

26. MINISTRY OF INDUSTRIAL DEVELOPMENT, SMEs AND CO-OPERATIVES

- 26.1 The Ministry of Industrial Development, SMEs and Co-operatives comprises three divisions namely, the Industrial Development Division, SMEs Division and Co-operatives Division. The main activities of the Ministry revolve around formulation of appropriate policies, implementation of specific schemes, monitoring, evaluation and reporting of different programmes pertaining to Industrial Development, Micro, Small and Medium Enterprises and Co-operatives.
- 26.2 The Industrial Development Division of the Ministry acts as a facilitator and catalyst for the development of a resilient, vibrant and competitive manufacturing sector, to foster employment and create wealth for higher economic growth. The SMEs Division on its side is responsible for the design and formulation of policies and schemes while ensuring appropriate and adequate provision of support and facilities to existing enterprises as well as encouraging creation of businesses. The Co-operatives Division, on the other hand, facilitates the promotion of diversified, emerging and innovative co-operatives while involving more young persons and women in the development, consolidation and advancement of the co-operative movement.

INDUSTRIAL DEVELOPMENT DIVISION

- 26.3 The Industrial Development Division is responsible for the promotion of sustainable industrial development as well as the formulation and implementation of appropriate policies, programmes and strategies for the emergence of a strong and diversified manufacturing base. Its main objectives, among others, are to: promote effective and efficient support services to the industrial sector; stimulate exports in existing and emerging markets; promote globally competitive industries; and enhance market access through internationally recognised standards. The activities of the Division are carried out under the Assay Office, Mauritius Accreditation Service and Business Information Unit.
- 26.4 The Director of Industry is at the apex of the Division and is assisted in his day-to-day functions by officers of the Analyst (Industry) Cadre, in technical and General Services grades.

Industrial Analyst Cadre

- 26.5 For this Report, no representation was made by the Union or staff regarding grades at the Industrial Development Division. Management on its side, made a few proposals, which consisted in: restyling grades of the Analyst (Industry) Cadre; creating a level of Deputy Director; and aligning salarywise the Analyst (Industry) Cadre to that of the Trade Policy Analyst Cadre or Analyst (Cooperation) Cadre of the Ministry of Foreign Affairs, Regional Integration and International Trade.
- 26.6 Whilst we are agreeable to the proposals for a restyling of the grades and creation of a level of Deputy Director, we, however, do not consider an alignment in salary with what obtains at the Ministry of Foreign Affairs, Regional Integration and International Trade to be appropriate.

Industrial Analyst Cadre
formerly Analyst (Industry) Cadre

Recommendation 1

26.7 We recommend that the following grades should be restyled in order to better reflect the nature of duties performed by incumbents:

Grade	Restyled to
Analyst (Industry)	Industrial Analyst
Senior Analyst (Industry)	Senior Industrial Analyst
Principal Analyst (Industry)	Principal Industrial Analyst

Deputy Director of Industry (New Grade)

26.8 Management has submitted that there is a dire need to reinforce the structure at strategic level, with the creation of a position of Deputy Director of Industry. The latter would deputise for the Director of Industry in his absence and assist in overseeing the Industrial Analyst Cadre *formerly Analyst (Industry) Cadre* as well as coping with the increasing workload at the Division.

26.9 After duly examining the request and taking into consideration government policy to expand the activities of the industrial sector, the Bureau views that there is ground for the creation of a grade of Deputy Director of Industry. We are, therefore, recommending accordingly.

Recommendation 2

26.10 We recommend the creation of a grade of Deputy Director of Industry. Appointment, thereto, should be made by selection from among officers in the grade of Principal Industrial Analyst *formerly Principal Analyst (Industry)*, who reckon at least three years' service in a substantive capacity in the grade and who possess a Master's Degree in Economics or Engineering (Chemical/Electrical/Electronics/Mechanical/Textile) or Business Administration or an equivalent qualification acceptable to the Public Service Commission.

26.11 Incumbent would be required, among others, to: deputise for the Director of Industry, as and when required to ensure business continuity; supervise, co-ordinate and monitor the activities of the different sections in a more structured manner; assist the Director in supervising the development and implementation of industrial strategies and policies; supervise the effective monitoring of manufacturing enterprises and ensure that adequate follow-up are being effected to facilitate industrial development; supervise strategic projects and programmes related to adoption of digital and green technologies, skills development, productivity and competitiveness to accelerate growth in all the sub-sectors of the industrial sector; advise the Director of Industry in developing regional and global value chains in order to facilitate and increase export growth in the sector; and assess as well as advise on the professional training needs of the Industrial Analyst Cadre *formerly Analyst (Industry) Cadre*.

