

THIS PART IS A CONTINUATION

OF

VOLUME 1

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LOCAL AUTHORITIES

INTRODUCTION

1. Established under the Law, the Local Authorities in Mauritius governed by the Local Government Act 2011, provide a gamut of services to the residents of their respective jurisdictions as well as to economic actors operating within these jurisdictions. Seen from a broad perspective, Local Authorities in Mauritius consist of Urban Councils and Rural Authorities. Rural Authorities, in turn, comprise the District Councils and the Village Councils.
2. Improving the overall quality of life of people remains the essence of Local Authorities. To this end, they promote the social, economic, environmental and cultural well-being of the local community. These, together with their responsibility for roads as well as the public sanitation, constitute the statutory duties of Local Authorities. In these contexts, the continuum of activities performed within each Local Authority is regulated by provisions which are intertwined in the various acts of parliament.
3. The activities of the Local Authorities are coordinated and supervised by the Vice Prime Minister's Office, Ministry of Local Government and Disaster Risk Management (MLGDRM), the objectives of which, are to enhance local democracy and promote economic well being, amongst others. Besides the coordination duties, the MLGDRM is also engaged in the harmonisation of the services provided at Municipal and District Council levels. At the strategic level, the Ministry is responsible to bring amendments to statutory provisions to empower the Local Authorities to operate more effectively and efficiently. The role of the other stakeholders in the sector are hereunder described.

The Local Government Service Commission

4. Providing the Local Authorities the necessary human resource complement rests with the Local Government Service Commission which plays an important part in this process. To this effect, it recruits, promotes, disciplines and dismisses staff.

The Unified Local Government Service Board

5. Created under Section 68 of the Local Government Act 2011, the Unified Local Government Service Board (ULGSB) is chaired by the Permanent Secretary of the MLGDRM. The Board is vested with powers in relation to the redeployment of staff and filling of temporary vacancies. In short, it ensures a continuous provision of human resources to the Local Authorities. The administration of the ULGSB rests with the Secretary of the Board which is filled by assignment of duties of an officer not below the level of Deputy Permanent Secretary. This provision is adequate and **we are maintaining it.**
6. The Bureau has observed that Management of the different Councils often make requests for the creation of grades which already exist in the Local Authorities. In line with its function, we consider that it would be more appropriate for the ULGSB to look

into such requests. We believe that this practice would contribute towards limiting a proliferation of such grades in the Local Authorities.

Structure of Local Authorities

7. The Urban Councils comprise the four Municipal Councils of Beau Bassin-Rose Hill, Curepipe, Quatre Bornes and Vacoas-Phoenix, and the City Council of Port Louis. Whereas the Rural Authorities consist of the seven District Councils, namely: the District Council of Black River, Flacq, Grand Port, Moka, Pamplemousses, Rivière du Rempart and Savanne and 130 Village Councils, which are regrouped under the seven District Councils.
8. Municipal Councils as well as District Councils organise their activities under six departments which are as follows: Administration Department, Finance Department, Land Use and Planning Department, Public Infrastructure Department, Public Health Department and Welfare Department. While each Local Authority is under the responsibility of a Chief Executive who is the Accounting Head, the various Departments are led by a Technical Head who reports to the Chief Executive.

Local Authorities Finance

9. For the running of their organisations, each Urban as well as Rural Authority receives a grant as aid from the Government, which is their main source of income. This forms part of the budget of the MLGDRM and is distributed in monthly instalments. The Village Councils, on their part, obtain their income from the District Council under which they fall. Besides, the Municipal Councils and the District Councils are empowered to raise funds locally, through the imposition of fees on Building and Land Use Permits, Trading Licences, Markets, Cemeteries, Traffic Fees and Advertisement.

Structure of the Report

10. In 2016, we reviewed the presentation of the Report on Local Authorities (Volume 2 Part III) as many problems were reported by our stakeholders and other users stating that the EOAC Report has led to some confusion and it was not user friendly. However, from feedback given by them, the reviewed presentation which was in force prior to 2013, was in order. So, we are maintaining the current structure of the Report for Local Authorities.
11. The introductory part deals with broad issues that concern all Local Authorities. Actually, there is a harmonisation in terms of hierarchies across all Local Authorities, mostly on alignment with what is obtainable in the Civil Service. We are dealing with the general literature and recommendations for each department of the Municipal Councils immediately after the introduction. Then, issues specific to each Municipal Council are discussed, followed by the relevant salary schedules. Thereafter, the respective literature and salary schedule for the District Councils are also provided.

Pertinent Issues

Alignment of Schemes of Service

12. In its previous Reports, the Bureau has highlighted the need for alignment of schemes of service of grades in Local Authorities on corresponding levels as in the Civil Service.
13. However, it has been observed that there are quite a few schemes of service which have not been amended despite our repeated caution. It would not be appropriate if recruitment in these grades is made on the basis of schemes of service which do not reflect the last recommendations of the Bureau. In the circumstances, the **MLGDRM should, as a matter of priority, ensure that all schemes of service are amended to reflect the recommendations contained in the Report as well as those relevant provisions currently in force in the Civil Service.**
14. **We are also reiterating that wherever the salary of grades in Local Authorities have been aligned on those of corresponding levels in the Civil Service, the schemes of service of these grades should be prescribed along similar lines as their Civil Service counterparts, to the extent applicable.**

Revision of Allowances

15. In general, in the context of an overall review, the quantum of all allowances is normally revised. With the onset of the COVID-19 pandemic and resulting unfavourable economic and financial state of the country, we could not adopt the same course of action for this Report. **Instead, we have intelligently focussed more on salary revision, given that benefits are attached thereto and have revised allowances marginally where needed.**
16. It may happen that following the revision of salaries, the quantum of an allowance which is computed on the initial salary point of a salary scale, turns out to be lesser than what officers were drawing with the previous Report. **In such cases, officers in post as at the eve of the publication of the 2021 Report should continue to draw the higher quantum on a personal basis.**

Restyling of Grades

17. The Bureau has equally noted with much concern that a few grades have been restyled by Management of a few Local Authorities, without following the proper channel. It is worth pointing out that restyling of grades is considered only in the wake of a general review or acceded to with the approval of the High Powered Committee (HPC). In this context, **the Bureau holds that all requests for restyling should imperatively be submitted for consideration by the Bureau, through the parent Ministry and the Ministry of Public Service, Administrative and Institutional Reforms (MPSAIR).**
18. **The MPSAIR should ensure that the appellations of grades are strictly in accordance with our recommendations or as approved by the HPC.**

Vulcaniser

19. In the context of this review exercise, the Secretary, ULGSB has submitted that difficulties are being encountered by the Local Government Service Commission for the filling of the post of Vulcaniser in Local Authorities. The Bureau has been further apprised that the years of experience in the trade required for being eligible for appointment to the grade of Vulcaniser was the main reason. Following an analysis of the request, the Bureau considers that the requirement of 10 years of experience is not in line with what obtains across the public service and is making appropriate recommendation.

Recommendation 1

20. **The Bureau recommends that the scheme of service of the grade of Vulcaniser be reviewed and aligned with those currently prescribed for similar grades in the Civil Service to reflect the appropriate qualifications, responsibilities and duties.**

Driver (Roster)**Driver, Heavy Mechanical Unit (Roster)**

21. The grades of Driver and Driver, Heavy Mechanical Unit exist in the Local Authorities *in tandem* with those of Driver (Roster) and Driver, Heavy Mechanical Unit (Roster). Management submitted that for an enhanced efficiency and effectiveness in the delivery of services, only the grades classified as working on a roster basis should prevail. We are agreeable to the proposal and making appropriate recommendations to that effect.

Recommendation 2

22. **We recommend that the salary scale of the grades of Driver (Roster) and Driver, Heavy Mechanical Unit (Roster) in the Local Authorities should be as below:**

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

Driver (Roster)

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 – 31525

Driver, Heavy Mechanical Unit (Roster)

23. **We further recommend that the grades of Driver and Driver, Heavy Mechanical Unit be made evanescent and their respective salary scale should be as below:**

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 (Personal)

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

Driver, Heavy Mechanical Unit (Personal)

24. **Incumbents in the grades of Driver (Personal) and Driver, Heavy Mechanical Unit (Personal) should be given the option to join the grades of Driver (Roster) and**

Driver, Heavy Mechanical Unit (Roster) respectively and on joining, be granted one increment subject to the top salary of the grade.

