

30. MINISTRY OF AGRO-INDUSTRY AND FOOD SECURITY

- 30.1 With agriculture occupying around 44% of the arable land area, the Government aims at transforming the agricultural sector into an "innovative, commercially-oriented and modern sector" by the year 2030 and thus, promoting a value-based service delivery in this sector.
- 30.2 In order to achieve these aims, the Ministry of Agro-Industry and Food Security (MAIFS) is committed to enable and facilitate the advancement of agriculture and the agri-business sector for improved food security and safety in line with requirements for sustainable development and that, with support from national service providers and regional stakeholders.
- 30.3 The main objectives of the MAIFS are to increase production of high quality strategic crops, vegetables and meat to satisfy local demand; and promote the development of the agri-business sector for enhancing import substitution such that dependency on imports is reduced.
- 30.4 Activities of the Ministry are organised under three arms: the Agricultural Services, the Forestry Services, and the National Parks and Conservation Service (NPCS). Each arm comprises various divisions/units/departments. The overall management of the MAIFS rests upon a Senior Chief Executive who is assisted by officers of the administrative and technical cadres.
- 30.5 In the last Report, the Bureau brought a few changes to the structure to facilitate, among others, the re-engineering process. Consequently, a series of measures were adopted by the Ministry with a view to restructuring the agricultural sector and attaining the set objectives.
- 30.6 For this review exercise, union members made their proposals to the Bureau which were discussed during meetings. Where for technical reasons it has not been possible to accede to the requests, they have been so apprised. On the other side, Management took up only certain issues submitted to the Bureau, during the meeting scheduled. Thus, the remaining written submissions were studied by the Bureau.
- 30.7 One of the main representations of Management related to the creation of three distinct Directorates within the Department of Agriculture such that a Director is responsible for the Agricultural Services, Laboratory Services, and Veterinary and Livestock Services respectively. It was also proposed that the Director, NPCS be brought at par with the other proposed grades of Director in the Agricultural Services. For the Forestry Services, it was submitted that the Department continues to be headed by the Conservator of Forests while its salary be aligned with that of the Director of Agricultural Services. As regards the Engineering Services, proposal was made for the creation of the grade of Assistant Director (Engineering). Moreover, request was made for the technical arms of the MAIFS to be under the overall responsibility of a Director-General.

- 30.8 The Bureau examined the justifications provided for creation of grades at directorate level, in each sector. In the absence of relevant information, the Bureau is not in a position to ascertain whether the creation of these grades is warranted. The present organisation structure is thus considered adequate to enable the MAIFS to meet its objectives.
- 30.9 Issues concerning each service as well as provisions for allowances and specific conditions of service are discussed in the ensuing paragraphs and appropriate recommendations thereafter, have been made.

AGRICULTURAL SERVICES

- 30.10 The Agricultural Services is the technical arm of the MAIFS. It is concerned with regulatory and policy functions whilst supplying inputs to the farming community. A Director is responsible for its management and is assisted by officers in various technical cadres of both professional and semi-professional levels.
- 30.11 In the context of this Report, staff associations have, among others, made proposals to merge and restyle certain grades; review salaries upwards; grant duty remission; pay risk and meal allowance; create additional levels; and upgrade qualifications requirement. Union members also made representations to the effect that the previous structure of the Agricultural Services was more appropriate and that it should be re-instated. For issues which cut across the Civil Service, the union members were informed that same will be addressed by the Bureau in a holistic manner and for requests that could not be considered, they were given relevant explanations.
- 30.12 Certain requests did not strictly fall within the ambit of the Bureau such as creation of additional posts and payment of uniform allowance and hence, union members were advised to channel their requests towards the appropriate forum to be dealt with. The staff side were also guided as to issues that are devolved upon Management like communication facilities, eligibility for refund of mileage, and proper staffing of the Department. Whenever deemed necessary, the Bureau sought the views of Management on certain issues discussed during meeting with the staff associations.
- 30.13 Management on its side requested the Bureau to consider the payment of an allowance to officers for them to meet the expenses incurred towards their continuous professional development, and payment of a risk allowance to officers of the Food Technology and Laboratory Division. Since both issues concern several grades, these would, therefore, be treated in pursuance of broad policies.
- 30.14 In arriving at the recommendations made, the Bureau has given due consideration to the representations made by staff associations as well as Management.

Scientific Officer

- 30.15 Presently, appointment to the grade of Scientific Officer is made by selection from among serving officers in the grades of Senior Technical Officer and Agricultural Superintendent possessing a Degree in, among others, Agricultural Biology, Animal Husbandry and Crop Protection. Posting of the Scientific Officers is done by

Management in the three divisions, namely the Crop Division, National Food and Agricultural Technology Division, and Veterinary and Livestock Division.

- 30.16 The posting of the Scientific Officers in the divisions should normally be done on the basis of the qualifications they hold and the experiences they possess. However, some officers have expressed qualms concerning their posting to a certain division while they hold qualifications and reckon experience which qualify them for posting in another division. They further averred that they may not qualify for higher positions in the division they are posted because their qualification is not compatible with the requirement for the higher post.
- 30.17 So the point of contention of these officers is that their chances for promotion may be jeopardised merely because of a wrong posting. In the circumstances, the Bureau views this situation with concern, the moreso that the quality of service delivery which is linked to posting, is also at stake. **Hence, we consider that Management should ensure that Scientific Officers are posted to the relevant divisions on the basis of the qualifications they hold and experience they reckon. In case the situation is different from the established procedure, Management should take corrective action as well.**

Laboratory Technologist Cadre

- 30.18 Union requested for a merger of the grades Laboratory Technologist and Senior Laboratory Technologist. Both grades have a clear set of duties with insignificant overlapping. Furthermore, the Senior Laboratory Technologist is required to supervise incumbents in the grade of Laboratory Technologist. In the circumstances, we consider that the merging of these grades would not be appropriate.

