

## 2.2 THE DISTRICT COUNCIL OF FLACQ

- 2.2.1 The District Council of Flacq is a body corporate administering 23 Villages falling under its jurisdiction. Its mission is to ensure that all the statutory duties including services are delivered in accordance with the ever changing expectations of both the authorities and the local community. In so doing, it envisions achieving excellence in whatever it undertakes whilst being a close partner to all stakeholders.
- 2.2.2 For this review, the representations pertained mainly to: creating additional levels; re-instating the grade of Cashier; amending schemes of service; upgrading/alignment of salary; granting of duty free facilities; and enhancing existing conditions of service. Requests which were contemplated to have technical implications could not be considered and the parties were so apprised during the consultative meetings. Alternative courses of action were also proposed to Management that would ease service delivery and effective administration of the Authority *viz* increasing the number of posts of existing grades in the Finance Cadre and general services grades. It was highlighted that onus for amending schemes of service rests with Management after consultation with the relevant stakeholders. Parties were also apprised of the general philosophy behind the grant of duty free facilities.
- 2.2.3 During consultation, the Bureau was informed that certain promotional grades in the Local Authorities have a 'Note' item in their scheme of service specifying that in the absence of qualified internal candidates, recruitment is to be made from outside candidates. However, it was reported that vacancies in these posts are recurrently being filled from outside candidates though the internal candidates are fully qualified for the post. The Bureau clarified that no prejudice should be caused to existing qualified candidates, if any, but recruitment is not in our mandate. After examining all the representations, the Bureau considers that the present structure be maintained save for the abolition of a few grades.

### Abolition of grades

- 2.2.4 Management has submitted that certain grades are currently vacant and as they would no longer be required, **we are abolishing these grades:-**
- Cremation Ground Attendant (Part-Time)
  - Field Supervisor, Road Works (Personal)
  - Internal Auditor
  - Purchasing and Supply Officer (Personal)
  - Revenue Collector (Personal)
  - Welder and Painter

## ADMINISTRATION DEPARTMENT

## SALARY SCHEDULE

<b>FQ AM 1</b>	:	<b>Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425</b>
		Surveillant <i>formerly Security Guard</i>
<b>FQ AM 2</b>	:	<b>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 – 25525</b>
		Attendant/Senior Attendant
<b>FQ AM 3</b>	:	<b>Rs 19225 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 28225</b>
		Head Attendant
<b>FQ AM 4</b>	:	<b>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 – 29050</b>
		Binder
<b>FQ AM 5</b>	:	<b>Rs 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 x 825 – 29875</b>
		Receptionist/Telephone Operator <i>formerly Telephone Operator/Receptionist</i>
<b>FQ AM 6</b>	:	<b>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</b>
		Word Processing Operator
<b>FQ AM 7</b>	:	<b>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</b>
		Clerical Officer Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)
<b>FQ AM 8</b>	:	<b>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 – 36550</b>
		Senior Word Processing Operator

**ADMINISTRATION DEPARTMENT (Contd.)**

- FQ AM 9 : Rs 16785 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450**  
Library Clerk/Senior Library Clerk  
*formerly Library Clerk*
- FQ AM 10 : Rs 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450**  
Management Support Officer
- FQ AM 11 : Rs 21150 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 38400**  
Committee Clerk
- FQ AM 12 : 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**  
Confidential Secretary
- FQ AM 13 : Rs 23025 x 400 - 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 44800**  
Office Management Assistant
- FQ AM 14 : 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 – 42200 x 1300 – 46100**  
Internal Control Officer/Senior Internal Control Officer
- FQ AM 15 : 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**  
Human Resource Officer/Senior Human Resource Officer  
*formerly Human Resource Officer*
- FQ AM 16 : 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**  
Assistant IT Officer
- FQ AM 17 : 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 – 50900**  
Safety and Health Officer/Senior Safety and Health Officer

**ADMINISTRATION DEPARTMENT (Contd.)**

<b>FQ AM 18</b>	<b>:</b>	<b>Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 50900</b>
		Principal Internal Control Officer
<b>FQ AM 19</b>	<b>:</b>	<b>Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 55900</b>
		Senior Human Resource Officer (Personal)
<b>FQ AM 20</b>	<b>:</b>	<b>Rs 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700</b>
		Local Disaster Management Coordinator
<b>FQ AM 21</b>	<b>:</b>	<b>Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700</b>
		Assistant Chief Executive
<b>FQ AM 22</b>	<b>:</b>	<b>Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700</b>
		Human Resource Management Officer
<b>FQ AM 23</b>	<b>:</b>	<b>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</b>
		IT Officer/Systems Administrator
<b>FQ AM 24</b>	<b>:</b>	<b>Rs 57600 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500</b>
		Deputy Chief Executive
<b>FQ AM 25</b>	<b>:</b>	<b>Rs 110125</b>
		Chief Executive

**FINANCE DEPARTMENT****SALARY SCHEDULE**

<b>FQ FI 1</b>	<b>:</b>	<b>Rs 19850 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450</b>
		Assistant Financial Operations Officer Assistant Procurement and Supply Officer