25. The salary scale of the grade of Driver, Heavy Mechanical Unit (Roster) has been reviewed further to an evolution in the duties performed by incumbents. In this respect, **we hold that the provision at Chapter 20 paragraph 20.17 (v) of Volume 1 regarding conversion be applied.**
26. The grades of Driver (Personal), Driver, Heavy Mechanical Unit (Personal), Driver (Roster) and Driver, Heavy Mechanical Unit (Roster) have not been inserted in the salary schedule of the respective Councils as they appear under different departments across the Local Authorities. **We hold that the MLGDRM, in consultation with the ULGSB and Management of the different Councils, should decide under which department the grades should appear, based on operational requirements. Thereafter, the Ministry should write to the Bureau for the obtention of the appropriate salary code of these grades.**

Duties of General Worker and Handy Worker

27. The Bureau has been apprised during consultative meetings that in most Local Authorities, General Workers are called upon to perform additional duties which normally belong to other grades, namely Office Attendant, Caretaker, Handy Worker and Tradesman, among others. We consider that this practice should be ceased the moreso, a trade test is required to perform a few of these extra duties devolving upon the other grades, whilst a General Worker is called upon to perform simple duties where no specific skill/competency is required.
28. In the same breath, owing to a lack of staff or unfunded posts, Handy Workers are equally being requested to carry out duties befalling incumbents in the grades of Gardener/Nursery Attendant, Office Attendant, Receptionist/Telephone Operator, Stores Attendant and Tradesman's Assistant, on a regular basis. It is worth highlighting that the grade of Handy Worker is meant to be a polyvalent one, whereby incumbents are called upon to perform a series of duties requiring little or no skill/competency.
29. In view of the above, the Bureau considers that it is the responsibility of Management to ensure that the duties being performed by employees in the grades of General Worker and Handy Worker are consistent with those prescribed in their respective schemes of service.

Performance Criteria

30. As per existing provisions, officers in various grades are allowed to benefit from movement beyond their top salary subject to satisfying the conditions laid down below:
- (i) they should have drawn the top salary for at least 12 months;**
 - (ii) they should have been efficient in their performance during the preceding year; and**

(iii) they should not be under report.

31. The conditions are directly linked to performance. Hence, wherever these have to be met under specific recommendations, they should be referred to as **“Performance Criteria”**.

Special Professional Retention Allowance

32. The Special Professional Retention Allowance (SPRA) was introduced in the 2008 Report (EOC Report 2009) in order to curb recruitment and retention problems in scarcity areas such as Engineering/Architecture/Quantity Surveying fields. This provision was maintained in consecutive PRB Reports and was extended to other grades requiring applicants thereto to be registered with a Professional Body.
33. In the context of the 2016 PRB Report, the survey carried out by the Bureau revealed that there was no serious recruitment and retention problem in the Engineering/Architecture/Quantity Surveying fields. On the contrary, it was found that the labour market had an over-supply of qualified candidates in these fields. Hence, in the last Report, the Bureau decided to waive the provision for the payment of the SPRA. Nevertheless, the provision for eligible officers in post as at 31 December 2015 was maintained up to 31 December 2016.
34. It was further recommended that those officers who:
- (i) leave the service prior to the age at which they may retire without the approval of the appropriate Service Commission should refund the totality of the SPRA paid to them; and
 - (ii) retire from the service on reaching the age at which they may retire without the approval of the appropriate Service Commission or thereafter, should refund only that part of the SPRA which they would have earned under this scheme after reaching the age at which they may retire without the approval of the appropriate Service Commission.
35. For this review exercise, it has been reported that officers who have benefitted from SPRA and who fall under categories of paragraphs 34 (i) and (ii) above are still being required to refund the allowance as mentioned therein when they are leaving or retiring from the service. As the provision of SPRA no longer exists and there is no scarcity of such candidates on the labour market, we are reviewing this provision.

Recommendation 3

36. **We recommend that officers who have benefitted from the Special Professional Retention Allowance up to 31 December 2016 and are leaving or retiring from the service will no longer be required to refund the sum obtained as allowance.**
37. **We further recommend that all officers who have left or retired from the service as from 01 January 2021, and who have been required to refund the allowance, should be reimbursed the amount refunded by them.**

Training for Officers in the General Services

38. The Bureau is reiterating the provision for relevant and work-related courses for officers of the General Services in order to keep abreast of latest development in their fields and develop their skills and competencies for improved service delivery.

Course for Clerical Officers

Recommendation 4

39. We recommend that the MPSAIR, in consultation with the MLGDRM and the Local Authorities, should mount and run appropriate training programmes for incumbents in the grade of Clerical Officer to render them skilled and polyvalent.

Advanced Course for Office Management Assistants

Recommendation 5

40. We recommend that the MPSAIR, in consultation with the MLGDRM and the Local Authorities should mount the Advanced Course in Effective Office Management and Supervision for incumbents in the grade of Office Management Assistant.
41. We further recommend that on successful completion of the Advanced Course in Effective Office Management and Supervision, incumbents in the grade of Office Management Assistant should be granted one increment, subject to the top salary of the grade.

Advanced Course for Higher Executive Officers

Recommendation 6

42. We recommend that the MPSAIR, in consultation with the MLGDRM and the Local Authorities should mount the Advanced Course in Effective Office Management and Supervision for incumbents in the grade of Higher Executive Officer.
43. We further recommend that officers in the grade of Higher Executive Officer, in post as at the eve of the publication of this Report, who have successfully completed the Advanced Course in Effective Office Management and Supervision, be allowed to move incrementally in the Master Salary Scale up to salary point Rs 47675 on a personal basis, provided they satisfy the performance criteria as described above.

Advanced Secretarial Course

Recommendation 7

44. We recommend that the MPSAIR, in consultation with the MLGDRM and the Local Authorities should make arrangement for Confidential Secretaries of Local Authorities to follow the Advanced Secretarial Course.

45. **We further recommend that on successful completion of the Advanced Secretarial Course, the Confidential Secretaries should be granted one increment, subject to the top salary of the grade.**

Miscellaneous

46. The provisions made under the Chapter 'Workmen's Group- General' in Volume 2 Part I of this Report as per the Table below, should also apply to incumbents in the Workmen's Group-General on the establishment of the Local Authorities:

Conditions/Allowances	Paragraph	Recommendation
Collection and deposit of keys at Police Stations	41.37	7
Making and Serving Tea/Coffee	41.201	40
Washing of Towels/Tablecloth/Curtains	41.203	41
Bulk Photocopy	41.206	42
Cleaning of Lavatories	41.208	43
Surveillant <i>formerly Security Guard</i>	41.210	44

Remuneration for Part Time Workers

47. Whilst determining the revised salaries for employees in part-time positions, the Bureau took into account, among others, that incumbents in almost all quarters have been paid the full amount of the interim allowance of Rs 1000 monthly, since January 2020 as approved by the Ministry of Finance, Economic Planning and Development. We consider this increase to be disproportionate vis-à-vis employees working on a full-time basis.
48. **As a result, we have brought necessary adjustments, based on the actual number of working hours, prior to arriving at the recommended rates. In so doing, the remuneration drawn by certain incumbents prior to the Report becoming effective, may prove to be higher than that recommended in this Report. In such cases, the incumbents should continue to draw the difference between what they are actually drawing and the revised salary as an allowance. This allowance should erode with the subsequent grant of salary compensation.**

Salary Codes

49. We are, hereunder, providing for salary codes for the Municipal and District Councils:

Municipal Councils	Code
(i) Port Louis	PL
(ii) Beau Bassin-Rose Hill	BH

(iii)	Curepipe	CE
(iv)	Quatre Bornes	QB
(v)	Vacoas-Phoenix	VP

	District Councils	Code
(i)	District Council of Black River	BR
(ii)	District Council of Flacq	FQ
(iii)	District Council of Grand Port	GP
(iv)	District Council of Moka	MA
(v)	District Council of Pamplemousses	PS
(vi)	District Council of Rivière du Rempart	RR
(vii)	District Council of Savanne	SE

The codes for the different departments within each Municipal Council as well as District Council are as follows:

	Department	Code
(i)	Administration	AM
(ii)	Finance	FI
(iii)	Public Infrastructure	PI
(iv)	Land Use and Planning	LP
(v)	Welfare	WL
(vi)	Public Health	PH