Site Visit for the Technical Design Officer Cadre

- 30.19 Following a submission made by the Union for the creation of the grade of Principal Technical Design Officer, the Bureau carried out a site visit at the Survey Office of the Ministry to assess the functional need of the proposed grade and the scope/diversity of the work being performed by incumbents in the Technical Design Officer Cadre. During the visit, the Bureau was apprised that there is no proper line of reporting for the Technical Design Officers, and also the Senior Technical Design Officer in post is often called upon to perform duties in addition to his core functions. It has also been informed that work is channelled to the officers by professionals of the Ministry and most of the time, the latter deal directly with them.
- 30.20 Based on observations made and explanations received, the problem at hand is rather one of workload. In the circumstances, it is believed that the Ministry should review its staff size in accordance with the volume of work devolving on the Technical Design Officer Cadre of the Survey Office. It is also considered that a new level may adversely affect efficiency and effectiveness as no new function of a permanent nature has emerged which would justify the creation thereof.

Veterinary Officer Cadre

- 30.21 For this Report, union members made submission to the effect that officers of the Veterinary Officer Cadre be allowed to attend to their cases directly. Presently, they are required to call at their office to have their attendance recorded prior to attending cases. This causes a problem as often breeders are located near their place of residence and thus, this proposed arrangement will facilitate their work. **The issue was raised with Management which averred that this request may be entertained.**
- 30.22 Also, Veterinary Officers and Senior Veterinary Officers have to attend duties that are not related to the breeding community after normal working hours. Union members informed that currently, only Veterinary Officers are compensated for a maximum of five hours. However, these interventions last for more than five hours at times and no additional payment is received by the Veterinary Officers for the additional hours put in. **When views of Management were sought, they informed that these interventions are not regular but the grant of an *ad hoc* allowance may be considered.**

Movement in Salary Scale for Veterinary Officers

- 30.23 In the context of this Report, the MAIFS submitted a nil return for the Survey on Recruitment and Retention Problems. As a result, the specific provisions addressing the problem of recruitment have been discontinued. However, recommendations in respect of movement in salary scale for the Veterinary Officers are being retained.

Recommendation 1

- 30.24 We recommend that Veterinary Officers should continue to be allowed to move incrementally in the Master Salary Scale up to salary point Rs 69800 on the same conditions prevailing previously, provided that they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.**

Special Professional Retention Allowance

- 30.25 Provision was previously made for officers of the Veterinary Officer 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 their 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.**

Allowance to carry out Meat Inspections

- 30.26 The Veterinary Officer who is called upon to carry out meat inspections at the Mauritius Meat Authority at odd hours during Weekdays and Saturdays is paid a daily commuted allowance of Rs 840. The provision is being maintained while the quantum of the allowance is being revised.

Recommendation 2

30.27 We recommend that the daily commuted allowance payable to the Veterinary Officer who is required to carry out meat inspection at the Mauritius Meat Authority at odd hours during Weekdays and Saturdays be revised to Rs 880.

On-Call and In-Attendance Allowance

30.28 Veterinary Officers are required to be on-call after their normal working hours and attend sites if the need arises, with a view to providing a 24-hour service to the breeding community. In this respect, they are paid appropriate allowances, the quanta of which we are revising.

Recommendation 3

30.29 We recommend that the allowance payable to Veterinary Officers for being on-call after normal working hours, for providing 24-hour service to the breeding community, be revised as hereunder:

Weekdays 1530 hours to 0900 hours the next day	Rs 445
Saturdays Noon to 1800 hours 1800 hours to 0900 hours the following day	Rs 210 Rs 345
Sundays and Public Holidays 0900 hours to 1700 hours 1700 hours to 0900 hours the following day	Rs 290 Rs 395

30.30 We further recommend that the allowance payable to Veterinary Officers for attending work whilst on-call be revised to Rs 210 per hour, inclusive of travelling time but subject to a maximum of:

Weekdays	Rs 1080
Saturdays	Rs 1300
Sundays and Public Holidays	Rs 1735

Animal Care Officer
formerly Animal Control Officer

30.31 Union members proposed to restyle the grade of Animal Control Officer to a more appropriate appellation. This request was studied by the Bureau and taking into consideration that an appellation should reflect the nature of duties performed, we are, therefore, restyling the grade in that perspective.

Recommendation 4

30.32 We recommend that the grade of Animal Control Officer be restyled Animal Care Officer.

Agricultural Superintendent

30.33 At present, recruitment to the grade of Agricultural Superintendent is by promotion, on the basis of experience and merit, of officers in the grade of Senior Technical Officer who reckon at least four years' service in a substantive capacity in the grade.

30.34 Union members proposed that the post of Agricultural Superintendent be filled from Agricultural Support Officer/Senior Agricultural Support Officers since most Senior Technical Officers have been promoted following the 2016 PRB Report. The moreso, Agricultural Support Officer/Senior Agricultural Support Officers are called upon to perform the duties devolving upon the grade of Senior Technical Officer.

30.35 We have examined the request and consider that there is merit in the case. We are recommending accordingly.

Recommendation 5

30.36 We recommend that the scheme of service for the grade of Agricultural Superintendent be amended such that, appointment thereto should be made by selection from among officers in the grade of Senior Technical Officer reckoning at least four years' service in a substantive capacity in the grade and from among Agricultural Support Officer/Senior Agricultural Support Officers possessing a Diploma in Agriculture or an equivalent qualification from a recognised institution and reckoning at least 10 years' service in a substantive capacity in the grade.

Agricultural Support Officer/Senior Agricultural Support Officer

30.37 In the last Report, we merged the grades of Agricultural Support Officer and Senior Agricultural Support Officer and upgraded the qualifications requirement from a Higher School Certificate to a Diploma, with a Qualification Bar (QB) inserted in the salary scale. Given that there are still a few officers who do not possess the Diploma, the QB is being maintained. We are, in addition, providing for the revised salary point at which new recruits or officers in post as at the eve of the publication of the 2021 Report who have not yet reached the revised salary point should join the grade if they possess the required Diploma.

Recommendation 6

30.38 We recommend that newly recruited Agricultural Support Officer/Senior Agricultural Support Officers as well as those in post as at the eve of the publication of the 2021 Report possessing a Diploma in the required field and who have not yet reached the revised salary point of Rs 21850 should join the recommended salary scale at this salary point.

Movement in salary scale for Technical Assistants (Ex-SPI) (Personal)

30.39 Technical Assistants (Ex-SPI) (Personal) were allowed to move incrementally in the salary scale of the grade of Senior Technical Assistant (Ex-SPI) (Personal) as per provisions of the 2016 PRB Report. We are reviewing this provision.

