

## 2.3 THE DISTRICT COUNCIL OF GRAND PORT

- 2.3.1 The District Council of Grand Port (DCGP) is responsible to deliver service for the benefit of the local community and for overseeing the administration of the respective villages within its boundaries. The functioning of the Council is as per the provisions of the Local Government Act 2011 as subsequently amended and its activities are organised under several departments viz: Administration, Finance, Public Infrastructure, Land Use and Planning, Welfare and Public Health, all under the general supervision of the Chief Executive.
- 2.3.2 In the context of this review exercise, the Bureau received several representations from the staff side. The proposals mainly consisted of: restyling job appellations of various grades; creating several grades in different departments; providing an enhanced salary to certain grades; filling of vacant positions; alignment of salary scale of some grades in line with what obtains for their counterparts in the Civil Service; reviewing the mode of appointment of a few specific grades; and provision of better conditions of service.
- 2.3.3 Management's submissions related to, among others, creation of a grade of Cashier with additional financial duties or alternatively reinstate the grade of Cashier; review the salary scale of a few grades; revisiting the schemes of service of certain grades; upgrading and restyling of the grade of Human Resource Management Officer; reviewing the mode of appointment to the grade of Deputy Chief Executive; and providing enhanced travelling benefits.
- 2.3.4 After examining the various proposals, we consider it appropriate to highlight, *inter alia*, that: restyling of grades should be in consonance with the nature of duties performed; the creation of grades is based on functional needs of the Council; in certain cases, duties of proposed grades overlap to a large extent with those of existing ones thereby leading to a significant duplication of duties; and most of the proposals relate to implementation issues which need to be addressed at the level of Management. Nevertheless, a few proposals which we found meritorious have been addressed.

### ADMINISTRATION DEPARTMENT

#### SALARY SCHEDULE

<b>GP 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>GP 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

**ADMINISTRATION DEPARTMENT (Contd.)**

- GP AM 3** : **Rs 19225 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 28225**  
Head Attendant
- GP AM 4** : **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**  
Receptionist/Telephone Operator  
*formerly Telephone Operator/Receptionist*
- GP AM 5** : **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**  
Word Processing Operator (Personal to officers in post as at 31.12.12)
- GP AM 6** : **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**  
Clerical Officer
- GP AM 7** : **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**  
Senior Word Processing Operator
- GP AM 8** : **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*  
*Senior Library Clerk*
- GP AM 9** : **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
- GP AM 10** : **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

**ADMINISTRATION DEPARTMENT (Contd.)**

- GP AM 11** : **Rs 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**  
Usher/Prosecutor/Senior Usher/Prosecutor
- GP 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
- GP AM 13** : **Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**  
Senior Committee Clerk
- GP AM 14** : **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
- GP AM 15** : **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
- GP 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**  
Human Resource Officer/Senior Human Resource Officer  
*formerly Human Resource Officer*
- GP 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 – 47675**  
Assistant IT Officer  
Library Officer
- GP AM 18** : **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
- GP AM 19** : **Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 50900**  
Principal Internal Control Officer

**ADMINISTRATION DEPARTMENT (Contd.)**

- GP AM 20** : **Rs 29875 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 52550**  
Office Superintendent
- GP AM 21** : **Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 55900**  
Senior Human Resource Officer (Personal)
- GP AM 22** : **Rs 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**  
Local Disaster Management Coordinator
- GP AM 23** : **Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**  
Assistant Chief Executive
- GP AM 24** : **Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**  
Human Resource Management Officer
- GP AM 25** : **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**  
Internal Auditor/Senior Internal Auditor (Possessing the ACCA Final or equivalent) (Personal to officer in post as at 30.06.08)  
*formerly Internal Auditor (possessing the ACCA Final or equivalent)*  
*(Personal to officer in post as at 30.06.08)*
- GP AM 26** : **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**  
IT Officer/Systems Administrator
- GP AM 27** : **Rs 36550 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800**  
Attorney  
Barrister
- GP AM 28** : **Rs 57600 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500**  
Deputy Chief Executive
- GP AM 29** : **Rs 110125**  
Chief Executive