The code for the Village Councils is as follows: VC



1. MUNICIPAL COUNCILS

ADMINISTRATION DEPARTMENT

- 1.1 The prime responsibilities of the Administration Department in the Local Authorities are to coordinate the activities of the different departments of the Council; ensure implementation and follow up of all decisions taken and exercise administrative control. Different sections fall under its purview namely Human Resource, Registry, Committee, Internal Audit, Information Technology, Legal and Library. The Chief Executive is at the apex of the Municipal Council and is assisted by officers in the grades of Deputy Chief Executive, Assistant Chief Executive and by other technical heads in managing the affairs of the Council.
- 1.2 For this Report also, the Bureau received a substantial number of representations from various Unions and individuals regarding almost all grades falling under the Administration Department of the Municipal Councils. These mainly consisted in: aligning schemes of service with those of comparable grades in the Civil Service; restyling a few job appellations; merging a few grades; reviewing or strengthening the structure through the creation of new units/sections/levels; upgrading the salary of some grades on account that incumbents perform higher duties; reviewing the pattern of work of the grades of Driver and Driver (Heavy Mechanical Unit) so that employees may operate on a roster basis only; reviewing the mode of appointment of certain grades with a view to providing enhanced career opportunities to serving officers; rendering a few grades evanescent while abolishing those whose functions have become obsolete; reinstating the grade of Cashier or Assistant Financial Operations Officer; and providing enhanced salaries and conditions of service.
- 1.3 Proposals from Management of the Municipal Councils related, among others, to: reestablishing the grade of Cashier; merging a few grades; making the grades of Security Guard, Driver, Driver (Heavy Mechanical Unit) and Office Superintendent evanescent, whilst maintaining only those of Driver (Roster) and Driver (Heavy Mechanical Unit) (Roster); establishing the grades of: Office Superintendent at the Municipal Council of Curepipe; Superintendent of Parks and Gardens at the Municipal Council of Beau Bassin-Rose Hill; Senior Chief Executive in big Municipal Councils and Barrister; upgrading salary of a few positions; and providing enhanced benefits to certain grades.
- 1.4 The Bureau equally received representations from the Management of the Local Government Service Commission with regard to grades in the Local Authorities. Those pertaining to the Administration Department were geared towards the: merging of the grades of Clerical Officer and Management Support Officer; harmonising the salary of the grade of Management Support Officer in the Local Authorities and Civil Service; abolishing the grade of Driver (Van, Lorry), as there was no longer functional need for same; reviewing the salary scale of the grades of Office Management Assistant and Human Resource Officer, as the latter is a promotional level for the former; and harmonising the salary of the grade of Library Attendant (Part-Time) in the Local Authorities.

- 1.5 The Ministry of Local Government, Disaster and Risk Management, on its side, requested to: merge the grades of Clerical Officer and Management Support Officer on the ground that the academic qualification required and duties are similar for both grades; and address the problem of cashier duties being carried out by Management Support Officers and Clerical Officers, while considering the creation of a grade of Cashier.
- 1.6 After examining the requests made by all parties, we consider that: merging of two levels is normally carried out when there is a major overlapping in the duties of the grades concerned and where the supervisory element is superfluous; grades are not created for mere promotion prospect but should be according to genuine functional needs; restyling of grades should be based on the nature and level of duties performed; payment of an allowance to Usher/Prosecutor/Senior Usher/Prosecutors for performing "prosecution duties" is not justified since incumbents are required to carry out same as per their scheme of service; and salaries cannot be totally aligned with what obtain in the private sector as the latter operates along different lines; the issue of performing "cashier duties" has been addressed in this Report under the Finance Department; and many issues relate to implementation, which should, therefore, be dealt with administratively, whilst a few do not fall within the ambit of the Bureau.
- 1.7 After carefully examining the representations and proposals made from all stakeholders and carrying out further studies, requests which we view as meritorious, have been favourably considered. In this perspective, we have abolished certain grades; harmonised to some extent the qualifications requirement and duties of certain grades in line with what obtains in the public sector; reviewed salaries of a few positions; classified some grades as working on roster basis only; restyled the grade of Internal Auditor; merged the grades of Library Clerk and Senior Library Clerk; restructured the Human Resource Cadre; provided a single mode of payment for the grade of Library Attendant (Part-Time) and Clothing Allowance for officers in the Usher/Prosecutor Cadre in all Local Authorities, whilst maintaining a few existing provisions.

Chief Executives in Local Authorities

- 1.8 The position of Chief Executive in the Local Authorities is filled on a contractual basis with specified performance targets or on assignment basis for a period of two years. In the event a public officer is appointed to or assigned duties in this position, he/she may, on retirement, benefit from the pensionable emoluments upon satisfying certain conditions. Since this arrangement is considered as appropriate, we are reiterating the provisions linked thereto.

Recommendation 1

1.9 We recommend that:

- (i) **appointment to or filling of the position of Chief Executive in the Local Authorities should continue to be made on contractual terms or on assignment basis for a period of two years; and**

- (ii) after expiry of the two-year period, the incumbent on establishment would be appointed in a substantive capacity subject to his performance and the continued relevance of his competence.

1.10 We also recommend that the salary of the Chief Executive employed on contract shall be as determined for the substantive position. The package shall include a gratuity equivalent to two months' salary on completion of every twelve months' satisfactory service. The other terms and conditions of employment shall be as recommended for contract officers.

1.11 We further recommend that a Public Officer on permanent and pensionable establishment who has been assigned the duties of the position of Chief Executive, would continue to be eligible for the payment of an allowance representing the difference between the salary of the Chief Executive and the substantive salary of the officer. On the officer's retirement, the pensionable emoluments shall be those of the Chief Executive provided that he has:

- (i) successfully serviced for a period of not less than twelve months;
- (ii) not been reverted to his substantive post on ground of inefficiency or inability to perform at the higher level or on ground of misconduct or not been reverted at his own request; and
- (iii) at the time of his retirement/reversion reached the age of 55

OR

successfully served for a minimum period of six months and reached compulsory retirement age or attained compulsory retirement age while opting to cash his accumulated Vacation Leave in full.

Management Support Officer

1.12 The grade of Management Support Officer is currently filled by selection from among officers in the grades of Clerical Officer/Higher Clerical Officer (Personal), Clerk/Word Processing Operator (Personal) and Clerical Officer holding substantive appointment and reckoning at least two years' service in the grade. It is, therefore, meant as a promotional and supervisory level. However, we have been made aware that there is no demarcation in the duties performed by incumbents and Clerical Officers. In this respect, we are specifying the main duties of the grade of Management Support Officer whilst bringing a slight amendment to its qualifications requirement in line with what obtains in Parastatal Bodies.

Recommendation 2

1.13 We recommend that appointment to the grade of Management Support Officer should be made by selection from among officers in the grades of Clerical Officer, Clerical Officer/Higher Clerical Officer (Personal) and Clerk/Word Processing Operator (Personal) reckoning at least four years' service in a substantive capacity in their respective grade.

- 1.14 Incumbents in the grade of Management Support Officer would be required, among others, to provide administrative support in general administration, human resource management, finance, and procurement and supply; carry out pay and cashier duties, as and when required; coordinate and supervise the work of subordinate staff; and ensure the accuracy, completeness and timeliness of processes and activities performed in small units.

Office Superintendent

- 1.15 The Bureau has received representations from the Management of one Municipal Council to make the grade of Office Superintendent evanescent in the Local Authorities, whilst the Management of another Municipal Council has requested to create this grade on its establishment. We have noted that the recommendation made in the last Report regarding the amendment of the scheme of service of the grade of Office Superintendent in the Local Authorities has remained unimplemented. The recommendation was made with a view to facilitating the recruitment of qualified officers at this level. Since Management may encounter problems in filling the post under the existing qualifications requirement, we are recommending anew for a review of the scheme of service of the grade.

Recommendation 3

- 1.16 We again recommend that the Ministry of Local Government and Disaster Risk Management, in consultation with the Ministry of Public Service, Administrative and Institutional Reforms and Local Government Service Commission, should expedite the review of the scheme of service of the grade of Office Superintendent.**

Safety and Health Officer/Senior Safety and Health Officer

- 1.17 The Bureau has reassessed the grade of Safety and Health Officer/Senior Safety and Health Officer based on the duties being performed by incumbents as stipulated in their scheme of service and duly filled-in job description questionnaires in the context of this review. Based on the findings of the re-evaluation exercise, we have aligned the grade's salary with that of the Safety and Health Officer/Senior Safety and Health Officer in the Civil Service.

Internal Audit Section

Internal Control Cadre

- 1.18 In the last Report, the Bureau reviewed the structure of the Internal Control Cadre to address certain issues which cropped up following the recommendations made in the EOAC Report. We consider these provisions to be still valid and are, therefore, retaining them whilst revising the salary points and salary scales concerned.