Recommendation 7

30.40 We recommend that officers in the grade of Technical Assistants (Ex-SPI) (Personal) should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 41250 on the same conditions prevailing previously, provided that they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

Field Assistant (Personal)

30.41 As per last Report, Field Assistants (Personal) were allowed to move incrementally in the salary scale of the grade of Senior Field Assistant (Personal) subject to satisfying certain conditions. Since the grade of Senior Field Assistant (Personal) has been abolished, this provision is being reviewed.

Recommendation 8

30.42 We recommend that officers in the grade of Field Assistant (Personal) should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 39350 on the same conditions prevailing previously, provided that they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

Office Clerk

30.43 Provision has been made for the Ministry of Public Service, Administrative and Institutional Reforms (MPSAIR) in collaboration with the relevant authorities to mount work oriented Award Course for Office Clerks in order to equip them with relevant skills to perform effectively clerical duties. Upon successful completion of the Award Course, the Office Clerks are allowed to move incrementally. We are upholding the present provision for which union members expressed their appreciation.

Recommendation 9

30.44 We recommend that:

- (i) the Ministry of Public Service, Administrative and Institutional Reforms should in collaboration with the relevant authorities, continue to organise work oriented Award Course for Office Clerks;**
- (ii) Office Clerks who have successfully completed the course be allowed to move incrementally in the Master Salary Scale up to salary point Rs 33175;**
- (iii) Office Clerks who have successfully completed the Award Course and who have attained compulsory retirement age or have attained compulsory retirement age while opting to cash their accumulated Vacation Leave in full before or on reaching the top salary of the scale should be granted an**

additional increment at the point reached for the computation of their pensionable emoluments; and

- (iv) the MPSAIR should ensure that the level of the course set should also take into consideration the level of the duties as well as the profile of the Office Clerks.**

Redeployment of Staff

Recommendation 10

30.45 We recommend that in respect of Ex-TDA, Teafac and Tea Board employees who have been re-deployed in the Civil Service by virtue of a decision of government, the aggregate number of years of service should be taken into consideration for implementing the recommendations made at paragraph 20.28(i) of Volume 1 of this Report irrespective of their grades and the duties they have been performing. This recommendation is not applicable to officers, if any, qualifying for additional increments by virtue of provisions made at paragraph 9.40 of Volume 1 of this Report.

Agricultural Office Assistant (Personal) *formerly Office Assistant (Ex-Sampler) (Personal)*

30.46 The main representations of the staff side were geared towards a change in appellation together with an upgrading in salary and qualifications requirement of the grade of Office Assistant (Ex-Sampler) (Personal). Different appellations have been proposed by Unions, namely Office Support Officer, Management Support Officer, Executive Assistant, Office Support Assistant, Administration Support Assistant, Technical Support Assistant, Office Agricultural Assistant or Office Support Clerk. During consultations, they were informed that the proposed appellations would be conflictual with existing grades whose level of responsibilities are higher as compared to the Office Assistant (Ex-Sampler) (Personal). The request for upgrading of the qualifications requirement could not be acceded to as no future recruitment would be made to the evanescent grade. A site visit was conducted by officers of the Bureau in two sections, namely Land Use and Planning Section; and Transport Section and it was observed that the duties being performed by the Office Assistants (Ex-Sampler) (Personal) are as prescribed in the scheme of service. After diligently analysing the proposals, we are restyling the grade in line with the services being provided by the Ministry.

Recommendation 11

30.47 We recommend that the grade of Office Assistant *formerly Sampler (Personal)* be restyled Agricultural Office Assistant (Personal).

Allowance for Accreditation and ISO Certification

30.48 The designated officer of the Scientific Officer Cadre who performs duties related to ISO certification and accreditation on rotational basis is paid a monthly allowance of Rs 3000. We are maintaining the quantum thereof.

Recommendation 12

30.49 We recommend that the monthly allowance payable to the designated officer of the Scientific Officer Cadre, who performs duties related to ISO certification and accreditation on a rotational basis, should be maintained at Rs 3000.

Other Allowances

30.50 Senior Technical Officers and Agricultural Support Officer/Senior Agricultural Support Officers are eligible to the payment of certain allowances for performing specific duties/shouldering higher responsibilities outside working hours or for working on a roster basis at outstations. The payment of the allowances is being maintained whilst their quanta are being revised.

Recommendation 13

30.51 We recommend that the quantum of the allowances payable to eligible officers should be revised as hereunder:

(a)	Senior Technical Officers posted at the Plant Pathology Section of the National Plant Protection Office (i) for covering arrival and departure of ships and planes (ii) for performing work connected with White Grub Protocol	Rs 1245 monthly Rs 245 per day
(b)	Agricultural Support Officer/Senior Agricultural Support Officers residing on stations for shouldering higher responsibilities outside normal working hours	Rs 250 monthly
(c)	Agricultural Support Officer/Senior Agricultural Support Officers working on a roster basis at outstations	Rs 500 monthly

Trainees in Engineering/Agricultural Engineering

30.52 A monthly allowance of Rs 23975 is being paid to graduates in Engineering undergoing pre-registration practical training. Moreover, Trainee Agricultural Engineers who use their car for official travelling during the performance of their duties are refunded either travelling expenses at the rate of Rs 6.50 per km or bus fares. We are revising both quanta.

Recommendation 14

30.53 We recommend that:

- (i) Trainees in Engineering should be paid a monthly allowance of Rs 25525; and**

- (ii) **Trainee Agricultural Engineers who use their car for official travelling in the discharge of their duties should be refunded travelling expenses based on the distance travelled at the rate of Rs 6.60 per km or bus fares, whichever is higher.**

Abolition of Grades

- 30.54 Management has submitted that the grades of Factory Operative Assistant (Roster) (Personal), Factory Operative and Factory Operative (Roster) (Personal) are vacant and would no longer be required. **We are, therefore, abolishing these grades.**