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

**GP FI 1 : Rs 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23025**

Stores Attendant

**GP FI 2 : Rs 19850 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450**

Assistant Financial Operations Officer  
Assistant Procurement and Supply Officer  
Purchasing and Supply Officer (Personal)

**GP FI 3 : 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

**GP FI 4 : 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*  
Principal Procurement and Supply Officer

**GP FI 5 : 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

**GP FI 6 : 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

**GP FI 7 : Rs 71800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500**

Financial Controller

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

**GP 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  
Lorry Loader (Personal)

**PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)**

- GP 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**
- Assistant Mechanic  
Assistant Plumber and Pipe Fitter  
Tradesman’s Assistant (Carpenter)  
Tradesman’s Assistant (Electrician)  
Tradesman’s Assistant (Mason)  
Tradesman’s Assistant (Mechanic)  
Tradesman’s Assistant (Plumber and Pipe Fitter)  
Tradesman’s Assistant (Painter)  
Tradesman’s Assistant (Welder)
- GP 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)
- GP 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**
- Gardener
- GP 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
- GP 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**
- Automobile Electrician  
Carpenter  
Electrician  
Mason  
Mechanic  
Painter  
Plumber and Pipe Fitter  
Welder
- GP PI 7 : 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 – 31525**
- Field Supervisor, Road Works (Personal)

**PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)**

- GP PI 8** : **Rs 20825 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825**  
Chief Tradesman (Electrician)  
Chief Tradesman (Mason)  
Foreman
- GP PI 9** : **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
- GP PI 10** : **Rs 23950 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450**  
Supervisor (Lighting Section)  
Workshop Supervisor
- GP PI 11** : **Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250**  
Inspector of Works
- GP PI 12** : **Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675**  
Senior Inspector of Works
- GP 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
- GP 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
- GP 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
- GP 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**

<b>GP LP 1</b>	<b>:</b>	<b>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</b>
		Assistant Building Inspector Planning and Development Assistant
<b>GP LP 2</b>	<b>:</b>	<b>Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250</b>
		Building Inspector
<b>GP LP 3</b>	<b>:</b>	<b>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</b>
		Planning and Development Inspector
<b>GP LP 4</b>	<b>:</b>	<b>Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675</b>
		Senior Building Inspector
<b>GP LP 5</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 – 62700</b>
		Planning and Development Officer
<b>GP LP 6</b>	<b>:</b>	<b>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</b>
		Head, Land Use and Planning Department

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

<b>GP PH 1</b>	<b>:</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>
		Refuse Collector (Roster)
<b>GP PH 2</b>	<b>:</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 x 525 – 23950</b>
		Burial Ground Attendant (Roster)



**PUBLIC HEALTH DEPARTMENT (Contd.)**

<b>GP PH 3</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 – 28225</b>
		Incinerator Operator
<b>GP PH 4</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 – 30700</b>
		Field Supervisor (Scavenging) (Roster)
<b>GP PH 5</b>	:	<b>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</b>
		Health Inspector
<b>GP PH 6</b>	:	<b>Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250</b>
		Senior Health Inspector
<b>GP PH 7</b>	:	<b>Rs 34825 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200</b>
		Principal Health Inspector
<b>GP PH 8</b>	:	<b>Rs 44800 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 73800</b>
		Chief Health Inspector

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

<b>GP WL 1</b>	:	<b>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</b>
		Supervisor, Sewing Classes
<b>GP WL 2</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 – 31525 QB 32350 x 825 – 34825</b>
		Infant School Teacher

**WELFARE DEPARTMENT (Contd.)**

**GP WL 3 : 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

**GP WL 4 : 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

**GP WL 5 : Rs 31525 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**

Principal Welfare Officer

**VILLAGE COUNCILS****PART-TIME WORKERS**

**GP VC 1 : Rs 100 per hour**

Library Attendant

**GP VC 2 : Rs 8065**

Village Hall Attendant

**GP VC 3 : Rs 8740**

Village Hall Attendant (Personal to post holder as at 01.07.93)

**GP VC 4 : Rs 10305**

Hindi Teacher (ii)

**GP VC 5 : Rs 10865**

Sewing Teacher

**GP VC 6 : Rs 12740**

Village Hall and TV Attendant