- 26.12 We further recommend that consequential amendments should be brought to review the mode of appointment of the grade of Director of Industry, following the filling of the new position of Deputy Director of Industry.**

Incremental Movement

- 26.13 The Bureau has waived the specific recommendation regarding incremental movement beyond top for officers in the grade of Industrial Analyst *formerly Analyst (Industry)*, as incumbents are already eligible to same as per the general provision made at paragraph 9.41 in Volume 1 of this Report.**

ASSAY OFFICE

- 26.14 The main services offered by the Assay Office to jewellers, Government institutions and the public are, *inter alia*: testing of gold/silver/platinum jewellery and their alloys; verification and identification of precious and semi-precious stones; grading of diamonds; valuation of jewellery; and registration of jewellers dealing in gold/silver/platinum jewellery as well as precious or semi-precious stones. These functions are carried out through the two laboratories operated by the Office, that is, the Assay Laboratory and the Gemmology Laboratory.
- 26.15 Another aspect of the functions devolving on the Assay Office pertains to enforcement. The activities in relation to the above services are carried out in accordance with statutory provisions enshrined in the Jewellery Act 2007. In fact, the officers of the Assay Office carry out regular inspections/visits to ensure compliance with the said statutory provisions.
- 26.16 The overall responsibility of the Assay Office rests with the Director who is assisted by an Assistant Director. The other staff complement comprises officers in professional and technical grades who provide necessary support.
- 26.17 In the context of this Report, request was obtained from both Union and Management for the creation of certain grades and change in job appellations. The requests were, however, not acceded to for technical reasons. With regards to the request for a review of salaries of certain grades, due consideration has been given thereto in arriving at the recommended salaries.
- 26.18 Moreover, representations pertaining to the structure were received from both the staff side as well as the official side. Their qualms were different, so were their motivations. However, the Bureau examined same whereby the overriding factor was the effectiveness and efficiency of the services offered. Request was also made for payment of a monthly allowance to officers who are designated to perform duties related to ISO Certification and accreditation. To this end, appropriate provisions have been made in the ensuing paragraphs.

Senior Gemmologist (New Grade)

- 26.19 The Union claimed for a rise in salary in the present structure so that the grade of Gemmologist be put at par with the grade of Scientific Officer (Assay and Gemmology). It has been reported that Scientific Officers (Assay and Gemmology) are called upon to conduct testing and verification of gemstones as well as identify/grade gemstones, diamond and pearl as per approved standards. It should be noted that Gemmologists operate under the supervision of Scientific Officers (Assay and Gemmology). However, it is also important to highlight that there is an overlapping of technical duties performed by Scientific Officers (Assay and Gemmology) and Gemmologists.
- 26.20 On the other hand, the grade of Scientific Officer (Assay and Gemmology) is filled by selection from Technical Officer/Senior Technical Officers (Assay Office) and Gemmologists and those selected from the grade of Technical Officer/Senior Technical Officer (Assay Office) do not possess relevant qualifications in Gemmology or in Diamond grading. As such, it is considered that the Scientific Officer (Assay and Gemmology) may not have appropriate knowledge, skills and experience to effectively oversee the work of the Gemmologist. The foregoing may impede the smooth running of the Office. In the circumstances, there are justifiable grounds for redress. We are, thus, making appropriate provision for the Gemmology field by providing a supervisory level with incumbents possessing the relevant qualifications and experience. We are also bringing consequential amendments to the schemes of service of relevant grades.