FORESTRY SERVICES

- 30.55 The main objectives of the Forestry Services are, among others, to manage the state forest lands based on the principles of sustainability, equity and fairness; safeguard roads, rivers and mountain reserves; provide plants, through dedicated nurseries and sale depots; and provide educational and recreational areas to promote awareness and ecotourism activities within state forest lands.
- 30.56 Its aims are, *inter alia*, the protection, propagation and conservation of pristine areas of forests declared as nature reserves. To this end, it is responsible for the enforcement of the legal provisions of the Forest and Reserves Act and implementation of provisions of International Conventions to mitigate the effects of climate change, desertification and forest biodiversity degradation.
- 30.57 The Forestry Services is headed by the Conservator of Forests who is assisted by a Deputy Conservator of Forests and Assistant Conservator of Forests/Senior Assistant Conservator of Forests as well as officers of the Forest Conservation and Enforcement Officer Cadre.
- 30.58 For this Report, Unions requested for a review of the bad road, walking and rent allowances. The Bureau closely examined the requests and eventually made appropriate provision to this effect. For the proposal regarding duty free facilities to certain grades, we based ourselves on the findings of our Survey on Travelling and Car Benefits to grant same.
- 30.59 Both Unions and Management requested for an upgrading in the qualifications requirement of the source grade, that is, Forest Conservation and Enforcement Officer and consequential upward salary review to be at par with grades in the disciplined forces. A scrutiny of the duties prescribed for the grade has revealed that a higher qualifications requirement is not warranted. Furthermore, a re-assessment of the grade showed that it cannot be compared to other grades in the disciplined forces. The present qualifications requirement of this grade is, therefore, appropriate.
- 30.60 Management on its part submitted for an alignment of salary of grades at top management level with those in other departments of the MAIFS. We revisited the job ranking of these grades and we have set the salary which reflects their real worth.

30.61 After a careful analysis, particularly in the face of the mandate of the Forestry Services, we consider the present structure to be fit for purpose. In the circumstances, we do not propose to bring any change thereto.

Diploma in Forestry

30.62 Union members apprised the Bureau of the adaptation problems encountered by officers of the Forest Conservation and Enforcement Officer Cadre when following the Diploma in Forestry course at the university, which is a requirement for appointment as Principal Forest Conservation and Enforcement Officer. Management, in turn, has suggested that an intermediate course be dispensed to officers of the Forest Conservation and Enforcement Officer Cadre prior to allowing them to follow the Diploma in Forestry. It is, however important to note that recommendations made for courses that need to be mounted are in relation to requirements in the cadre. Therefore, determination of such cases do not fall within the ambit of the Bureau. Nevertheless, the Forestry Services is the appropriate authority to deal with this at its end, the moreso that it is responsible for training of its staff.

Movement in salary scale for Forest Conservation and Enforcement Officers and Senior Forest Conservation and Enforcement Officers

30.63 In the last Report, we provided, among others, for Forest Conservation and Enforcement Officers and Senior Forest Conservation and Enforcement Officers to move incrementally in the Master Salary Scale provided they possess a Diploma in Forestry and satisfy certain other conditions. We are reviewing this provision.

Recommendation 15

30.64 We recommend that officers in the grades of Forest Conservation and Enforcement Officer and Senior Forest Conservation and Enforcement Officer possessing a Diploma in Forestry or an equivalent qualification and who:

- (i) were in post as at the eve of the publication of the 2021 Report should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 36550 and Rs 39350 on a personal basis; and**
- (ii) join the grades as from the date of publication of the 2021 Report, should be allowed to move incrementally in the Master Salary Scale by one increment,**

provided that they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

Allowance for participating in expeditions to islets and on mountain tops

30.65 Presently, a daily all-inclusive allowance is payable to officers of the Forestry Services, in lieu of overtime, for participating in expeditions to islets and on mountain tops.

30.66 Management has submitted that the services of additional employees are required for expeditions to islets and on mountain tops. A request has, therefore, been made to extend the daily all-inclusive allowance to certain technical and manual grades.

Considering the involvement of these staff, we are providing for the payment of the daily all-inclusive allowance to these grades as mentioned in the ensuing paragraph.

Recommendation 16

30.67 We recommend that the daily all-inclusive allowance payable to officers of the Forestry Services, in lieu of overtime, for participating in expeditions to islets and on mountain tops should be as per table below:

Grade	Daily All-Inclusive Allowance (Including Meal Allowance) Amount (Rs)
Conservator of Forests	3660
Deputy Conservator of Forests	3660
Assistant Conservator of Forests/Senior Assistant Conservator of Forests	3660
Divisional Forest Officer	3075
Chief Forest Conservation and Enforcement Officer	2310
Principal Forest Conservation and Enforcement Officer	1995
Senior Forest Conservation and Enforcement Officer	1540
Forest Conservation and Enforcement Officer	1385
Head Survey Field Worker	1190
Survey Field Worker/Senior Survey Field Worker	1135
Senior Gardener/Nursery Attendant	1135
Gardener/Nursery Attendant	1075
Insecticide Sprayer Operator	1075
Carpenter	1075
Mason	1075
Painter	1075
Welder	1075
Woodcutter	1075
Tradesman's Assistant	925
General Worker	865

Walking Allowance

30.68 Officers involved in enforcement duties have to walk long distances as their site of work is not accessible by vehicles and they are paid a monthly Walking Allowance. As these conditions still prevail, we are maintaining same while revising the quantum thereof.

Recommendation 17

30.69 We recommend that Forest Conservation and Enforcement Officers, Senior Forest Conservation and Enforcement Officers, Principal Forest Conservation and Enforcement Officers, Chief Forest Conservation and Enforcement Officers and Divisional Forest Officers should be paid a revised monthly Walking Allowance of Rs 300.

Rent Allowance

30.70 A Rent Allowance is paid to officers of the Forestry Services who do not occupy government quarters. The quantum thereof is being maintained.

Recommendation 18

30.71 We recommend that eligible officers of the Forestry Services who do not occupy government quarters should be paid a monthly Rent Allowance as hereunder:

Grade	Amount (Rs)
Forest Conservation and Enforcement Officer	645
Senior Forest Conservation and Enforcement Officer	695
Principal Forest Conservation and Enforcement Officer	895
Chief Forest Conservation and Enforcement Officer	985
Divisional Forest Officer	1065

Bad Road Allowance

30.72 In the 2016 Report, we introduced the payment of a Bad Road Allowance of Rs 835 per month to officers of the Forest Conservation and Enforcement Officer Cadre who regularly use their cars on bad roads in the performance of their duties. Since these conditions still prevail, we are making appropriate provision to reflect same.

Recommendation 19

30.73 We recommend that the monthly Bad Road Allowance payable to officers of the Forest Conservation and Enforcement Officer Cadre who regularly use their cars on bad roads be revised to Rs 880.