Recommendation 4

- 1.19 We recommend that:**
- (i) **officers in the grade of Internal Control Officer/Senior Internal Control Officer, in post as at 31.12.15, possessing all papers of**

Fundamentals (Knowledge) and who have obtained passes in Papers F4, F5 and F8 of Fundamentals (Skills) or possessing the Certificate in Business Accounting (Foundation Level) and have obtained passes in Papers P1, P7 and P8 of the Advanced Diploma in Management Accounting (Managerial Level) of the CIMA Examinations (New Syllabus) or an equivalent qualification from a recognised institution should continue to be allowed to move incrementally in the Master Salary Scale on a personal basis, up to salary point Rs 50900, provided they satisfy the performance criteria as set out in the Introductory Chapter of this Volume;

- (ii) officers in the grade of Principal Internal Control Officer, in post as at 31.12.15, should be granted a revised personal salary scale as hereunder:**

Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 55900

- (iii) the revised salary scale as recommended at paragraph 1.19(ii) above should apply on a personal basis to Internal Control Officer/Senior Internal Control Officers in post as at 31.12.15, upon being promoted to the higher grade of Principal Internal Control Officer;**

- (iv) appointment to the grade of Chief Internal Control Officer should be made by promotion, on the basis of experience and merit, of Principal Internal Control Officers in post as at 31.12.15;**

- (v) the revised salary scale of the grade of Chief Internal Control Officer should be:**

Rs 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 59300; and

- (vi) the grade of Chief Internal Control Officer should be gradually phased out once all Principal Internal Control Officers in post as at 31.12.15 have been promoted to the higher grade.**

1.20 We further recommend that incumbents in the grade of Internal Control Officer/Senior Internal Control Officer, possessing all papers of Fundamentals (Knowledge) and who have obtained passes in Papers F4, F5 and F8 of Fundamentals (Skills) or possess the Certificate in Business Accounting (Foundation Level) and have obtained passes in Papers P1, P7 and P8 of the Advanced Diploma in Management Accounting (Managerial Level) of the CIMA Examinations (New Syllabus) or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 47675 provided they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

Internal Auditor/Senior Internal Auditor formerly Internal Auditor

- 1.21 In the context of this Report, we have restyled the grade of Internal Auditor in consonance with its level of duties and provided enhanced career earnings in line with our general policy regarding dead-end positions, as enunciated in the Chapter Review of Organisation Structure in Volume 1 of this Report.
- 1.22 Moreover, in the last Report, the Bureau recommended at paragraph 1.42 of Volume 2 Part III for the creation of a grade of Internal Auditor **on the establishment of the Municipal Councils only**, since we viewed that this professional level was not warranted in the District Councils, the moreso the latter were split into separate entities. However, we noted that this grade was created on the establishment of a District Council on an *ad hoc* basis. Since this course of action is against our provision, we have abolished the grade on the establishment of the District Council concerned, the moreso, the position has remained unfilled. **We are equally urging the Ministry of Local Government, Disaster and Risk Management to ensure that the recommendations made by the Bureau are properly interpreted and implemented accordingly.**

Recommendation 5

- 1.23 **We recommend that the grade of Internal Auditor/Senior Internal Auditor, formerly Internal Auditor should exist on the establishment of the Municipal Councils only.**

Restructuring of the Human Resource Cadre

- 1.24 Further to submissions made by our stakeholders, the Bureau has re-examined the structure of the Human Resource Officer Cadre in the Local Authorities, with a view to harmonising, to the extent possible, with what obtains in other quarters of the public sector.
- 1.25 In the above context, we are reviewing the Human Resource Officer Cadre by restyling the grade of Human Resource Officer whilst providing an enhanced salary as well as further movement beyond top salary and making the grade of Senior Human Resource Officer evanescent. We are, consequently, reviewing the mode of appointment of the grade of Human Resource Management Officer.

Senior Human Resource Officer (Personal) Human Resource Officer/Senior Human Resource Officer formerly Human Resource Officer

Recommendation 6

- 1.26 **We recommend that:**
- (i) **the grade of Senior Human Resource Officer in the Local Authorities be made evanescent;**
 - (ii) **the grade of Human Resource Officer be restyled Human Resource Officer/Senior Human Resource Officer; and**

- (iii) consequential amendments should be brought to the scheme of service of the grade of Human Resource Officer/Senior Human Resource Officer *formerly Human Resource Officer* so as to incorporate the duties devolving upon the grade of Senior Human Resource Officer (Personal).

1.27 We also recommend that officers in the grade of Human Resource Officer/Senior Human Resource Officer, *formerly Human Resource Officer*, possessing a Diploma in Human Resource Management or a Diploma with Human Resource Management as a major component or an equivalent qualification acceptable to the Local Government Service Commission should be allowed to move incrementally in the Master Salary Scale up to salary point of Rs 47675 provided they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

Human Resource Management Officer

Recommendation 7

- 1.28 We recommend that the mode of appointment of the grade of Human Resource Management Officer be reviewed such that in the first instance, appointment should be made by selection from among officers in the grade of Senior Human Resource Officer (Personal) of the Local Government Service possessing EITHER a Diploma in Human Resource Management or a Diploma in Management with specialisation in Human Resource Management from a recognised institution or an equivalent qualification acceptable to the Local Government Service Commission and reckoning at least five years' post-qualification experience in the field of Human Resource Management OR a Degree in Human Resource Management from a recognised institution or an equivalent qualification acceptable to the Local Government Service Commission and reckoning at least two years' post-qualification experience at managerial level in the field of Human Resource Management.
- 1.29 We further recommend that upon the phasing out of the grade of Senior Human Resource Officer (Personal), appointment to the grade of Human Resource Management Officer should be made:
- (i) by selection from among officers in the grade of Human Resource Officer/Senior Human Resource Officer, *formerly Human Resource Officer*, possessing a Degree in Human Resource Management from a recognised institution or an equivalent qualification acceptable to the Local Government Service Commission and reckoning at least three years' service in a substantive capacity in the grade; and
 - (ii) in the first instance, by selection from among officers in the grade of Human Resource Officer/Senior Human Resource Officer, *formerly Human Resource Officer*, in post as at the eve of the publication of this Report, possessing EITHER a Diploma in Human Resource Management or a Diploma in Management with specialisation in Human Resource Management or an equivalent qualification acceptable to the Local

Government Service Commission and reckoning at least six years' service in a substantive capacity in the grade OR a Degree in Human Resource Management from a recognised institution or an equivalent qualification acceptable to the Local Government Service Commission and reckoning at least three years' service in a substantive capacity in the grade.

Specific Provision for Human Resource Management Officers

Recommendation 8

- 1.30 We recommend that officers in the grade of Human Resource Management Officer possessing a Degree in Human Resource Management from a recognised institution or an equivalent qualification acceptable to the Local Government Service Commission, should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 64400 provided they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.**

Library Clerk/Senior Library Clerk formerly Senior Library Clerk Library Clerk

- 1.31** Union members requested for a merger of the grades of Library Clerk and Senior Library Clerk on the ground that, in practice, the element of supervision has become superfluous and there is no effective demarcation in the duties being performed by incumbents in both grades. Whilst examining the issue, the Bureau observed, as per the duly filled-in Job Description Questionnaires, that there is no meaningful supervision at the level of the Senior Library Clerk and a major overlapping of duties exists between the two grades. Against this background, we consider that it would be more appropriate to merge the two levels. We are, therefore, recommending accordingly.

Recommendation 9

- 1.32 We recommend that:**
- (i) the grades of Library Clerk and Senior Library Clerk be merged and restyled Library Clerk/Senior Library Clerk; and**
 - (ii) wherever there is a need for supervision in a Local Authority, the senior most Library Clerk/Senior Library Clerk should be granted a monthly allowance equivalent to one increment at the salary point reached for the performance of supervisory duties.**

Local Disaster Management Coordinator

- 1.33** Both Management and the staff side have apprised the Bureau that the Local Disaster Management Coordinators are required to effect site visits on rugged terrains as well as in muddy flooded areas. In this context, request has been made for the grant of duty remission facilities to incumbents. General provisions regarding this benefit have been made at paragraph 16.2.22(vi) and 16.2.26(i) respectively in Volume 1 of this Report.

Legal Unit

Attorney (Part-Time)

1.34 A few Municipal Councils have recourse to the services of a part-time Attorney owing to difficulties encountered in filling the post on a full-time basis. Incumbents are presently paid an all-inclusive monthly allowance of Rs 27720, subject to putting in a minimum of 10 hours per week. We are retaining this provision and revising the quantum of the allowance.

Recommendation 10

1.35 We recommend that the all-inclusive monthly allowance (excluding travelling) payable to Attorneys employed on a part-time basis be revised to Rs 30910, subject to putting in a minimum of 10 hours per week.

Allowance to Attorney employed on a full-time basis

1.36 At present, a yearly all-inclusive allowance of Rs 23100 is paid to Attorneys employed on full-time basis in the Local Authorities to meet certain costs incurred in the performance of their duties. We are retaining the allowance and revising the quantum payable.

Recommendation 11

1.37 We recommend that the yearly all-inclusive allowance payable to Attorneys on permanent and pensionable establishment of the Local Authorities, as an assistance to meet certain costs incurred in the performance of their duties, be revised to Rs 24255.

Senior Usher/Prosecutor (Personal)

1.38 Officers in the grade of Senior Usher/Prosecutor (Personal) are presently paid a monthly allowance for assuming supervisory duties. We consider this arrangement to be appropriate and should be retained.

Recommendation 12

1.39 We recommend that officers in the grade of Senior Usher/Prosecutor (Personal) should continue to perform supervisory duties and accordingly be paid a monthly allowance equivalent to two increments at the salary point reached in their salary scale.

Clothing Allowance to Officers of the Usher/Prosecutor Cadre of Municipal Councils and District Councils

1.40 Officers of the Usher/Prosecutor Cadre in the Municipal Councils are paid a monthly Clothing Allowance of Rs 400 on the ground that they are required to appear in coat and tie when attending court to act as Prosecutor. We have noted, however, that in certain District Councils, incumbents are being paid a Uniform Allowance for the same purpose. In this context, we view that only one mode of compensation should prevail in the Local Authorities for the sake of harmonisation and a consistent implementation. We are recommending in that direction.