Recommendation 3

- 26.21 We recommend the creation of the grade of Senior Gemmologist. Appointment thereto, should be made by promotion, on the basis of experience and merit, of officers in the grade of Gemmologist reckoning at least four years' service in a substantive capacity in the grade.**
- 26.22 The Senior Gemmologist, would, among others, be responsible to supervise and co-ordinate the work of the Gemmologist and subordinate staff; identify and grade gemstone, diamond and pearl according to approved standards; and supervise the collection and delivery of precious and semi-precious stones.
- 26.23 We further recommend that the grade of Scientific Officer (Assay and Gemmology) be restyled Scientific Officer (Assay) and the scheme of service thereof should be amended such that the qualifications as well as the duties to be performed by the Scientific Officer (Assay) formerly Scientific Officer (Assay and Gemmology) should be specific to the assay field.**

- 26.24 We also recommend that, in future, appointment to the grade of Assistant Director, Assay Office should be made by selection from among officers in the grades of Senior Gemmologist and Scientific Officer (Assay) formerly Scientific Officer (Assay and Gemmology) possessing a Degree in Chemistry or Chemical Engineering or an equivalent qualification and reckoning at least three years' service in a substantive capacity in their respective grade.**

Allowance for Accreditation and ISO Certification

- 26.25 Management made proposal to the effect that officers who have been designated to perform duties related to ISO certification and accreditation at the Assay Laboratory be paid a monthly allowance. After carefully analysing this request and taking into consideration the evolution of the activities of the Assay Laboratory, we are making appropriate recommendations to that end.

Recommendation 4

- 26.26 We recommend that an officer from the grade of Senior Gemmologist or Scientific Officer (Assay) formerly Scientific Officer (Assay and Gemmology) should be designated on a rotational basis to perform duties related to ISO certification and accreditation, against the payment of a monthly allowance of Rs 2700.**

MAURITIUS ACCREDITATION SERVICE (MAURITAS)

- 26.27 The Mauritius Accreditation Service (MAURITAS) is the sole accreditation body which provides a national and unified service for the accreditation of calibration and testing laboratories, inspection bodies and certification bodies. It is internationally recognised through the signatory status to the multilateral mutual recognition agreements of the International Laboratory Accreditation Cooperation and the International Accreditation Forum.
- 26.28 The organisation is headed by a Director who is assisted by officers in the grades of Accreditation Manager, Assistant Accreditation Manager, Accreditation Officer and supported by officers of the General Services grades.
- 26.29 Representations made by staff associations, in the context of this Report, concern the review of salary and the grant of 70% duty remission to certain grades. Union members were apprised of the fact that the grant of duty free facilities is based on findings of our Survey on Travelling and Car Benefits while a review of the salary ranking is based on a job re-evaluation exercise which enables the capture of duties and responsibilities that have evolved over the period since the last Report.
- 26.30 Management, on its part, submitted for the creation of a grade of Deputy Director on its establishment. In support to its arguments, Management laid emphasis on the increasing volume of work associated with the maintenance and implementation of computerised systems at MAURITAS. After deliberation, it was found that these additional work may more probably, be pegged at operational level. In the

circumstances, the creation of the grade of Deputy Director would not necessarily alleviate this problem.

26.31 The Bureau, however, considers that Management may carry out a manpower assessment, on the basis of which, it may consider the advisability of increasing the establishment size, wherever required.

26.32 Notwithstanding the above, we consider the staffing structure as well as the staff complement of MAURITAS to be adequate for delivering along its objectives at this point in time.

Office Clerk

26.33 Provision has been made for the Ministry of Public Service, Administrative and Institutional Reforms 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 5

26.34 We recommend that:

- (i) the Ministry of Public Service, Administrative and Institutional Reforms (MPSAIR) 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.**

SMALL AND MEDIUM ENTERPRISES DIVISION

26.35 The Small and Medium Enterprises (SMEs) Division is responsible for the design and formulation of policies and schemes while ensuring that there is appropriate and adequate provision of support and facilities to existing enterprises as well as encouraging creation of new businesses. Its strategies, among others, include: creating the right ecosystem for SME development; clustering of SMEs; promoting local SME products; collaborating with strategic partners; and providing skilled programmes for the creation, organisation and management of SMEs.