NATIONAL PARKS AND CONSERVATION SERVICE

- 30.74 As one of the major institutions responsible for the conservation of terrestrial biodiversity, the National Parks and Conservation Service (NPCS) is committed to ensure the retention of the genetic diversity of terrestrial biodiversity for the present and future generations. In order to protect the fauna and flora of the island along these lines, the NPCS also works in close collaboration with non-governmental organisations as well as international institutions.
- 30.75 Its main functions consist, among others, in managing national parks and reserves as well as islets; controlling and regulating the import, export and re-export of listed specimen; controlling and regulating the importation of live animals, excluding domestic animals; and managing and restoring native biodiversity rich areas by the removal of invasive alien species.
- 30.76 The NPCS is headed by a Director, who is assisted by a Deputy Director. While the core functions are performed by officers in professional and technical grades, the enforcement aspect befalls officers belonging to the Park Ranger Cadre.
- 30.77 During the present review exercise, Unions proposed for a change in the mode of recruitment for the grade of Scientific Officer (Conservation). However, they were informed that such amendment may be dealt with by Management on an *ad hoc* basis provided that the relevant steps are followed.
- 30.78 As to the request that the salaries of the officers of the NPCS be aligned with that of the Forestry Services, after examining, amongst others, the relative level of responsibility, accountability and scope of activities, the Bureau found that this request cannot be acceded to. With regards to the proposal concerning duty free facilities to certain officers of the Park Ranger Cadre, the Bureau based itself on the findings of the Survey on Travelling and Car Benefits to grant same.
- 30.79 For this Report, both Unions and Management requested for the payment of a bad road allowance to officers who regularly use their vehicles on bad roads. Proposal was also made to upgrade the entry requirements of the professional and enforcement cadres and create additional levels. After examination, the Bureau found that these requests could not be favourably considered.
- 30.80 On the other side, union members submitted that specialised training be provided to all officers of the enforcement cadre and Management was apprised of same. Union also made proposals with respect to the restyling of grades in the technical and professional cadres and to sponsor officers of the Park Ranger Cadre to follow a diploma course. After a scrutiny of the nature of duties performed by officers in these cadres, the above requests could not be entertained. Similarly, the payment of risk and on-call allowances could not be considered for technical reasons.
- 30.81 Since, we consider that the current structure is appropriate to enable the NPCS to fulfil its mandate, it is being maintained.

Ticket/Sales Officer

30.82 Requests were made by staff side to upgrade the qualifications requirement of the grade of Ticket/Sales Officer to a Cambridge Higher School Certificate and to change its appellation to Technician Assistant/Senior Technician Assistant to better reflect the duties performed. To which Management was not agreeable. After examination, the Bureau could not, for technical reasons and associated implications, accede to the requests.

Incremental Movement in salary scale for Technical Officer/Senior Technical Officer (Conservation)

30.83 In the last Report, we made provision for Technical Officer/Senior Technical Officers (Conservation) possessing a Degree in the relevant field to move incrementally in the Master Salary Scale subject to satisfying a few conditions. This provision is being revisited.

Recommendation 20

30.84 We recommend that officers in the grade of Technical Officer/Senior Technical Officer (Conservation) possessing a Degree in either Agriculture or Biology or Zoology or Botany or Ecology or an equivalent qualification and who:

- (i) were in post as at the eve of the publication of the 2021 Report should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 57600 on a personal basis; and**
- (ii) join the grade as from the date of publication of the 2021 Report, should be allowed to move incrementally in the Master Salary Scale by one increment,**

provided that they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

Bad Road Allowance – Park Ranger Cadre

30.85 Officers of the Park Ranger Cadre are presently paid a Bad Road Allowance of Rs 1250 per month as a compensation for using their 4 x 4 or 2 x 4 vehicles on rugged, mountainous and steep terrains for official purposes. The quantum of the allowance is being maintained.

Recommendation 21

30.86 We recommend that the monthly Bad Road Allowance payable to officers of the Park Ranger Cadre for using their 4x4 or 2x4 vehicles regularly in the performance of their duties should be Rs 1250.

Allowance to NPCS Officers for participating in expeditions to islets

30.87 An all-inclusive daily allowance in lieu of overtime is presently paid to officers of the NPCS who participate in expeditions to islets. This allowance also includes the quantum allocated for meal. We are maintaining the payment of the allowance as per table hereunder.

Recommendation 22

30.88 We recommend that officers posted at the National Parks and Conservation Service, who participate in expeditions to islets, should continue to be paid a daily all-inclusive allowance, in lieu of overtime, as follows:

Grade	Daily All-Inclusive Allowance (Including Meal Allowance) Amount (Rs)
Director, National Parks and Conservation Service	3660
Deputy Director, National Parks and Conservation Service	3660
Senior Scientific Officer (Conservation)	3660
Scientific Officer (Conservation)	3075
Technical Officer/Senior Technical Officer (Conservation)	2470
Technical Officer	2310
Senior Park Ranger	2310
Park Ranger	1995
Assistant Park Ranger	1540
Senior Forest Conservation and Enforcement Officer	1540
Forest Conservation and Enforcement Officer	1385
Senior Gardener/Nursery Attendant	1135
Gardener/Nursery Attendant	1075
Insecticide Sprayer Operator	1075
Mason	1075
Tradesman's Assistant	925
General Worker	865

Allowance to NPCS Officers for participating in overnight surveys and on mountain tops

30.89 Union members made representations that an allowance be paid to the officers of the Park Ranger Cadre when they are called to participate in overnight surveys on mountain tops. However, upon query, the Bureau was informed that other NPCS officers also participate in these overnight surveys. Therefore, we are making an appropriate recommendation in that respect.

Recommendation 23

30.90 We recommend that officers posted at the National Parks and Conservation Service who participate in overnight surveys on mountain tops, should be paid a daily all-inclusive allowance, in lieu of overtime, as follows:

Grade	Daily All-Inclusive Allowance (Including Meal Allowance) Amount (Rs)
Director, National Parks and Conservation Service	3660
Deputy Director, National Parks and Conservation Service	3660
Senior Scientific Officer (Conservation)	3660
Scientific Officer (Conservation)	3075
Technical Officer/Senior Technical Officer (Conservation)	2470
Senior Park Ranger	2310
Park Ranger	1995
Assistant Park Ranger	1540
Field Supervisor	1135
Gardener/Nursery Attendant	1075
Tradesman's Assistant	925
General Development Worker (Personal) formerly Warehouse Operative (Ex-Tobacco Board)	865
General Worker	865

Walking Allowance – Park Ranger Cadre

30.91 A Walking Allowance of Rs 275 per month is paid to officers of the Park Ranger Cadre as they are required to walk long distances to reach certain areas not accessible by vehicles. We are maintaining payment of the allowance whilst revising the quantum.