Recommendation 13

- 1.41 We recommend that officers of the Usher/Prosecutor Cadre of all Local Authorities should be paid a monthly Clothing Allowance of Rs 425.**

Prosecution Duties

- 1.42 Officers in the grades of Chief Building Inspector, Senior Building Inspector, Principal Health Inspector, Senior Health Inspector and Health Inspector are paid a fee of Rs 160 per case for acting as Prosecutor. The Bureau considers that this arrangement should be maintained until the legal section has been properly established and staffed with legal persons.

Recommendation 14

- 1.43 We recommend that officers in the grades of Chief Building Inspector, Senior Building Inspector, Principal Health Inspector, Senior Health Inspector and Health Inspector who are designated to act as Prosecutor be paid a fee of Rs 170 per case.**

IT Section**Assistant IT Officer**

- 1.44 At present, Assistant IT Officers possessing a relevant degree are allowed to move incrementally beyond their top salary subject to satisfying certain conditions. We are revisiting the provision.

Recommendation 15

- 1.45 We recommend that officers in the grade of Assistant IT Officer possessing a Degree in Computer Science or Information Technology or Computer Engineering or Information Systems 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 47675 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.**

Library Attendant (Part-Time)

- 1.46 The Bureau was requested, on an *ad hoc* basis, to look into the harmonisation of the salary of the grade of Library Attendant (Part-Time) in the Local Authorities. At present, the mode of compensation and quantum payable to incumbents differ in the various Councils depending on the specific pattern of work thereat. We have been apprised that problems arise when an employee is transferred to another Council where the mode and/or quantum of compensation is different from that obtainable at his previous workplace.

- 1.47 In the context of this Report, we have, therefore, come up with a single mode of compensation to incumbents across the local authorities, whilst bearing in mind that the normal working hours would depend upon the hours of operation of the Library in the different Councils. **The Ministry of Local Government and Disaster Risk Management should, therefore, devise a policy on this issue with a view to ensuring that variation in pay does not occur upon the transfer of an officer from one Council to another.**

Recommendation 16

- 1.48 We recommend that the employees in the grade of Library Attendant (Part-Time) in the Local Authorities should be paid a uniform rate of Rs 100 per hour.**

Allowance for Performing Cashier Duties

- 1.49 At present, officers in the grades of Clerical Officer/Higher Clerical Officer (Personal) and Clerical Officer are paid an allowance on a daily basis whenever they are required to perform cashier duties. We are maintaining payment of the allowance in line with what is applicable in the civil service.

Recommendation 17

- 1.50 We recommend that officers in the grades of Clerical Officer/Higher Clerical Officer (Personal) and Clerical Officer in all Local Authorities should be paid an allowance for performing cashier duties as below:**
- (i) Rs 40 per day for giving assistance to the officer performing cashier duties; and**
 - (ii) Rs 115 per day for replacing the officer performing cashier duties.**

Allowance to General Workers for performing woodcutting duties

- 1.51 General Workers who are called upon to perform woodcutting duties using a chainsaw machine are paid a daily allowance. We are retaining this provision and revising the quantum of the allowance.

Recommendation 18

- 1.52 We recommend that General Workers who are called upon to perform woodcutting duties which involve the handling of a chainsaw machine be paid an allowance of Rs 80 daily.**

FINANCE DEPARTMENT

- 1.53 The accountability for the proper management and administration of finance of the Local Authorities rests upon their respective Finance Department. The core functions of the latter are, amongst others, to prepare and monitor annual estimates and financial statements; manage the funds allocated to specific projects; collect all revenue accruing to the council; prepare payroll for employees and pensioners; procure goods and services and provide advice on financial matters.

- 1.54 To carry out the above activities, the Finance Section has been divided into four main sections namely Income, Expenditure, Pay Administration, and Stores. These sections are manned by Principal Accountants and Accountant/Senior Accountants as well as officers belonging to the Financial Operations Officer and Procurement and Supply Officer Cadres. All these officers provide support and assistance to the Financial Controller who is at the helm of the department.
- 1.55 We aligned the salaries of the grades of the Finance and Procurement Cadres with those obtainable for corresponding levels in the Civil Service in our last Report with a view to reset pay parities that had been disturbed with the EOAC Report. Furthermore, we reviewed the qualifications requirement of a few grades, restyled the grade of Accountant to Accountant/Senior Accountant and provided a proper career path for officers in the grades of Cashier (Personal), Senior Cashier (Personal) and Revenue Collector (Personal).
- 1.56 For this review exercise, both Management and the staff side have once again stressed for the reinstatement of the grade of Cashier which was made evanescent in the 2008 Report following a major restructuring of the section. The issue is analysed in the ensuing paragraphs.
- 1.57 Overall, the structure in the Finance Department is adequate, notwithstanding the problem reported for cashier duties. Nevertheless, we are further strengthening the department to facilitate its pursuit of providing an effective and efficient service. We are also making recommendation for the grade of Procurement and Supply Officer/Senior Procurement and Supply Officer, in line with what obtains in the Civil Service.

Cashier (New Grade)

- 1.58 In the 2008 PRB Report, following a restructuring of the Financial Operations Officer Cadre, the grade of Cashier was made evanescent. Subsequently, the cash collection duties were integrated in the scheme of service of the grade of Management Support Officer. Besides, as per existing arrangements, officers in the grades of Clerical Officer and Clerical Officer/Higher Clerical Officer (Personal), who are required to perform cashier duties, from time to time, are paid an allowance for performing such duties.
- 1.59 The arguments put forward in favour of the reinstatement of the grade of Cashier are that the present arrangements are not workable as most of the councils are facing difficulties regarding the performance of cashier duties. It was particularly highlighted that officers who are assigned cashier duties are reluctant to do so and are often absent on the days on which they are scheduled to perform same. This causes much disruption in the daily money transactions and service delivery of the councils and inconvenience to the public as well.
- 1.60 Generally, the Bureau does not favour the creation of stand-alone grades. In view of the arguments advanced in the present case regarding the problem of cashier duties which is impacting negatively on the service delivery of several councils, we

are acceding to the request of Management. However, the creation of this grade should be on a need basis only, that is, where the volume of financial operations so requires.

Recommendation 19

1.61 We recommend the creation of a grade of Cashier. Appointment thereto should be made by selection from among candidates possessing a Cambridge Higher School Certificate and reckoning at least two years' experience in accounting or cash office duties.

1.62 Incumbent would be required to, *inter alia*: issue receipts through the cash register; compute for all monies received; be responsible for the safe custody of all monies and cheques received; balance cash register totals; prepare bank lodgements slips for all monies received to be banked; ensure that all lodgements have been duly acknowledged by the bank's cashier through inspection of the bank pass book; ensure that any cheques returned by the bank is reported accordingly; keep a handing-over book in which to record the amount of money handed over to the officer responsible for the banking of money received; and ensure that no part payment is made without proper authority.

1.63 As mentioned above, the grade of Cashier would be created on a need basis only. The fact that we cannot pre-empt which Local Authority would be requiring the grade on its establishment, we are not providing same in their salary schedules. However, we are hereunder providing only the salary grading. Any Local Authority feeling the need, may avail of the new grade but should write to the Bureau for the obtention of the appropriate salary code.

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

Financial Operations Officer Cadre

1.64 The Financial Operations Officer Cadre in the Local Authorities comprises the grades of Financial Officer/Senior Financial Officer and Principal Financial Officer. Officers in these grades provide assistance to the Accountant/Senior Accountant, Principal Accountant and the Financial Controller, who is at the apex of the Department. We are, in this Report, reinstating the grade of Assistant Financial Operations Officer and also reviewing the appellations of the other grades in the cadre to be attuned with what obtains in the Civil Service. Consequential amendments are also being brought to the scheme of service of the grade of Financial Officer/Senior Financial Officer following the reinstatement of the grade of Assistant Financial Operations Officer.

1.65 We have also received representations from various parties to the effect that the appellation of the grades of the Financial Officer Cadre is not in harmony with that of the Civil Service. To this effect, we are restyling the grades of Financial Officer/Senior Financial Officer and Principal Financial Officer accordingly.

Recommendation 20

1.66 We recommend that the grades of Financial Officer/Senior Financial Officer and Principal Financial Officer be restyled as hereunder:

Grades	Restyled to
Financial Officer/Senior Financial Officer	Financial Operations Officer/Senior Financial Operations Officer
Principal Financial Officer	Principal Financial Operations Officer

Recommendation 21

1.67 We recommend that:

- (a) the grade of Assistant Financial Operations Officer be reinstated. Appointment thereto should, in future, be made by selection from among Clerical Officers reckoning at least four years' service in a substantive capacity in the grade and who have a good knowledge of policies, rules and regulations relating to the management of Financial Operations in the Local Authorities; and
- (b) the grade of Financial Operations Officer/Senior Financial Operations Officer *formerly Financial Officer/Senior Financial Officer* should, henceforth, be filled by selection from among:
 - (i) Assistant Financial Operations Officer reckoning at least four years' service in a substantive capacity in the grade; and
 - (ii) Office Management Assistants in post as at the eve of the publication of the 2021 Report and reckoning at least four years' service in a substantive capacity in the grade.