- 26.36 At present, the Division is serviced by officers of the three-level Business and Enterprise Analyst Cadre, which is responsible mainly for all matters relating to the formulation, development and implementation of strategies, policies and activities of the SME Sector. The Division also comprises a SME Registration Unit, with a Registrar, SMEs at its head. The Unit is responsible, among others, for the registration and licensing of SMEs and provision of business facilitation services. Its key functions are, *inter alia*, to: register, issue and/or renew registration Certificate to SMEs; provide support and information to facilitate obtention of any registration, permit license, authorisation clearance which an enterprise may require; monitor performance and growth of SMEs and effect site visit to SMEs; and update and analyse regularly registered SMEs. At present, mainly redeployed officers from the ex-SMEDA are posted at the Unit. Officers of the General Services and minor grades equally provide support in the running of the activities of the SME Division.
- 26.37 In the context of this Report, we did not receive any representation from the staff side. Management, however, proposed for: the grant of enhanced travelling benefits for the grades of Senior Business and Enterprise Analyst, Business and Enterprise Analyst, and Business Development Officers, who were redeployed from ex-SMEDA to the Ministry, to continue to benefit from 70% duty remission as they were entitled to same at their former organisation; and aligning the salary of the Registrar, SMEs to that of the Principal Business and Enterprise Analyst, based on the duties being performed by the former.
- 26.38 After examining the proposals, we wish to point out that: recommendations regarding conditions of service have been made for a general application in the Public Sector; as regards the proposal from the Business Development Officers (ex-SMEDA) to continue benefitting from 70% duty remission facilities, clarification on this issue regarding redeployed officers has been provided in section 1 of the Chapter Travelling and Car Benefits in Volume 1 of this Report; and the grades of Registrar, SMEs and Principal Business and Enterprise Analyst are not comparable as the latter is at the apex of a professional cadre, which is not the case for the former. The grade of Registrar, SMEs was created on an *ad hoc* basis following the enactment of the SME Act. Taking into account that the SMEs Registration Unit is still at an embryonic stage and that the Registrar, SMEs is as at now the only permanent level in the Unit, the review of the salary scale is not justified at this stage. We consider that the current organisational structure is appropriate to enable the Ministry to deliver on its mandate.

CO-OPERATIVES DIVISION

- 26.39 The functions of the Co-operatives Division of the Ministry are, among others, to provide legal and institutional framework; register Co-operative Societies; audit, supervise, inspect and monitor Co-operative Societies; coordinate co-operative activities with other institutions; prepare programmes and policies for the co-operative sector; and coordinate foreign financial and technical assistance for the implementation of co-operative projects. The Co-operatives Division has the

statutory duty to ensure that Co-operative Societies operate within the Co-operative legal regulatory framework.

- 26.40 The technical arm of the Ministry consists of the Co-operative Societies Section, the Co-operative Development Unit and Co-operative Audit Unit headed by the Registrar, Co-operative Societies, Secretary for Co-operative Development and Principal Co-operative Auditor respectively.

CO-OPERATIVE SOCIETIES SECTION

- 26.41 The functions of the Co-operative Societies Section are, *inter alia*, to ensure that Co-operative Societies operate in strict conformity with the Co-operative Act 2016 and other relevant subsidiary legislation; advise on legal and policy matters concerning Co-operative Societies; ensure that records regarding list of societies and their categories are updated every year; and sensitise and raise awareness among population at large on the benefit of co-operatives as well as act as a facilitator to the formation and regulator of co-operatives.
- 26.42 The Co-operative Societies Section is headed by the Registrar, Co-operative Societies who is responsible for the day-to-day management of the Section. He is assisted in his duties by a Deputy Registrar, Co-operative Societies and officers in the Co-operative Officer Cadre and supported by officers of the General Services grades.
- 26.43 For this review exercise, both the staff side and Management requested for the upgrading of the qualifications requirement for the grade of Co-operative Officer from a Diploma to a Degree coupled with a review of its salary scale; and consequential amendments for other grades in the cadre. A proposed scheme of service was also submitted to the Bureau by the Ministry, on an *ad hoc* basis, wherein amendments were made to include a Degree in the qualifications requirement for the grade of Divisional Co-operative Officer whereby the matter was deferred for consideration in this review exercise. After perusal of the job description questionnaires of the grade of Divisional Co-operative Officer, it was observed that there has been no major evolution in the duties which would warrant an upgrading in the qualifications requirement.
- 26.44 Hence, both parties were apprised during the meeting that requests for upgrading in qualifications should be substantiated by a corresponding evolution in the duties being performed and an enhancement in the responsibilities.
- 26.45 The present structure is appropriate and we are, therefore, not bringing any change in the organisation structure.