Recommendation 24

30.92 We recommend that the monthly Walking Allowance payable to Assistant Park Rangers, Park Rangers and Senior Park Rangers of the NPCCS be revised to Rs 300.

Rent Allowance

30.93 Officers of the Park Ranger Cadre who do not occupy government quarters are eligible to the payment of a monthly Rent Allowance. We are maintaining the quantum of the allowance.

Recommendation 25

30.94 We recommend that the monthly Rent Allowance payable to officers of the Park Ranger Cadre, who do not occupy government quarters, should be as hereunder:

Grade	Amount (Rs)
Assistant Park Ranger	695
Park Ranger	895
Senior Park Ranger	985

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

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 120	Rs 163250 Senior Chief Executive
02 000 114	Rs 132000 Permanent Secretary
02 082 098	Rs 52550 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 Chief Agricultural Policy and Programme Development Officer
02 073 092	Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 Senior Agricultural Policy and Programme Development Officer
02 058 088	Rs 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700 Agricultural Policy and Programme Development Officer
01 073 092	Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 Senior Agricultural Analyst

Salary Code	Salary Scale and Grade
08 062 081	<p>Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 50900</p> <p>Agricultural Executive Assistant (Personal) <i>formerly in GSE 10</i></p>
08 053 076	<p>Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500</p> <p>Higher Executive Officer (Ex – Tea Board) (Personal)</p>
08 049 076	<p>Rs 22625 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500</p> <p>Agricultural Executive Assistant (Personal) <i>formerly in GSE 5</i></p>
08 046 076	<p>Rs 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500</p> <p>Confidential Secretary (Ex – Tea Board) (Personal)</p>
08 041 070	<p>Rs 19850 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450</p> <p>Agricultural Clerk (Personal) <i>formerly in GSC 10</i></p> <p>Agricultural Executive Assistant (Personal) <i>formerly in GSE 2</i></p>
08 030 067	<p>Rs 16875 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825</p> <p>Clerk/Word Processing Operator (Ex – Tea Board) (Personal)</p>
08 029 067	<p>Rs 16525 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825</p> <p>Agricultural Clerk (Personal) <i>formerly in GSC 9</i></p>
08 025 063	<p>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</p> <p>Clerk Assistant/Senior Clerk Assistant (Ex – Tobacco Board) (Personal)</p>

Salary Code	Salary Scale and Grade
24 025 058	<p>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</p> <p>Driver (Ordinary vehicles up to 5 tons)</p>
AGRICULTURAL SERVICES	
19 000 110	<p>Rs 119500</p> <p>Director, Agricultural Services</p>
19 102 105	<p>Rs 94500 x 3125 – 103875</p> <p>Deputy Director, Agricultural Services</p>
19 091 102	<p>Rs 68000 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500</p> <p>Assistant Director, Agricultural Services Assistant Director, Livestock and Veterinary</p>
19 080 098	<p>Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250</p> <p>Principal Veterinary Officer</p>
19 080 096	<p>Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 77950</p> <p>Principal Scientific Officer</p>
19 073 092	<p>Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800</p> <p>Senior Scientific Officer Senior Veterinary Officer</p>
19 069 089	<p>Rs 36550 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400</p> <p>Veterinary Officer</p>
19 059 088	<p>Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700</p> <p>Livestock Officer Scientific Officer</p>

Salary Code	Salary Scale and Grade
19 059 092	<p>Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800</p> <p>Herbarium Officer (ex-SPI) (Personal)</p>
19 084 095	<p>Rs 55900 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800</p> <p>Agricultural Technician (Personal) <i>formerly Administrative and Personnel Manager (Teafac)</i></p>
19 058 088	<p>Rs 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700</p> <p>Agricultural Technician (Personal) <i>formerly Assistant Factory Manager (Teafac) (Personal)</i> <i>Economist (Personal)</i> <i>Project Officer (Tea Board) (Personal)</i> <i>Statistics & Marketing Officer (Teafac) (Personal)</i> <i>Tea Officer (Graduate scale) (Personal)</i></p>
19 077 094	<p>Rs 44800 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 73800</p> <p>Senior Agricultural Superintendent</p>
19 071 088	<p>Rs 38400 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700</p> <p>Agricultural Superintendent Senior Laboratory Technologist (Personal)</p>
19 065 083	<p>Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200</p> <p>Laboratory Technologist (Personal) Senior Laboratory Technologist Senior Technical Officer Senior Technical Officer (Ex-Tobacco Board) (Personal)</p>
19 047 079	<p>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 x 1575 – 47675</p> <p>Apicultural Officer Laboratory Technologist Technical Officer (Ex-Tea Board) (Personal)</p>

Salary Code	Salary Scale and Grade
26 080 098	Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 Principal Agricultural Engineer
26 073 092	Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 Senior Agricultural Engineer
26 065 088	Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700 Agricultural Engineer
26 063 088	Rs 31525 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700 Agricultural Engineer (Ex-SPI) (Personal)
26 060 079	Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675 Senior Technical Design Officer
26 041 073	Rs 19850 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 40300 Technical Design Officer
26 031 033	Rs 17045 x 260 - 17565 Trainee Technical Design Officer
19 032 083	Rs 17305 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 – 41250 QB 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 Agricultural Support Officer/Senior Agricultural Support Officer
19 053 074	Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250 Senior Technical Assistant (Ex-Control Board) (Personal)

Salary Code	Salary Scale and Grade
19 032 069	<p>Rs 17305 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</p> <p>Animal Care Officer <i>formerly Animal Control Officer</i> Technical Assistant (ex-SPI) (Personal) Technical Assistant (Ex-Tobacco Board) (Personal)</p>
19 031 065	<p>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 – 33175</p> <p>Field Assistant (Personal)</p>
26 049 083	<p>Rs 22625 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200</p> <p>Transport Superintendent</p>
08 062 081	<p>Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 50900</p> <p>Agricultural Executive Assistant (Personal) <i>formerly in GSE 10</i></p>
08 049 076	<p>Rs 22625 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500</p> <p>Agricultural Executive Assistant (Personal) <i>formerly in GSE 5</i></p>
08 053 072	<p>Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 39350</p> <p>Agricultural Executive Assistant (Personal) <i>formerly in GSE 3</i></p>
08 041 070	<p>Rs 19850 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450</p> <p>Agricultural Clerk (Personal) <i>formerly in GSC 10</i> Agricultural Executive Assistant</p>