Movement beyond top salary

1.68 Certain officers of the Financial Operations Officer Cadre are allowed movement in the Master Salary Scale up to a given salary point upon satisfying certain conditions. We are maintaining these provisions.

Recommendation 22

1.69 We recommend that:

- (i) officers in the grade of Financial Operations Officer/Senior Financial Operations Officer *formerly Financial Officer/Senior Financial Officer*, in post as at 31.12.15, possessing a Diploma in Public Financial Management and Accounting or a Diploma in Accountancy from a recognised institution should continue to be allowed to move incrementally in the Master Salary Scale on a personal basis, up to salary point Rs 50900, provided that they satisfy the performance criteria as set out in the Introductory Chapter of this Volume;

- (ii) **officers in the grade of Principal Financial Operations Officer formerly Principal Financial Officer, in post as at 31.12.15, should be granted the following personal salary scale:**
Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 55900;
- (iii) **the salary scale at sub paragraph (ii) above should continue to apply on a personal basis, to Financial Operations Officer/Senior Financial Operations Officers formerly Financial Officer/Senior Financial Officers in post as at 31.12.15, upon being promoted to the grade of Principal Financial Operations Officer formerly Principal Financial Officer; and**
- (iv) **officers in the grade of Financial Operations Officer/Senior Financial Operations Officer formerly Financial Officer/Senior Financial Officer possessing a Diploma in Public Financial Management and Accounting or a Diploma in Accountancy from a recognised institution should be allowed to move incrementally in the Master Salary Scale up to Rs 47675 provided they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.**

Procurement and Supply Officer Cadre

1.70 The Procurement and Supply Officer Cadre is made up of a three-level structure comprising the grades of Assistant Procurement and Supply Officer (Personal), Procurement and Supply Officer/Senior Procurement and Supply Officer and Principal Procurement and Supply Officer. As mentioned earlier, we are reinstating the grade of Assistant Procurement and Supply Officer to be in alignment with what obtains in the Civil Service. The mode of appointment to the grade of Procurement and Supply Officer/Senior Procurement and Supply Officer is also being reviewed so as to provide a career path for future incumbents.

Recommendation 23

1.71 **We recommend that:**

- (a) **the grade of Assistant Procurement and Supply Officer be reinstated. Appointment thereto should, in future, be made by selection from among Clerical Officers reckoning at least four years' service in a substantive capacity in the grade and who have a good knowledge of policies, rules and regulations relating to the management of procurement and supply in the Local Authorities;**
- (b) **appointment to the grade of Procurement and Supply Officer/Senior Procurement and Supply Officer should, in future, be made by selection from among:**
- (i) **Assistant Procurement and Supply Officers reckoning at least four years' service in a substantive capacity in the grade; and**

- (ii) **Office Management Assistants in post as at the eve of the publication of the 2021 Report and reckoning at least four years' service in a substantive capacity in the grade.**

Movement beyond top salary

1.72 Incumbents in the grade of Procurement and Supply Officer/Senior Procurement and Supply Officer are allowed movement in the Master Salary Scale up to a given salary point upon satisfying certain conditions. These provisions are hereunder being revisited.

Recommendation 24

1.73 **We recommend that:**

- (i) **officers in the grade of Procurement and Supply Officer/Senior Procurement and Supply Officer, in post as at 31.12.15, possessing a Diploma in Procurement and Supply Management or Purchasing and Supply Management from a recognised institution, should continue to be allowed to move incrementally in the Master Salary Scale on a personal basis, up to salary point Rs 50900 provided that they satisfy the performance criteria as set out in the Introductory Chapter of this Volume;**
- (ii) **officers in the grade of Principal Procurement and Supply Officer, in post as at 31.12.15, should be granted the following personal salary scale:**
- Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 55900;**
- (iii) **the salary scale at (ii) above should apply on a personal basis to Procurement and Supply Officer/Senior Procurement and Supply Officers in post as at 31.12.15, upon promotion to the grade of Principal Procurement and Supply Officer; and**
- (iv) **Procurement and Supply Officer/Senior Procurement and Supply Officers possessing the qualification mentioned at paragraph (i) above should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 47675 provided that they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.**

PUBLIC INFRASTRUCTURE DEPARTMENT

1.74 The Public Infrastructure Department in the Local Authorities caters, *inter alia*, for the construction, maintenance, improvement and lighting of public roads; the management, maintenance and improvement of housing estates pertaining to the Local Authorities; and the provision and maintenance of traffic centres within the jurisdiction of the municipal boundaries.

- 1.75 The Head, Public Infrastructure Department is responsible for the overall administration, management and discipline of staff as well as financial control of the Department. He advises the Council on engineering matters and implementation of its decision; and the implementation and application of the Building Act, the Town and Country Planning Act, the Road Act and the Local Government Act. He is assisted in his functions by officers of the Engineering and Technical Cadres, employees in tradesmen grades and other supporting staff.
- 1.76 In the context of this review exercise, representations were received from staff side for the creation of a distinct Land Surveying Department, with a Head, Land Surveying Department at the apex. Request has also been received for the creation of a grade of Deputy Head, Public Infrastructure Department to cater for the increasing workload in the various Councils.
- 1.77 Furthermore, proposals from Management pertain to the review of the hours of work of the grade of Electrician with a view to cater for the operational requirements of certain councils; review and enlarge the scheme of service of the grade of Tradesman (Mason) to include barbending and formwork duties as well as the creation of the grade of Multi-Skilled Tradesman (Building Construction) with a view to ensuring judicious use of resources. The request for the creation of the grade of Multi-Skilled Tradesman was supported by the representatives of the parent Ministry as well as Management of the various Councils.
- 1.78 Management also requested for the listing of grades created after the 2016 PRB Report under the respective salary schedules; creation of certain grades such as Chief Inspector of Works, Engineering Assistant, Technical Design Officer and Land Surveyor on the basis of parity.
- 1.79 During consultation, staff side was apprised that in line with the provisions of the Local Government Act 2011 and in view of the geographical jurisdiction of the Municipal Councils, the creation of a separate Land Surveying Department cannot be envisaged. However, the onus rests upon the Ministry of Local Government and Disaster Risk Management. As regards the creation of the grade of Deputy Head, Public Infrastructure Department, on account of an increase in the volume of work and lack of scope for promotion, Management should consider the possibility of increasing the establishment size of the grade of Engineer, wherever warranted.
- 1.80 The Bureau has scrutinised the requests made by all stakeholders and with a view to ensuring that the Public Infrastructure Department of the Local Authorities are well equipped to deliver efficiently, we are recommending accordingly.

Tradesman's Cadre

Mason

Tradesman's Assistant (Mason)

- 1.81 Management of Councils have reported that on a few sites, works are not completed within scheduled time. It has been reported that different tasks are linked and are performed by Tradesmen in specific trades. In the absence of one

Tradesman, there is impact on the subsequent tasks, particularly tasks related to formwork and barbending.

- 1.82 With a view to circumvent this problem, we are providing training and appropriate compensation to employees in the grades of Tradesman's Assistant (Mason) and Mason.

Recommendation 25

1.83 The Bureau recommends that:

- (i) **Management should arrange for officers in the grades of Mason and Tradesman's Assistant (Mason) in post as at eve of the publication of the 2021 Report to be provided with appropriate training for the execution of formwork and barbending duties; and**
- (ii) **officers in the grades of Tradesman's Assistant (Mason) and Mason in post as at eve of the publication of the 2021 Report having followed the appropriate training and executing formwork and barbending duties be granted a monthly non-pensionable allowance equivalent to two increments at the initial of their respective salary scale.**

Multi-Skilled Tradesman (Building Construction) (New Grade)

- 1.84 The Tradesman Cadre in Local Authorities consists of different grades performing a panoply of trades with each incumbent in a particular trade performing specific duties related to that trade.
- 1.85 During consultation, Management apprised the Bureau that regular complaints are received from the general public that building and maintenance work in some sites are being delayed. This situation has resulted due to single tasking of different trades as per the existing schemes of service. With a view to circumvent such situation, Management has made proposal for the creation of a grade of Multi-Skilled Tradesman in Building Construction.
- 1.86 The Bureau considers that creation of the grade of Multi-Skilled Tradesman (Building Construction) would enable the Council to judiciously use its human resources and increase productivity.