**FINANCE DEPARTMENT (Contd.)**

- FQ FI 2** : **Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100**  
 Financial Operations Officer/Senior Financial Operations Officer  
*formerly Financial Officer/Senior Financial Officer*  
 Procurement and Supply Officer/Senior Procurement and Supply Officer
- FQ FI 3** : **Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 50900**  
 Principal Financial Operations Officer  
*formerly Principal Financial Officer*
- FQ FI 4** : **Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800**  
 Accountant/Senior Accountant
- FQ FI 5** : **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**  
 Principal Accountant
- FQ FI 6** : **Rs 71800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500**  
 Financial Controller

**PUBLIC INFRASTRUCTURE DEPARTMENT****SALARY SCHEDULE**

- FQ PI 1** : **Rs 13745 x 230 – 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225**  
 Handy Worker
- FQ PI 2** : **Rs 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 22625**  
 Tradesman's Assistant (Electrician)  
 Tradesman's Assistant (Mason)  
 Tradesman's Assistant (Welder)
- FQ PI 3** : **Rs 14225 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23025**  
 Handy Worker (Special Class)

**PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)**

- FQ PI 4** : **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**  
Chemical Sprayer Operator  
Gardener
- FQ PI 5** : **Rs 15485 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 25000**  
Plant and Equipment Operator
- FQ PI 6** : **Rs 15745 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 28225**  
Cabinet Maker  
Electrician  
Mason  
Mechanic  
Painter  
Panel Beater  
Plumber and Pipe Fitter  
Welder
- FQ PI 7** : **Rs 20825 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825**  
Foreman
- FQ PI 8** : **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**  
Assistant Inspector of Works
- FQ PI 9** : **Rs 23950 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450**  
Supervisor (Lighting Section)
- FQ PI 10** : **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
- FQ PI 11** : **Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250**  
Inspector of Works

**PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)**

- FQ PI 12** : **Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675**  
Senior Inspector of Works
- FQ PI 13** : **Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**  
Chief Inspector of Works
- FQ PI 14** : **Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**  
Land Surveyor
- FQ PI 15** : **Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**  
Civil Engineer
- FQ PI 16** : **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 – 82250**  
Head, Public Infrastructure Department

**LAND USE AND PLANNING DEPARTMENT****SALARY SCHEDULE**

- FQ LP 1** : **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**  
Assistant Building Inspector  
Planning and Development Assistant
- FQ LP 2** : **Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250**  
Building Inspector
- FQ LP 3** : **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**  
Planning and Development Inspector
- FQ LP 4** : **Rs 31525 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**  
Planning and Development Officer

**LAND USE AND PLANNING DEPARTMENT (Contd.)**

**FQ LP 5 : 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 – 80100**  
Head, Land Use and Planning Department

**WELFARE DEPARTMENT****SALARY SCHEDULE**

**FQ WL 1 : 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 – 32350**  
Supervisor, Sewing Classes

**FQ WL 2 : Rs 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 QB 43500 x 1300 – 44800**  
Welfare Officer

**FQ WL 3 : Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 44800 QB 46100 x 1575 – 47675**  
Senior Welfare Officer

**FQ WL 4 : Rs 31525 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**  
Principal Welfare Officer

**PART-TIME WORKERS**

**FQ WL 5 : Rs 10865**  
Sewing Teacher (Part-time)

**FQ WL 6 : Rs 16610 (monthly)**  
Gymnasium Instructor (Part-time)

**PUBLIC HEALTH DEPARTMENT****SALARY SCHEDULE**

**FQ PH 1 : Rs 13745 x 230 – 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225**  
Handy Worker



**PUBLIC HEALTH DEPARTMENT (Contd.)**

- FQ PH 2 : Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425**  
Market Watchman  
Refuse Collector (Roster)
- FQ PH 3 : 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 – 23950**  
Burial Ground Attendant (Roster)
- FQ PH 4 : 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**  
Chemical Sprayer Operator
- FQ PH 5 : 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
- FQ PH 6 : Rs 16525 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 30700**  
Field Supervisor (Scavenging) (Roster)
- FQ PH 7 : Rs 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500 QB 44800**  
Health Inspector
- FQ PH 8 : Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250**  
Senior Health Inspector
- FQ PH 9 : Rs 34825 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**  
Principal Health Inspector
- FQ PH 10 : Rs 44800 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 73800**  
Chief Health Inspector

**VILLAGE COUNCILS  
PART-TIME WORKERS**

- FQ VC 1** : **Rs 100 per hour**  
Library Attendant
- FQ VC 2** : **Rs 5675**  
Sanitary Attendant
- FQ VC 3** : **Rs 7115**  
TV Operator
- FQ VC 4** : **Rs 8245**  
Sub-Hall Attendant  
Village Hall Attendant
- FQ VC 5** : **Rs 11490**  
Village Hall Attendant and TV Operator
- FQ VC 6** : **Rs 13675**  
Village Hall Attendant/TV Operator and Library Attendant



