navigate safely in the Mauritian airspace.
- 16.1.4 The Director of Civil Aviation, who is at the apex of the Department, is assisted in his duties by two Deputy Directors responsible for the regulatory function and provision of air navigation services respectively. He is also supported by officers in the technical and professional grades, human resource, administration, finance, procurement and supply, and registry sections as well as employees in the Workmen's Group.
- 16.1.5 In the context of this review exercise, the staff side submitted, among others, requests to: review the schemes of service and salary scale of some grades; reconsider the internal structure of some units and increase its establishment size; extend the payment of On-Call and In-Attendance Allowances to certain grades; provide training; and review the eligibility period for retirement. They also requested for the payment of Continuous Professional Development and Night Attendance Bonus; and provision for Special Medical Insurance Scheme for the employees and family.
- 16.1.6 In addition, specific proposals received pertained to, *inter alia*: the review of job specifications for the grade of Aviation Security/Facilitation Officer/Senior Aviation Security/Facilitation Officer (ASFO/SASFO) and the grant of additional increment for conducting quality control duties; the payment of an allowance to Air Traffic Controllers for attending duty to cater for contingencies, assuming managerial and administrative responsibilities, for correcting lenses and spectacles, and for permanent

use of headphones and microphones; and the introduction of handing over period between two shifts for Air Traffic Controllers. Further requests pertained to the grant of Car Allowance to officers; creation of the grade of Chief Aviation Security Officer; and changing the mode of appointment of the grade of Aeronautical Information Supervisor to be by selection instead of promotion.

- 16.1.7 During consultative meeting, the staff side was informed of issues that do not fall under the purview of the Bureau. They were also briefed on the importance of Job Description Questionnaires (JDQ) and informed that requests pertaining to review of salary, grant of increment and extension of allowances would be considered holistically.
- 16.1.8 Management requested, among others, for the restructuring of the top management level through the creation of the grades of Director-General and two Directors to be responsible for Regulatory and Air Navigation Service respectively; and to waive the degree requirement for the grade of Aviation Security/Facilitation Inspector, being in dissonance with the duties and responsibilities.
- 16.1.9 Additionally, the DCA submitted that the grant of increment to Air Traffic Control Officers for completing air traffic control courses and on obtaining their ratings and endorsements be removed; and to create trainee grades in the Flight Data Officer and Aeronautical Information Officer Cadres. Requests were also made for the creation of different sub-units within the CASU and Aeronautical Information Section; replacement of On-Call and In-Attendance Allowances by the payment of a fixed monthly allowance; and extension of the Height Allowance and Hardship Allowance to other eligible officers, including those in the Workmen's Group.
- 16.1.10 The proposals of Management were discussed thoroughly in the presence of the representatives of the External Communication Division and the Ministry of Public Service, Administrative and Institutional Reforms (MPSAIR). Clarifications were also sought from the Management on certain issues raised by the staff side concerning among others, change in qualifications requirement of the grade of Aeronautical Information Supervisor; and payment of special allowance to Air Traffic Controller.
- 16.1.11 During consultative meeting, proper clarifications and technical advice were provided by the Bureau to the Management of DCA. They were informed of the requests which cannot be acceded to and were apprised of issues that ought to be looked into administratively, to which they were agreeable.
- 16.1.12 The representatives of the External Communication Division were requested to submit their views on the proposed re-structuring of the top management level as well as other pertinent issues. The Management team of the External Communications Division conveyed the information that in view of the prevailing COVID-19 pandemic and its effect on the aviation sector, the review of the top management structure of DCA be kept in abeyance.

16.1.13 In light of the discussions held and upon analysis of the submissions of stakeholders; Job Description Questionnaires and other relevant information submitted, the Bureau is making appropriate recommendations to enable the DCA to deliver on its mandate.

Specific Provision for Aviation Security/ Facilitation Inspector

Recommendation 1

16.1.14 We recommend that officers in the grade of Aviation Security/ Facilitation Inspector possessing a Degree in Air Transport Management or Airport Management or Civil Aviation Management or Airport Engineering or Logistic and Transport Management should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 64400 provided they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

Aviation Security/Facilitation Officer/Senior Aviation Security/Facilitation Officer

16.1.15 Aviation Security/Facilitation Officer/Senior Aviation Security/Facilitation Officers possessing the Diploma in Logistics and Transport are allowed to move beyond the Qualification Bar (QB) inserted in the salary scale of the grade. This provision is still valid and should continue.