Registrar, Co-operative Societies

- 26.46 Both posts in the grades of Registrar, Co-operative Societies and Deputy Registrar, Co-operative Societies are currently filled and it has been observed that the scheme of service has so far not been amended to restore the appointment to the grade of Registrar, Co-operative Societies by promotion from Deputy Registrar, Co-operative

Societies. **The Bureau is, therefore, reiterating that the Ministry should bring the necessary amendments in the scheme of service of the grade of Registrar, Co-operative Societies to restore appointment thereto by promotion, on the basis of experience and merit, of officers in the grade of Deputy Registrar, Co-operative Societies.**

Co-operative Officer

26.47 At present, Co-operative Officers who possess a Diploma in Co-operative Studies or Diploma in Development Studies or who have successfully completed all papers of Fundamental (Skills) (formerly Part II of the ACCA Examination or an equivalent qualification are allowed to proceed beyond the Qualification Bar (QB) inserted in the salary scale of the grade. **This arrangement is still valid and should continue.**

Compensation for regular extra hours

26.48 Currently, officers of the Co-operative Officer Cadre, who are required to put in additional hours of work on a regular basis, are granted equivalent time-off for the extra hours put in. Where it has not been possible for Management to grant time-off to the officers within a period of four consecutive months, an appropriate allowance as compensation for the extra hours put in is payable to them subject to the approval of the Ministry of Public Service, Administrative and Institutional Reforms. **The Bureau is maintaining this provision.**

CO-OPERATIVE DEVELOPMENT UNIT

26.49 The Co-operative Development Unit aims to promote and develop the Co-operative Sector in Mauritius and to assist in the conception and implementation of development programmes, projects and strategies. The functions of the Co-operative Development Unit are, among others, to make proposals for the development of the Co-operative Sector; prepare and draft sectoral development plans and review the Co-operative Sector; assist in the formulation of policies relating to the Co-operative Sector; examine project proposals and advise on their viability or otherwise; formulate project requests for assistance from aid/donor agencies; and examine feasibility studies of co-operative projects.

26.50 It is headed by the Secretary for Co-operative Development who is assisted by officers of the Co-operative Development Cadre and supported by officers of the General Services grades.

26.51 For this review exercise, the main proposals of Management were, *inter alia*, a change in appellation of the Co-operative Development Unit; and merging and restyling of grades in the Co-operative Development Officer Cadre such that the research component is included in their appellations and respective schemes of service. Stakeholders were, therefore, requested to provide additional information and justification in respect of their requests. The Ministry additionally made proposal for the creation of the grade of Principal Co-operative Development Officer and subsequently for the qualifications requirement of the grade of Secretary for

Co-operative Development be amended such that appointment be made from among officers in the grade of Principal Co-operative Development Officer.

- 26.52 Stakeholders were apprised of the Bureau's policy for the creation of grades which is based on the functional need of the organisation. After examining the aforementioned requests, the Bureau could not accede to same for technical reasons.

CO-OPERATIVE AUDIT UNIT

- 26.53 With the coming into force of the new Co-operatives Act in 2016, the Co-operative Audit Unit has been set up under Section 72 of the Act, for the purpose of auditing Co-operative Societies. Its functions are, among others, to carry out audit of Co-operative Societies and submit a report on the audit carried out to the President of the Society and Registrar within three months from receipt of the financial statement together with relevant document; review and update the audit approach and procedures; and ensure that quality and sufficiency of audit evidence are maintained in accordance with co-operative legislation.
- 26.54 The Principal Co-operative Auditor heads the Co-operative Audit Unit and is assisted in his tasks by Senior Co-operative Auditors and Co-operative Auditors. He is supported by officers of the General Services grades.
- 26.55 In the context of this review exercise, representations from the staff side were, among others, to: grant 100% duty remission and other travelling benefits to incumbents in the Co-operative Auditors Cadre; refund the subscription and membership fees payable to ACCA; restyle the grade of Principal Co-operative Auditor to Director of Audit, Co-operative Societies and subsequently align the salary with the corresponding grades.
- 26.56 During consultative meeting with the staff side, they were informed of the eligibility criteria for the determination and grant of duty free vehicles. As to the alignment of salaries, same is based on the Bureau's framework of pay determination. As Management apprised that filling of vacancies of certain grades is still on-going, restyling of grades of the Unit was not acceded to for technical reasons. Appropriate recommendation already exists in Volume 1 of this Report to cater for subscription fees.
- 26.57 The Co-operative Audit Unit is still at a developing stage and the Bureau considers that the organisation structure is appropriate.