Salary Code	Salary Scale and Grade
08 029 067	<p>Rs 16525 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825</p> <p>Agricultural Clerk (Personal) <i>formerly in GSC 9</i></p>
08 025 063	<p>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</p> <p>Office Clerk</p>
10 032 070	<p>Rs 17305 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</p> <p>Visual Artist (Graphics)</p>
16 028 070	<p>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 QB 30700 x 825 – 35650 x 900 – 37450</p> <p>Print Finishing/Book Binding Operator (Roster) <i>formerly Machine Minder/Senior Machine Minder (Bindery) (Roster)</i></p>
21 025 067	<p>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 – 34825</p> <p>Sales Officer/Senior Sales Officer, Agricultural Extension Shop</p>
25 052 070	<p>Rs 23950 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450</p> <p>Workshop Supervisor</p>
25 044 067	<p>Rs 20825 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825</p> <p>Chief Blacksmith Chief Cabinet Maker Chief Carpenter Chief Mason Chief Motor Mechanic Chief Panel Beater Chief Welder Foreman</p>

Salary Code	Salary Scale and Grade
25 026 059	<p>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</p> <p>Automobile Electrician Blacksmith Cabinet Maker Carpenter Coach Painter Fitter General Assistant Mason Motor Mechanic Painter Panel Beater Plumber and Pipe Fitter Sailmaker Turner and Machinist Upholsterer Welder Welder (ex-SPI) (Personal)</p>
25 022 052	<p>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</p> <p>Maintenance Handy Worker (Personal)</p>
25 019 049	<p>Rs 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 22625</p> <p>Maintenance Handy Worker Tradesman's Assistant</p>
24 043 068	<p>Rs 20500 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650</p> <p>Senior Laboratory Auxiliary</p>
24 040 065	<p>Rs 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 33175</p> <p>Head Survey Field Worker</p>
24 039 063	<p>Rs 19225 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 31525</p> <p>Senior Field Supervisor</p>

Salary Code	Salary Scale and Grade
24 030 063	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 – 31525 Leading Hand/Senior Leading Hand
24 026 063	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 – 31525 Laboratory Auxiliary Laboratory Auxiliary (Ex-SPI) (Personal)
24 033 062	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 – 30700 Agricultural Implement Operator Driver (Mechanical Unit)
24 033 061	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 – 29875 Driver (Heavy Vehicles above 5 tons)
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)
24 027 060	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 – 29050 Forklift Driver
24 039 059	Rs 19225 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 28225 Head Gardener/ Nursery Attendant
24 026 059	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 Incinerator Operator Vulcaniser

Salary Code	Salary Scale and Grade
24 030 058	<p>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</p> <p>Field Supervisor Senior Livestock Attendant <i>formerly Senior Stockman</i></p>
24 025 058	<p>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</p> <p>Driver (Ordinary vehicles up to 5 tons) Driver (Ordinary vehicles up to 5 tons) (Ex Tobacco Board) (Personal) Driver (Ordinary vehicles up to 5 tons) (Ex Tea Board) (Personal) General Development Worker (Personal) <i>formerly Gangman (TDA) or Driver (TDA)</i></p>
24 022 058	<p>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 – 26050 x 675 – 27400</p> <p>General Development Worker (Personal) <i>formerly Telephone Operator (TDA)</i> <i>Telephone Operator (Tea Board)</i></p>
24 021 058	<p>Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400</p> <p>Survey Field Worker/Senior Survey Field Worker Survey Field Worker/Senior Survey Field Worker (ex-SPI) (Personal)</p>
24 027 056	<p>Rs 16005 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050</p> <p>General Development Worker (Personal) <i>formerly Leaf Weigher (TDA)</i></p>
24 025 054	<p>Rs 15485 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 25000</p> <p>Plant and Equipment Operator Senior Gardener/Nursery Attendant</p>
24 023 053	<p>Rs 14975 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 24475</p> <p>Irrigation Operator (On Roster)</p>

Salary Code	Salary Scale and Grade
24 022 052	<p>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</p> <p>Factory Operative Assistant Gardener/Nursery Attendant General Development Worker (Personal) <i>formerly Office Attendant (TDA/TEAFAC)</i> <i>Office Attendant, Tea Board</i> General Worker/Gardener (Ex-SPI) (Personal) Hatchery Operator Insecticide Sprayer Operator Livestock Attendant (Roster) <i>formerly Stockman (Roster)</i> Office Attendant (Ex-SPI) (Personal) Office Attendant (Ex-Tea Board) (Personal) Office Attendant (Ex-Tobacco Board) (Personal) Operator Pumping Station Toolskeeper</p>
24 021 051	<p>Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425</p> <p>General Development Worker (Personal) <i>formerly Watchman (TDA)</i> Surveillant <i>formerly Security Guard</i> Surveillant (Ex-SPI) (Personal) <i>formerly Security Guard (ex-SPI) (Personal)</i></p>
24 019 050	<p>Rs 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23025</p> <p>Stores Attendant</p>
24 018 047	<p>Rs 13745 x 230 – 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 21850</p> <p>General Development Worker (Personal) <i>formerly Motor Mechanic, Boiler and Turbine Operator, Supervisor (TDA/Teafac)</i> General Development Worker <i>formerly Warehouse Operative (Ex-Tobacco Board) (Personal)</i> Lorry Loader Sanitary Attendant</p>

Salary Code	Salary Scale and Grade
24 001 048	<p>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 – 21475 x 375 – 22225</p> <p>General Development Worker <i>formerly Warehouse Worker (Ex-Tobacco Board) (Personal)</i></p>
24 001 045	<p>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</p> <p>General Development Worker (Personal) <i>formerly Agricultural Development Assistant</i> General Worker</p>
FORESTRY SERVICES	
19 000 107	<p>Rs 110125</p> <p>Conservator of Forests</p>
19 085 099	<p>Rs 57600 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 85250</p> <p>Deputy Conservator of Forests</p>
19 059 092	<p>Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800</p> <p>Assistant Conservator of Forests/Senior Assistant Conservator of Forests</p>
19 070 088	<p>Rs 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700</p> <p>Divisional Forest Officer</p>
19 061 081	<p>Rs 29875 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 50900</p> <p>Chief Forest Conservation and Enforcement Officer</p>
19 053 076	<p>Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 QB 43500</p> <p>Principal Forest Conservation and Enforcement Officer</p>