Recommendation 2

16.1.16 We recommend that incumbents in the grade of Aviation Security/Facilitation Officer/Senior Aviation Security/Facilitation Officer who possess the Diploma in Logistic and Transport, should be allowed to move incrementally beyond the Qualification Bar (QB) in the salary scale of the grade.

16.1.17 We further recommend that Aviation Security/Facilitation Officer/Senior Aviation Security/Facilitation Officer in post as at 31 December 2015 who have obtained their Diploma in Management or Information Technology or Legal Studies prior to 01 January 2019 and were eligible as per the 2016 PRB Report, should also be allowed to move incrementally beyond the QB in the salary scale of the grade.

Air Traffic Control Officers (ATCO)

16.1.18 Trainee ATCOs need to successfully complete the basic air traffic control courses (ICAO Course 051) and one of the three air traffic control courses namely Aerodrome Control, Area Control and Approach Control for appointment as ATCO. The ATCOs are thereafter entitled to one increment on completion of each of the two remaining courses and obtention of the corresponding ratings and endorsement for the two additional Air Traffic Control operating positions. ATCOs who have completed all the three air traffic control courses and have been rated and endorsed at all the three ATC operating positions are also, after having drawn their top salary for a year, allowed to proceed incrementally in the Master Salary Scale up to salary point Rs 46900.

- 16.1.19 The ICAO Standards state that a rating becomes invalid when an ATCO ceases to exercise its privileges over it for a period of time to be established by the Authority. In Mauritius, an ATCO loses his ratings if he has not performed in a position for a period of 90 days. Consequently, the ATCO will have to undergo training for re-endorsement. Management averred that it is practically strenuous for an ATCO to maintain three ratings at the same time as the latter has to perform in a position for a long period of time so as to gain the experience required to ensure continuity of operations. The more so as the standards of air traffic control at different positions differ, it is not advisable to regularly shift ATCO from one position to another as this may have serious and catastrophic impact on air navigation safety. Management has, therefore, requested that the grant of the increment on obtention of the ratings be waived.
- 16.1.20 The views of the External Communications Division were sought and we were apprised that the grant of increment on acquiring the ratings was introduced as an incentive for the ATCOs to complete the control courses as at that time, they were not willing to acquire the required training to work in other operational positions. They proposed that same be maintained. Furthermore, the Bureau considers that it is not advisable to remove the increment since the three ratings are a requirement to the grade of Air Traffic Control Supervisor. The Bureau is recommending accordingly.

Recommendation 3

16.1.21 We recommend that until the publication of the next Report:

- (i) Air Traffic Control Officers should continue to be granted one increment on completion of each of the two courses and obtention of the corresponding ratings and endorsement for the two additional Air Traffic Control operating positions; and**
- (ii) thereafter, Air Traffic Control Officers who have completed all the three air traffic control courses and have been rated and endorsed at all the three Air Traffic Control Officers operating positions should, after having drawn their top salary for at least 12 months, be allowed to proceed incrementally in the Master Salary Scale up to salary point Rs 52550.**

Requirement of Medical Fitness

- 16.1.22 As per the ICAO regulations, Air Traffic Control Officers are required to undergo a medical examination every two years given that medical fitness is a pre-requisite for an effective Management of air traffic. Currently, provision exists for the incumbents in the grade of ATCO and ATC Supervisor who are found medically unfit to be redeployed/assigned other duties where such medical fitness is not a requirement. We are maintaining the recommendation in this respect.

Recommendation 4

16.1.23 We recommend that the Director of Civil Aviation should consider the advisability of assigning other duties to the Air Traffic Control Officer and Air Traffic Control Supervisor, in case they fail the medical fitness required to work at the different controls.

Scheme of Service – Chief Officer and Senior Engineer (CNS)

16.1.24 The Bureau has observed that the scheme of service of the grade of Chief Officer has not been updated in line with the recommendation made in the previous Reports. Prior to the 2013 PRB Report, the mode of appointment to the grade of Chief Officer was from two streams: Communication, Navigation and Surveillance (CNS) Section and Air Traffic Management (ATM) Section. In the 2013 PRB Report, the grade of Chief Officer was restyled to Senior Engineer (CNS). Following the publication of the EOAC Report 2013, the grade of Chief Officer was segregated into Senior Engineer (CNS) and Chief Officer. Consequently, distinct schemes of service should have been prescribed for these grades.

