

25. MINISTRY OF SOCIAL INTEGRATION, SOCIAL SECURITY AND NATIONAL SOLIDARITY

- 25.1 The Ministry of Social Integration, Social Security and National Solidarity has the overall responsibility of supporting and empowering the vulnerable groups as well as providing the needy and vulnerable citizens with basic pensions, social aid and other social benefits. It has a wide and diverse customer base, comprising the elderly, persons with disabilities, widows, orphans, students, juvenile delinquents, probationers and other vulnerable citizens. Its activities are organised through two Divisions namely Social Integration and Social Security and National Solidarity, each headed by a Permanent Secretary and assisted by supporting staff.

SOCIAL INTEGRATION DIVISION

- 25.2 The roles of the Social Integration Division are, among others, to formulate policies and strategies to combat poverty and social exclusion; drive and coordinate initiatives for the social integration and sustainable development of vulnerable families; eradicate absolute poverty and improve the living conditions of the poor; and lay the foundation for sustainable human development and improve the life chances of children of poor families by providing a package of support programmes and opportunities for learning and development from a very early stage. In so doing, the Division envisions to eradicate extreme poverty and create an inclusive and more equitable society.
- 25.3 Since its inception, the structure of the Division has continued to be reinforced in view of the expansion of its activities. In our last Report, we made provision for the grades of Coordinator, Psychologist, Monitoring and Evaluation Officer and Research Analyst to enable the Division operate smoothly. Thereafter, its organisation structure was further strengthened with the redeployment of officers of the erstwhile National Economic and Social Council (NESC).
- 25.4 The overall responsibility and administrative control of the Division befall a Permanent Secretary who is assisted in his tasks by an array of administrative, professional, technical and supporting staff. A Coordinator is at the head of the Technical Unit, which comprises three sections namely Empowerment Schemes Section; Statistical and Research Section; and Monitoring and Evaluation Section.
- 25.5 For this review, the Bureau received representations from the Union pertaining to the grade of Coordinator and individual requests from the Assistant Secretary-General (Ex-NESC) (Personal). The Union's claims related to a restyling of the grade of Coordinator as National Empowerment Coordinator to better reflect the duties being performed by incumbent and to enhance the salary and other benefits accruing to the officer.
- 25.6 As regards the representations made by the Assistant Secretary-General, they mainly consisted in reviewing of the salary scale and ensuring that her acquired rights, including retirement benefits as per the employment terms and conditions which

prevailed at her former organisation, are maintained. Management, on its side, had no submission.

- 25.7 With respect to the proposals made by the Assistant Secretary-General (Ex-NESC) (Personal), we wish to point out that they mainly relate to implementation, which should, therefore, be examined and dealt with administratively.

**Head, Technical Unit
formerly Coordinator**

- 25.8 Further to the representations made by the Coordinator, the Bureau reassessed the grade based on its scheme of service, duly filled-in Job Description Questionnaires and comparable positions in the Public Sector. As per the findings of the reassessment exercise, we have reviewed the salary of the grade, as incumbent is called upon to shoulder higher responsibilities and restyled the grade of Coordinator to a more appropriate appellation, commensurate with its level of responsibilities as well as reviewed partly the grade's qualifications requirement.

Recommendation 1

25.9 We recommend that:

- (i) **the grade of Coordinator be restyled Head, Technical Unit; and**
- (ii) **the five years' experience in community/poverty alleviation required, among others, for appointment to the grade of Head, Technical Unit formerly Coordinator, should be reviewed to at least five years' post-qualification experience in community/poverty alleviation services.**

- 25.10 **We further recommend that the Ministry should initiate prompt action to review the scheme of service of the grade of Head, Technical Unit, formerly Coordinator, so as to reflect the actual duties being performed by incumbent.**

SOCIAL INTEGRATION DIVISION

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 114	Rs 132000 Permanent Secretary
02 063 094	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 x 2000 – 73800 Head, Technical Unit <i>formerly Coordinator</i>

Salary Code	Salary Scale and Grade
02 059 088	<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>Assistant Secretary General (Ex-NESC) (Personal) Research Executive (Ex-NESC) (Personal)</p>
19 063 088	<p>Rs 31525 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700</p> <p>Psychologist</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>Monitoring and Evaluation Officer Research Analyst</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-NESC) (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 Driver/Office Attendant (Ex-NESC) (Personal)</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>