MINISTRY OF INDUSTRIAL DEVELOPMENT, SMES AND CO-OPERATIVES

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 120	Rs 163250 Senior Chief Executive <p style="text-align: center;">INDUSTRIAL DEVELOPMENT DIVISION</p>
02 000 114	Rs 132000 Permanent Secretary
02 100 103	Rs 88250 x 3125 – 97625 Director of Industry
02 082 098	Rs 52550 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 Deputy Director of Industry (New Grade)
02 080 096	Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 77950 Head Business Information Unit Principal Industrial Analyst <i>formerly Principal Analyst (Industry)</i>
02 073 092	Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 Assistant to Head Business Information Unit Senior Industrial Analyst <i>formerly Senior Analyst (Industry)</i>
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 Industrial Analyst <i>formerly Analyst (Industry)</i>

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</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>
ASSAY OFFICE	
19 100 103	<p>Rs 88250 x 3125 – 97625</p> <p>Director, Assay Office</p>
19 073 096	<p>Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 77950</p> <p>Assistant Director, Assay Office</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>Scientific Officer (Assay) <i>formerly Scientific Officer (Assay and Gemmology)</i></p>
19 071 088	<p>Rs 38400 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700</p> <p>Senior Gemmologist (New Grade)</p>
19 065 085	<p>Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 57600</p> <p>Gemmologist</p>
19 047 083	<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 – 49250 x 1650 – 54200</p> <p>Technical Officer/Senior Technical Officer (Assay Office)</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>Assay Laboratory Auxiliary</p>

Salary Code	Salary Scale and Grade
MAURITAS	
19 100 103	Rs 88250 x 3125 – 97625 Director, MAURITAS
19 080 096	Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 77950 Accreditation Manager
19 073 092	Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 Assistant Accreditation Manager
19 059 088	Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700 Accreditation Officer
SMEs DIVISION	
02 000 114	Rs 132000 Permanent Secretary
02 080 096	Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 77950 Principal Business and Enterprise Analyst
02 073 092	Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 Senior Business and Enterprise Analyst
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 Business and Enterprise Analyst

Salary Code	Salary Scale and Grade
24 026 059	<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>Driver (Roster)</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</p>
HANDICRAFT SECTION	
06 062 083	<p>Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200</p> <p>Supervisor, Handicraft Training Branch</p>
SME REGISTRATION UNIT	
18 077 094	<p>Rs 44800 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 73800</p> <p>Registrar, SMEs</p>
02 063 092	<p>Rs 31525 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 Manager (Ex-SMEDA) (Personal)</p>
02 058 088	<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>Business Development Officer (Ex-SMEDA) (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>Executive Officer (Ex-SMEDA) (Personal)</p>
08 039 070	<p>Rs 19225 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>Senior Clerk/Word Processing Operator (Ex-SMEDA) (Personal)</p>

Salary Code	Salary Scale and Grade
08 030 067	<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>Clerical Officer/Higher Clerical Officer (Ex-SMEDA) (Personal)</p>
08 029 066	<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 – 34000</p> <p>Receptionist/Word Processing Operator (Ex-SMEDA) (Personal)</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/Office Attendant (Ex-SMEDA) (Personal)</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>Office Attendant (Ex-SMEDA) (Personal)</p>
CO-OPERATIVE DIVISION	
02 000 114	<p>Rs 132000</p> <p>Permanent Secretary</p>
18 096 099	<p>Rs 77950 x 2150 – 82250 x 3000 – 85250</p> <p>Registrar, Cooperative Societies</p>
18 077 094	<p>Rs 44800 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 73800</p> <p>Deputy Registrar, Cooperative Societies</p>
18 070 087	<p>Rs 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 61000</p> <p>Divisional Co-operative Officer</p>
18 067 084	<p>Rs 34825 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 55900</p> <p>Principal Co-operative Officer</p>

Salary Code	Salary Scale and Grade
18 055 080	<p>Rs 25525 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250</p> <p>Senior Co-operative Officer</p>
18 039 077	<p>Rs 19225 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 – 44800</p> <p>Co-operative Officer</p>
18 091 099	<p>Rs 68000 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 85250</p> <p>Secretary for Co-operative Development</p>
18 073 092	<p>Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800</p> <p>Senior Co-operative Development Officer</p>
18 058 088	<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>Co-operative Development Officer</p>
18 080 096	<p>Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 77950</p> <p>Principal Co-operative Auditor</p>
18 073 092	<p>Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800</p> <p>Senior Co-operative Auditor</p>
18 062 088	<p>Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700</p> <p>Co-operative Auditor</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 Office Clerk
24 025 058	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 Driver
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