16.1.25 The Bureau is, in this Report, making appropriate recommendations for the updating and prescription of the schemes of service of the grades of Chief Officer and Senior Engineer (CNS). In addition, given that the nature of duties of the grade of Chief Officer now relates to those grades classified under the Civil Aviation Class, its classification is also being reviewed.

Recommendation 5

16.1.26 We recommend that the Management of DCA should:

- (a) review the scheme of service of the grade of Chief Officer such that appointment thereto is made only from employees of the ATM Section and the appropriate salary code is reflected; and**
- (b) bring consequential amendments to the scheme of service of the grade of Senior Engineer (CNS).**

Mandatory Occurrence Reporting Officer/Senior Mandatory Occurrence Reporting Officer

formerly Mandatory Occurrence Reporting Officer

16.1.27 In the context of this review exercise, the staff side has requested for restyling and upgrading the grade of Mandatory Occurrence Reporting Officer to Mandatory Occurrence Reporting Officer/ Senior Mandatory Occurrence Reporting Officer along similar lines to what obtain for other professional grades in the Engineering Cadre.

16.1.28 In analysing the request and taking into account the establishment size, nature of duties and responsibilities devolving upon the grade of Mandatory Occurrence Reporting Officer, the Bureau considers that an additional supervisory level is not warranted. **However, for career earnings and in line with provision made at paragraph 6.13 of Volume 1 of this Report, we are restyling the grade of**

Mandatory Occurrence Reporting Officer to Mandatory Occurrence Reporting Officer/Senior Mandatory Occurrence Reporting Officer.**COMMUNICATION, NAVIGATION AND SURVEILLANCE (CNS)**

- 16.1.29 The Communication, Navigation and Surveillance (CNS) Division is mainly responsible for the provision and maintenance of facilities required for aircraft to navigate safely in the Mauritian airspace. These facilities comprise communications between Air Traffic Controllers and Pilots, voice and data communications among all the various Air Traffic Control Centres in the region, navigation equipment including landing aids (Instrument Landing System) and surveillance equipment (Automatic Dependent Surveillance).
- 16.1.30 The CNS Division, currently headed by a Divisional Head, is serviced by Engineers, including those in the field of Airworthiness (Air Frame/Power Plant) and technical staff as well as officers of the Aviation Telephonist Cadre.
- 16.1.31 As regards the Engineering Cadre, the Unions' proposals comprised, among others: granting enhanced salaries and conditions of service; restyling the grades of Senior Engineer and Divisional Head to Principal/Lead Engineer and Chief Engineer/Head of Engineering respectively; granting additional increments for lack of promotion and for acquiring specialised professional courses in line with what obtains at the ATM section; harmonising the quantum payable as Hardship Allowance to the officers concerned; and clarifying the term "trip" in the context of Hardship Allowance.
- 16.1.32 Common proposals made by Union and Management were: review of the mode of payment for On-Call and In-Attendance Allowance; extension of the payment of Height Allowance to officers who are required to climb masts/towers; and provision of enhanced travelling benefits to certain grades.
- 16.1.33 Further to the various proposals made, we wish to point out that: general recommendations have been made in respect of conditions of service and implementation of same rests with Management; the grades of Station Officer and Maintenance Superintendent have been included in Annex II regarding eligibility for 70% duty remission; issues relating to implementation should be dealt with at the level of Management, and some proposals could not be considered as requested information were not submitted within the set time frame.
- 16.1.34 We are, in this Report, extending the Hardship Allowance to other grades who are equally called upon to proceed on mission to Agalega and St Brandon for routine maintenance and fault/repair works as well as reviewing the recommendation made on Height Allowance. We are equally making a provision with respect to the Special Professional Retention Allowance.

Special Professional Retention Allowance

16.1.35 Provision was previously made for officers of the Communication, Navigation and Surveillance Engineering Cadre to draw the Special Professional Retention Allowance (SPRA) up to 31 December 2016. One of the conditions attached thereto was that beneficiaries should refund same if they retire or leave the service before the retirement date on grounds of age. In this Report, provision is being made for officers retiring or leaving the service before their compulsory retirement age, to cease refunding the SPRA. **A recommendation has been made to that effect in the Introductory Chapter of this Volume, which is applicable in this case as well.**

Training Scheme for Graduates in Engineering

16.1.36 Graduates in Engineering are required by the Council of Registered Professional Engineers of Mauritius to acquire two years' experience for registration purposes. At present, graduates in Engineering under the training scheme are paid a monthly allowance of Rs 23975 and are refunded mileage for official travelling at the rate of Rs 6.50 per km for using their cars in the course of their duties, whilst officers performing official travelling by bus are refunded bus fares in toto.