Recommendation 26

- 1.87 We recommend the creation of a grade of Multi-Skilled Tradesman (Building Construction) in all Municipal Councils. Appointment thereto should be made by selection from among candidates possessing the National Trade Certificate (Level 3) or National Certificate (Level 3) in Building Maintenance awarded by the Mauritius Institute of Training and Development or an equivalent qualification acceptable to the Local Government Service Commission.**
- 1.88 Incumbents would be required, among others, to: read and work from sketches and drawings and to carry out the necessary measurements; prepare estimate in

calculation for each of the trade namely plumbing and pipe fitting, masonry, paint work, carpentry and cabinet making; carry out accurate setting for all types of new structures; erect tarpaulin, tent and podium; and display flags, banderols and other decorative items and laying of red carpets.

- 1.89 The Bureau further recommends that incumbents in the grades of Tradesman (Mason, Carpenter, Cabinet Maker, Plumber and Pipe Fitter, and Painter) possessing the qualification recommended at the above paragraph should be given the option to join the new grade of Multi-Skilled Tradesman (Building Construction) and be granted one increment in all on joining the grade, subject to the top salary of the grade.**

Carpenter

Welder

Tradesman's Assistant (Carpenter)

Tradesman's Assistant (Welder)

- 1.90 Councils at present are resorting to the use of aluminium and PVC for major partitioning works, doors and opening in new buildings. It has been represented by Management of certain Councils and the staff side that incumbents in the grades of Carpenter, Welder, Tradesman's Assistant (Carpenter) and Tradesman's Assistant (Welder) are being called upon, in addition to performing carpentry works and welding, to undertake aluminium works. Management has requested that the schemes of service of these grades be amended to include aluminium works and the employees be provided with training. On the other hand, the staff side has requested for the creation of a grade of Tradesman in Aluminium Carpentry as well as compensating employees who are actually performing the tasks.
- 1.91 The Bureau has, after perusal of additional information, observed that training in Wood Trades; Welding; Aluminium and U-PVC Joinery are distinct fields at the MITD. As such, amending the schemes of service of the grades of Tradesman's Assistant (Carpenter), Tradesman's Assistant (Welder), Carpenter and Welder cannot be envisaged. **The Bureau, therefore, considers that Management of Councils should consider the advisability of creating the grades of Tradesman's Assistant (Aluminium and U-PVC Joinery) and Tradesman (Aluminium and U-PVC Joinery), wherever warranted.**
- 1.92 Pending the creation of the grades of Tradesman's Assistant (Aluminium and U-PVC Joinery) and Tradesman (Aluminium and U-PVC Joinery), the Bureau is recommending the payment of an allowance to compensate incumbents in the Tradesman Cadre who are called upon to perform tasks related to Aluminium and U-PVC Joinery.

Recommendation 27

- 1.93 We recommend that incumbents in the Tradesman Cadre, who are regularly called upon to undertake Aluminium and U-PVC Joinery works, be paid a monthly non-pensionable allowance equivalent to one increment at the initial of their respective salary scale.**

Electrician (Roster – Day and Night)

1.94 It has been represented by the Management of the City Council of Port Louis that employees in the grade of Electrician are called upon to conduct survey and maintenance of lighting poles within its jurisdiction during the day, in the evening and at night. A request has, therefore, been made to place the Electricians on a roster pattern of work. The Bureau considers that such a situation may occur in other Municipal Councils and it would be more appropriate to avail of the existing manpower and create a grade of Electrician (Roster – Day and Night), which should be filled on a need basis. We are recommending accordingly.

Recommendation 28**1.95 We recommend:**

- (i) **the creation of a grade of Electrician (Roster – Day and Night). Appointment thereto should be made by selection from among employees possessing the National Trade Certificate (Level 3) or National Certificate (Level 3) in Electrical Installation Works awarded by the Mauritius Institute of Training and Development or an equivalent qualification acceptable to the Local Government Service Commission; and**
- (ii) **that the grade of Electrician (Roster – Day and Night) should be created on a need basis only. The fact that we cannot pre-empt which Municipal Council would be requiring the grade on its establishment, we are not providing same in their salary schedules. However, we are hereunder providing only the salary grading. Any Municipal Council feeling the need, may avail of the new grade but should write to the Bureau for the obtention of the appropriate salary code.**

**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**

1.96 Incumbent would be required, amongst others, to carry out the necessary measurements and calculations of the trade; use and keep in good condition the tools in general use in the trade; perform soldering work; carry out electrical installations and repair work in general; and perform ordinary maintenance on electric motors, dynamos, switchgears, domestic appliances.

1.97 We further recommend that incumbents in the grade of Electrician be given the option to join the grade of Electrician (Roster – Day and Night) and be granted two additional increments on joining the grade subject to the top salary of the new grade.

Special Professional Retention Allowance (SPRA)

1.98 Provision was previously made for officers in the grade of Head, Public Infrastructure Department 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.**

THE LAND USE AND PLANNING DEPARTMENT

- 1.99 As provided in Section 117 of the Local Government Act 2011, the Land Use and Planning Department is responsible to process and issue Building and Land Use Permits or an Outline Planning Permission in respect of applications which are in compliance with certain provisions. These provisions are contained in the Outline Planning Scheme, Planning Policy Guidance and Guidelines/Regulations applicable, the Building Control Act 2012, the Town and Country Planning Act 1954, the Planning and Development Act 2004 and the Environment Protection Act 2002.
- 1.100 Overall, the officers of the Department are responsible for the management of the cadastral system. In fact, they attend to complaints from members of the public and take appropriate actions including serving of Request Notices as well as taking legal actions against illegal development or constructions.
- 1.101 The Head, Land Use and Planning Department is responsible for the day-to-day administration and management of the Department with the support of officers of the professional and Inspectorate Cadres, amongst others.
- 1.102 During meetings carried out with stakeholders, it was brought to the attention of the Bureau that the load of responsibilities devolving upon the Land Use and Planning Department has increased tremendously following the amendments brought to the Local Government Act in the wake of climate change effect. There has been a request from the Management side for a restructure of the Land Use and Planning Department to enable it to deliver in accordance with its objectives and ensure that development at local level are carried out in a planned and orderly manner.
- 1.103 For this review exercise, several other representations were received from Unions and individuals relating mainly to reviewing salaries of several grades. All the requests were thoroughly examined and discussed with the stakeholders. Some issues were further taken up with Management. However, the requests did not meet the set criteria, and the Bureau is, therefore, not making any provision to that effect.
- 1.104 Since the present structure is adequate for the smooth delivery of service, it is being maintained. We are, however, making specific provision for Planning and Development Officers possessing the relevant degree to move beyond their top salary.

Specific Provision for Planning and Development Officers

Recommendation 29

- 1.105 We recommend that officers in the grade of Planning and Development Officer possessing a Degree in Town and Country Planning or Urban Planning, should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 64400 provided they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.**

Building Inspectorate Cadre

- 1.106 Submission was also made by the Ministry of Local Government and Disaster Risk Management for the merging of the grades of Assistant Building Inspector and Building Inspector. According to them, recruitment to the grade of Senior Building Inspector is made by selection from among Building Inspectors who reckon at least two years' service and who possess the National Diploma in Building Service Engineering or the National Diploma in Civil Engineering or Diploma in Architectural Studies/Building and Civil Engineering. Since the Building Inspectors are not willing to follow the Diploma course, this is clogging the system. Nevertheless, this may not be a proper option as it entails providing a promotion to those same people who are not eager to acquire the Diploma. **To address the situation, the Bureau believes that the Ministry may consider reviewing the scheme of service of the lower levels to include the obtention of the Diploma as a requirement.**

WELFARE DEPARTMENT

- 1.107 The role of the Welfare Department in the Municipal Councils is to promote the social and recreational sports and cultural needs of the local community through the organisation of socio-cultural, youth, sporting, athletic, recreational activities and running of nurseries, pre-primary schools and kindergartens. It also organises exhibitions, civil receptions and other religious and social gatherings in collaboration with different non-governmental organisations, socio-cultural agencies and Ministries.
- 1.108 Its main objectives are to, *inter alia*, achieve a coordinated approach to the planning and development of social infrastructures; create greater awareness about the social realities so as to help people live more fully and effectively; inculcate a culture of "good responsible citizenship" among the inhabitants; upgrade the existing leisure and community facilities in deprived areas; and create new infrastructure for a better provision of its social services and leisure requirements.
- 1.109 The Welfare Department comprises the Cultural, Sports, Community Welfare and Social and the Education Sections. It is manned by officers of the Welfare Cadre, namely, Chief Welfare Officer, Principal Welfare Officer, Senior Welfare Officer and Welfare Officer as well as officers in the grade of Infant School Teacher, General Services staff and employees of the Workmen's group. Several Local Authorities also have recourse to staff on a part-time, casual and sessional basis so as to carry out some other activities.