Salary Code	Salary Scale and Grade
19 046 070	<p>Rs 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450</p> <p>Senior Forest Conservation and Enforcement Officer</p>
19 030 067	<p>Rs 16785 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825</p> <p>Forest Conservation and Enforcement Officer</p>
26 041 073	<p>Rs 19850 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 40300</p> <p>Technical Design Officer</p>
08 041 070	<p>Rs 19850 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450</p> <p>Agricultural Clerk (Personal) <i>formerly in GSC 10</i> Agricultural Executive Assistant (Personal) <i>formerly in GSE 2</i></p>
08 029 067	<p>Rs 16525 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825</p> <p>Agricultural Clerk (Personal) <i>formerly in GSC 9</i></p>
25 044 067	<p>Rs 20825 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825</p> <p>Chief Mason</p>
25 026 059	<p>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</p> <p>Carpenter Mason Motor Mechanic Painter</p>
25 019 049	<p>Rs 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 22625</p> <p>Tradesman's Assistant</p>

Salary Code	Salary Scale and Grade
24 040 065	<p>Rs 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 33175</p> <p>Head, Survey Field Worker</p>
24 039 063	<p>Rs 19225 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 31525</p> <p>Senior Field Supervisor</p>
24 033 062	<p>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 – 30700</p> <p>Driver (Mechanical Unit)</p>
24 033 061	<p>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 – 29875</p> <p>Driver (Heavy Vehicles above 5 tons)</p>
24 039 059	<p>Rs 19225 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 28225</p> <p>Head Gardener/Nursery Attendant</p>
24 030 058	<p>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</p> <p>Field Supervisor</p>
24 025 058	<p>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</p> <p>Driver (Ordinary Vehicles up to 5 tons)</p>
24 021 058	<p>Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400</p> <p>Survey Field Worker/Senior Survey Field Worker Survey Field Worker/Senior Survey Field Worker (Ex-SPI) (Personal)</p>
24 025 054	<p>Rs 15485 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 25000</p> <p>Senior Gardener/Nursery Attendant</p>

Salary Code	Salary Scale and Grade
24 022 052	<p>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</p> <p>Gardener/Nursery Attendant Insecticide Sprayer Operator Woodcutter</p>
24 021 051	<p>Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425</p> <p>Surveillant <i>formerly Security Guard</i> Surveillant (Ex-SPI) (Personal) <i>formerly Security Guard (Ex-SPI) (Personal)</i></p>
24 018 047	<p>Rs 13745 x 230 – 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 21850</p> <p>General Development Worker <i>formerly Warehouse Operative (Ex Tobacco Board) (Personal)</i> Lorry Loader Sanitary Attendant</p>
24 001 045	<p>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</p> <p>General Worker</p>
NATIONAL PARKS AND CONSERVATION SERVICE	
19 102 105	<p>Rs 94500 x 3125 – 103875</p> <p>Director, National Parks and Conservation Service</p>
19 080 096	<p>Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 77950</p> <p>Deputy Director, National Parks and Conservation Service</p>
19 073 092	<p>Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800</p> <p>Senior Scientific Officer (Conservation)</p>

Salary Code	Salary Scale and Grade
19 060 088	Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700 Scientific Officer (Conservation)
19 049 083	Rs 22625 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 Technical Officer/Senior Technical Officer (Conservation)
19 061 080	Rs 29875 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 Senior Park Ranger
19 047 079	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 x 1575 – 47675 Technical Officer
19 053 074	Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250 Park Ranger
19 046 070	Rs 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 Assistant Park Ranger Senior Forest Conservation and Enforcement Officer
19 030 067	Rs 16785 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825 Forest Conservation and Enforcement Officer
08 041 070	Rs 19850 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 Agricultural Clerk (Personal) <i>formerly in GSC 10</i>

Salary Code	Salary Scale and Grade
08 029 067	<p>Rs 16525 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825</p> <p>Agricultural Clerk (Personal) <i>formerly in GSC 9</i></p>
08 026 064	<p>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 – 32350</p> <p>Ticket/Sales Officer</p>
25 026 059	<p>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</p> <p>Carpenter Mason</p>
25 019 049	<p>Rs 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 22625</p> <p>Tradesman's Assistant</p>
24 030 058	<p>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</p> <p>Field Supervisor</p>
24 025 058	<p>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</p> <p>Driver (Ordinary vehicles up to 5 tons)</p>
24 025 054	<p>Rs 15485 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 25000</p> <p>Senior Gardener/Nursery Attendant</p>
24 022 052	<p>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</p> <p>Gardener/Nursery Attendant Insecticide Sprayer Operator Livestock Attendant (Roster) <i>formerly Stockman (Roster)</i></p>
24 019 050	<p>Rs 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23025</p> <p>Stores Attendant</p>

Salary Code	Salary Scale and Grade
24 018 047	<p>Rs 13745 x 230 – 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 21850</p> <p>General Development Worker <i>formerly Warehouse Operative (Ex Tobacco Board) (Personal)</i> Lorry Loader</p>
24 001 045	<p>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</p> <p>General Worker</p> <p style="text-align: center;">Ex - CANE PLANTERS AND MILLERS ARBITRATION AND CONTROL BOARD</p> <p style="text-align: center;"><i>All salaries are personal to holders of the post</i></p>
19 065 083	<p>Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200</p> <p>Senior Technical Officer (Personal)</p>
19 047 079	<p>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 x 1575 – 47675</p> <p>Technical Officer (Personal)</p>
08 025 060	<p>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 – 29050</p> <p>Agricultural Office Assistant (Personal) <i>formerly Office Assistant (Ex-Sampler) (Personal)</i></p>
24 026 063	<p>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 – 31525</p> <p>Laboratory Auxiliary (Personal)</p>
24 033 062	<p>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 – 30700</p> <p>Driver (Mechanical Unit) (Personal)</p>