16.1.37 Since the training scheme is still in place, we are revising the quantum of the allowance as well as the rate of travelling.

Recommendation 6

16.1.38 We recommend that the monthly allowance payable to graduates in Engineering under the training scheme be revised to Rs 25525.

16.1.39 We further recommend that graduates in Engineering under the training scheme, who use their cars in the performance of their duties should be refunded mileage for official travelling at the rate of Rs 6.60 per km. Those incumbents who perform official travelling by bus should continue to be refunded bus fares in toto.

Allowance to Trainee Technicians (Communication, Navigation and Surveillance) formerly Trainee Technicians

16.1.40 Trainee Technicians (Communication, Navigation and Surveillance) *formerly Trainee Technicians* who are required to work on shift for part of the year are paid a monthly allowance of Rs 625. We are reviewing the quantum of the allowance.

Recommendation 7

16.1.41 We recommend that Trainee Technicians (Communication, Navigation and Surveillance) formerly Trainee Technicians who are required to work on a shift system for part of the year be paid an allowance of Rs 655 per month.

Hardship Allowance

16.1.42 Officers proceeding on mission to Agalega and St Brandon for routine maintenance and fault/repair works to repeater stations are currently paid a Hardship Allowance per trip, based on their grade.

- 16.1.43 During consultative meetings with staff side, request was made to extend payment of the Hardship Allowance to the grades of Supervisor (Rigging), Foreman and Technician (CNS) and harmonise the quantum of allowance for all grades. Moreover, an appeal was made to the Bureau to clarify whether payment of the Hardship Allowance was meant for a round trip or one-way trip.
- 16.1.44 Whilst examining the requests and after raising the issue with Management of the Department of Civil Aviation, we were apprised that officers in the grades of Supervisor (Rigging) and Foreman are also required to proceed on mission to Agalega and St Brandon for maintenance and fault/repair works to repeater stations. In this context, we are extending payment of the allowance to the other officers concerned. Regarding the setting of a uniform quantum for Hardship Allowance, we consider that there should be a demarcation in the rates among the different grades. In addition, we have provided in a clearer manner the mode of payment of the allowance.

Recommendation 8

- 16.1.45 We recommend that a Hardship Allowance be paid to officers of the Department of Civil Aviation who proceed on official mission to Agalega and St Brandon for routine maintenance and fault/repair work to repeater stations, for each two-way trip undertaken, as per the table below:**

Grade	Quantum Payable (Rs)
Maintenance Superintendent	3150
Engineer	3150
Station Officer	2625
Maintenance Supervisor	2625
Senior Maintenance Officer	2100
Principal Technician (Electrical)	2100
Maintenance Officer	1575
Supervisor (Rigging)	1420
Foreman	1320
Electrician	1050
Rigger	1050

On-Call and In-Attendance Allowances

- 16.1.46 At present, officers of the CNS Section who are required to be on-call and attend duty while being on-call to cater for problems relating to Communication, Navigation and Surveillance equipment are being paid an On-Call Allowance for remaining on-call from 16 00 hours to 08 00 hours the following day and an In-Attendance Allowance per hour.

- 16.1.47 During consultations, Management informed that staff of the CNS Section are being paid an On-Call Allowance every month despite that no officer is being placed on-call. This practice has in turn, led to the disbursement of huge sums by the Department every month, when in fact on-call may not occur at all during a month or on an average two to three times per month. Besides, the present recommendation covers only grades of CNS Section whereas other categories of officers in other sections are also called upon to attend duty after normal working hours or tender their advice on phone from home. Management has, therefore, requested that the On-Call Allowance be replaced by a fixed monthly allowance to compensate officers for being available outside normal working hours and payable to all grades that falls under that category.
- 16.1.48 After carefully examining the proposal, the Bureau holds that it is up to Management to come up with a reviewed system in connection with requiring officers to provide their services after normal working hours. For the purpose of this exercise, Management may seek the collaboration of the Office of Public Sector Governance with a view to establishing a most economical system, with the approval of the Ministry of Public Service, Administrative and Institutional Reforms. The latter should revert to the Bureau upon completion of the exercise for the determination of the quantum/rate to be paid to the officers.
- 16.1.49 Pending the completion of the above mentioned exercise, we are retaining the existing provision.

Recommendation 9

- 16.1.50 We recommend that the allowances payable to officers in the CNS Section who are required to be On-Call and attend duty while being On-Call be maintained as per the table below:**

On-Call Allowance/In-Attendance Allowance		
Grade	On-Call Allowance from 1600 hours to 0800 hours the following day (Rs)	In-Attendance per hour (inclusive of travelling time) (Rs)
Divisional Head	600	250
Senior Engineer (CNS)	520	210
Engineer (CNS)	490	200
Maintenance Superintendent	490	180
Station Officer	450	180
Maintenance Supervisor	425	170
Senior Maintenance Officer	375	150
Principal Technician (Electrical)	375	150

Height Allowance

- 16.1.51 At present, a non-pensionable Height Allowance is being paid to Electricians and Riggers of the Department of Civil Aviation for climbing masts, towers and poles above 20 feet.
- 16.1.52 Both the staff and Management sides have requested to extend the payment of Height Allowance to other officers of the Communication, Navigation and Surveillance and to the Foreman and Supervisor (Rigging) who are also required to climb masts and towers above 20 feet for maintenance, repairs and installation of equipment. The Bureau is agreeable to the request and is recommending accordingly.

Recommendation 10

16.1.53 We recommend that a Height Allowance should be paid to officers of the Department of Civil Aviation, who are required to climb masts, towers and poles above 20 feet, as below:

- (i) at twice the normal hourly rate for each hour of work performed, whenever required to climb above 20 feet and up to 150 feet; and**
- (ii) at thrice the normal hourly rate for each hour of work performed at a height of above 150 feet.**

Rent Allowance

- 16.1.54 Prior to the PRB Report 1998, officers in the grades of Aviation Security Officer *formerly Patrolman* and Senior Aviation Security Officer *formerly Senior Patrolman* were paid Rent Allowance to avail their services instantly or within a short span of time to attend to any emergency/unforeseen problem.
- 16.1.55 With the improvement of public transport facilities resulting in quicker commuting between place of residence and site of work, it was viewed that the grant of Rent Allowance no longer served its purpose. However, so as not to deprive officers who joined the cadre prior to 1998 and who were benefitting Rent Allowance, provisions were made in the 1998 PRB Report for their continued obtention/payment on a personal basis. Subsequently, this allowance was revised in the successive reports until such time officers who joined before 1998 vacate the office. The Bureau has observed that Rent Allowance is being paid to officers who have joined the cadre after the implementation of the 1998 Report.
- 16.1.56 Taking into consideration the foregoing, the Bureau considers that the payment of this allowance should be discontinued for future entrants in the grades of Aviation Security Officers and Senior Aviation Security Officer. We are recommending accordingly.

Recommendation 11

16.1.57 We recommend that officers in the grades of Aviation Security Officer and Senior Aviation Security Officer in post as at the eve of publication of the 2021 Report should continue to be paid a monthly Rent Allowance of Rs 735 on a personal basis.

Night Duty Allowance

16.1.58 Presently, a night duty allowance equivalent to 25% of the normal rate per hour for the hours between 23 00 hours and 05 00 hours, including up to a maximum of two hours lying in period is paid to officers of the DCA. The provision being still valid should continue.

Recommendation 12

16.1.59 We recommend that the present provision for the payment of a Night Duty Allowance should be maintained.

Shift Workers

16.1.60 Officers in the grades listed below are required to work on shift. This element has been taken into account in determining the recommended salaries.

Grades classified to work on shift:

Air Traffic Control Supervisor
Air Traffic Control Officer
Aeronautical Information Officer (Personal)
Aeronautical Information Officer
Aeronautical Information Supervisor
Aviation Security Officer
Driver
Electrician
Fitter
Flight Data Officer
Gatekeeper
Maintenance Officer (Communication, Navigation and Surveillance)
Principal Technician (Electrical)
Plant Room Operator
Senior Aeronautical Information Officer
Senior Aviation Security Officer
Senior Flight Data Officer
Senior Technician (Electrical)
Sanitary Attendant
Technician (Electrical)
Technician (Communication, Navigation and Surveillance)
Aviation Telephonist

Abolition of Grade

16.1.61 Management has submitted that the grade of Workshop Assistant (Shift) is vacant since 2017 and would no longer be required. **We are, therefore, abolishing this grade.**

DEPARTMENT OF CIVIL AVIATION**SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
03 000 110	Rs 119500 Director of Civil Aviation
03 093 102	Rs 71800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500 Deputy Director of Civil Aviation
03 080 096	Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950 Divisional Head Flight Operations Inspector
03 073 092	Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Aerodrome Licensing Officer Air Traffic Services Standards Officer Chief Officer (Aviation Security/Facilitation) Chief Officer Personnel Licensing Officer
03 058 092	Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Mandatory Occurrence Reporting Officer/Senior Mandatory Occurrence Reporting Officer <i>formerly Mandatory Occurrence Reporting Officer</i>
03 065 089	Rs 33175 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 Air Traffic Control Supervisor

Salary Code	Salary Scale and Grade
03 062 081	Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900 Aeronautical Information Supervisor
03 048 080	Rs 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 Air Traffic Control Officer
03 055 078	Rs 25525 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 Senior Aeronautical Information Officer
03 047 078	Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 Senior Flight Data Officer
03 050 076	Rs 23025 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500 Aeronautical Information Officer (Personal)
03 047 076	Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500 Personnel Licensing Assistant
03 033 076	Rs 17565 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500 Aeronautical Information Officer Flight Data Officer
03 050 079	Rs 23025 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675 Principal Aviation Security Officer
03 044 072	Rs 20825 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 39350 Senior Aviation Security Officer

Salary Code	Salary Scale and Grade
03 030 069	Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 36550 Aviation Security Officer
03 033 038	Rs 17565 x 260 - 17825 x 275 - 18925 Trainee Air Traffic Control Officer
03 063 088	Rs 31525 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Aviation Security/Facilitation Inspector
03 036 081	Rs 18375 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 40300 QB 41250 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900 Aviation Security/Facilitation Officer/Senior Aviation Security/Facilitation Officer
03 030 033	Rs 16785 x 260 - 17565 Trainee Aviation Security/Facilitation Officer
22 073 092	Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 Senior Engineer (Airworthiness – Air Frame/Power Plant) Senior Engineer (Communication, Navigation and Surveillance)
22 075 088	Rs 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Maintenance Superintendent
22 065 088	Rs 33175 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700 Engineer (Airworthiness - Air Frame/Power Plant) Engineer (Communication, Navigation and Surveillance)
22 071 086	Rs 38400 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 59300 Station Officer

Salary Code	Salary Scale and Grade
22 068 084	<p>Rs 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 55900</p> <p>Maintenance Supervisor (Communication, Navigation and Surveillance)</p>
22 064 081	<p>Rs 32350 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900</p> <p>Principal Technician (Electrical) Senior Maintenance Officer (Communication, Navigation and Surveillance)</p>
22 053 079	<p>Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675</p> <p>Maintenance Officer (Communication, Navigation and Surveillance) Senior Technician (Electrical)</p>
22 038 072	<p>Rs 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 39350</p> <p>Technician (Communication, Navigation and Surveillance) Technician (Electrical)</p>
22 056 059	<p>Rs 26050 x 675 - 27400 x 825 - 28225</p> <p>Trainee Engineer (Airworthiness - Air Frame/Power Plant) Trainee Engineer (Communication, Navigation and Surveillance)</p>
22 043 067	<p>Rs 20500 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825</p> <p>Aviation Telephone Supervisor</p>
22 027 064	<p>Rs 16005 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 32350</p> <p>Aviation Telephonist</p>
22 027 029	<p>Rs 16005 x 260 - 16525</p> <p>Trainee Technician (Communication, Navigation and Surveillance) <i>formerly Trainee Technician</i></p>

Salary Code	Salary Scale and Grade
08 025 063	Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 31525 Gatekeeper (Shift)
25 052 070	Rs 23950 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 Supervisor (Rigging)
25 044 067	Rs 20825 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825 Chief Tradesman Foreman
25 029 062	Rs 16525 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 30700 Electrician (Shift) Fitter (Shift) Plant Room Operator (Shift)
25 026 059	Rs 15745 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 28225 Cabinet Maker General Assistant Painter Plumber and Pipe Fitter Rigger
24 028 061	Rs 16265 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 29875 Driver (Shift)
24 031 059	Rs 17045 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 28225 Field Supervisor (Roster)
24 022 052	Rs 14725 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 23950 Toolskeeper

Salary Code	Salary Scale and Grade
24 021 050	Rs 14475 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23025 Sanitary Attendant (Shift)
24 019 050	Rs 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23025 Stores Attendant
24 001 045	Rs 10250 x 175 - 10775 x 200 - 11775 x 205 - 12595 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21150 General Worker