- 1.110 In the context of the present review, parties have made representations for upgrading of salary and travelling benefits, creation and restyling of grades. They were apprised that salary would be looked into by the Bureau upon reassessment of the grades; creation of grades depends upon the operational and functional needs of the organisation; restyling of a grade is entertained whenever there is a non-conformity between the appellation and duties; and travelling benefit would depend on the findings of the survey on Travelling and Car Benefits conducted by the Bureau. They were also apprised of the framework for the creation of grades as enunciated in Volume 1 of our Report.
- 1.111 The Bureau examined all the representations and considers that the present structure of the Welfare Department, as set by the Local Government Act of 2011, is still effective.

Compensation for regular extra hours

- 1.112 Officers of the Welfare Cadre in the Municipal Councils, who put in a minimum of 20 hours over and above their normal working hours in a month, are presently paid a monthly commuted allowance as follows: Welfare Officer Rs 2080; Senior Welfare Officer Rs 2355; Principal Welfare Officer Rs 2840; and Chief Welfare Officer Rs 3465. On the other hand, officers of the Welfare Cadre who put in less than 20 hours, over and above their monthly normal working hours, are compensated on a *pro-rata* basis.
- 1.113 As the present arrangement is workable, the quantum of the *ad hoc* allowance is being revised and no change is being brought to the provision for those who put in less than 20 hours in a month.

Recommendation 30

- 1.114 We recommend that officers of the Welfare Cadre in the Local Authorities who are called upon to put in extra hours beyond their normal working hours in the month, on a regular basis, be paid a monthly *ad hoc* allowance as follows: Welfare Officer Rs 2185; Senior Welfare Officer Rs 2470; Principal Welfare Officer Rs 2980; and Chief Welfare Officer Rs 3635 provided they put in at least 20 additional hours beyond their normal working hours in the month.**
- 1.115 We also recommend that, in case the officers put in less than 20 additional hours in the month, they should be compensated for the actual number of hours effectively put in beyond their normal working hours, on a *pro-rata* basis.**

PUBLIC HEALTH DEPARTMENT

- 1.116 The Public Health Department has the overall responsibility for the creation, promotion and maintenance of a salubrious environment through the effective and efficient implementation of various functions. These functions include, among others, monitoring of scavenging service and payment of trade fees; management of cemeteries, cremation grounds and public lavatories; and attending to

complaints pertaining to general sanitation, barelands, obstruction of drains, illegal trades and illegal dumping.

- 1.117 It also acts as a regulator by enforcing statutory provisions concerning public health and ensuring that all individuals and economic operators comply with the regulations in force. The Department is headed by the Chief Health Inspector who is assisted in his tasks by officers of the Health Inspectorate Cadre and supported by staff belonging to manual grades.
- 1.118 Representations made in the context of this Review pertain to alignment of salary, abolition of the grade of Deputy Chief Health Inspector, grant of duty free facilities and risk allowance, changing of mode of appointment, restyling of grade and provision of enhanced conditions of service. Where for technical reasons the Bureau could not accede to the requests, parties were so apprised during meeting. All the requests have been scrupulously examined and the Bureau is not envisaging any amendment to the existing structure.

LPG-Fired Human Crematorium Furnaces (Incinerators)

- 1.119 In the 2016 PRB Report, the Bureau recommended that the Ministry of Local Government and Disaster Risk Management should expeditiously arrange for the provision of appropriate training to equip the Incinerator Operators with the required skills to operate the LPG – Fired Human Crematorium Furnaces (Incinerators). The moreso, provision was also made for the payment of a monthly allowance of Rs 2360 to Health Inspectors for performing duties pertaining to the operation of the LPG – Fired Human Crematorium Furnaces (Incinerators) pending the training of all Incinerator Operators for being conversant with the new incinerators endowed with computer enabled programming.
- 1.120 The views of Management were sought as to whether all Incinerator Operators have been trained and Management has submitted that some seven Incinerator Operators have not yet been provided with training. Management has also informed that some old incinerator machines for which Incinerator Operators have been trained, have been scrapped and replaced by new ones and further training needs to be dispensed to Incinerator Operators for the operation of the new LPG-Fired Human Crematorium Furnaces. In the given circumstances, the Bureau is maintaining the present allowance while revising the quantum being paid to Health Inspectors and is making appropriate recommendations.

Recommendation 31

- 1.121 **We recommend that the monthly allowance payable to Health Inspectors for the operation of the LPG – Fired Human Crematorium Furnaces (Incinerators) be revised to Rs 2480.**
- 1.122 **We further recommend that:**
- (i) **the Ministry of Local Government and Disaster Risk Management should expedite matters regarding the provision of appropriate training to equip all incumbents in the grade of Incinerator Operator**

with the relevant skills to operate the LPG – Fired Human Crematorium Furnaces (Incinerators); and

- (ii) the allowance payable to Health Inspectors should lapse with the implementation of the next PRB Report.**

Allowance for Performing Refuse Collection Duties

1.123 Employees not belonging to the grade of Refuse Collector (Roster) who perform refuse collection duties are granted a daily allowance of Rs 100. This arrangement being fit for its purpose should continue to prevail. We are, therefore, revising the quantum of the allowance.

Recommendation 32

1.124 We recommend that employees not belonging to the grade of Refuse Collector (Roster) but who are performing refuse collection duties should be paid a revised allowance of Rs 105 daily.

Special Provision for Refuse Collection Service

1.125 Employees working under the Bank System for the Refuse Collection Service, comprising Refuse Collectors (Roster), Driver/Scavenging Supervisors (Roster), Supervisor, Refuse Collection (Roster) and all employees of the Workmen's group who are eligible for protective equipment are exceptionally paid at applicable overtime rate for all additional hours of work put in above 30 hours. However, employees involved in task work should complete their daily task to qualify to work under the Bank System. The provision is effective and is serving its purpose. We are, therefore, replicating the existing provision.

Recommendation 33

1.126 We recommend that:

- (i) employees working under the Bank System for the Refuse Collection Service, comprising Refuse Collectors (Roster), Driver/Scavenging Supervisors (Roster), Supervisor, Refuse Collection (Roster) and all employees of the Workmen's group who are eligible for protective equipment should exceptionally be paid at applicable overtime rate for all additional hours of work put in above 30 hours; and**
- (ii) employees involved in task work should complete their daily task to qualify to work under the Bank System.**

Chemical Sprayer Operator

1.127 In this review exercise, provision has been made for the payment of an allowance to incumbents in the grade of Insecticide Sprayer Operator in the Civil Service for being regularly exposed to noxious chemicals in the performance of their duties. Upon perusal of the Job Description Questionnaires of the grade of Chemical Sprayer Operator in Local Authorities, the Bureau has observed that incumbents are also exposed to similar conditions. In line with what has been prescribed for the grade of Insecticide Sprayer Operator in the Civil Service, the Bureau is, therefore,

extending the payment of the allowance to incumbents in the grade of Chemical Sprayer Operator.

Recommendation 34

- 1.128 We recommend that incumbents in the grade of Chemical Sprayer Operator who handle and are regularly exposed to noxious chemicals should be paid a monthly allowance equivalent to one and a half increments at the initial of the salary scale.**

- 1.129 We further recommend that Management should make necessary arrangement with Health Authorities, for Chemical Sprayer Operators and their immediate supervisors to undergo a medical surveillance.**



1.1 THE CITY COUNCIL OF PORT LOUIS

- 1.1.1 As a service provider, the City Council of Port Louis undertakes to offer adequate and efficient level of services with fairness and equity to the satisfaction of all the citizens, economic operators and organisations dealing with the Council. In so doing, it envisions to achieve a world class standard in promoting the social, economic, environmental and cultural well being of the citizens.
- 1.1.2 Representations have been made by Management, among others, for restoring the grade of Cashier; merging of the grades of Carpenter, Mason and Barbender; restyling of the grade of Building Inspector; and aligning the salary scale of the grade of Human Resource Officer with its counterpart in the Public Service. Proposals were also made to review certain aspects of General Conditions of Service.
- 1.1.3 During consultations, Management was apprised that General Conditions of Service would be looked into holistically. In view of possible lateral repercussions, the Bureau requested Management to consider the restyling/merging of grades after consultation with all the stakeholders concerned. As some issues raised were outside the mandate of the Bureau, Management was advised to address them administratively.

ADMINISTRATION DEPARTMENT

Allowance for providing assistance to the Technical Assistant (Printing)

- 1.1.4 Currently, an allowance of Rs 750 per month is paid to the Attendant/Senior Attendant who assists the Technical Assistant (Printing) in the performance of his duties. We are maintaining payment of the allowance.

Recommendation 1

- 1.1.5 We recommend that a monthly allowance of Rs 750 should continue to be paid to the Attendant/Senior Attendant who is required to assist the Technical Assistant (Printing) in the performance of his duties.**

Allowance to General Workers

- 1.1.6 A monthly allowance of Rs 750 is paid to General Workers when posted at the Theatre for performing duties related to theatre décor during and after normal working hours. We are maintaining this provision.

Recommendation 2

- 1.1.7 We recommend that General Workers who are posted at the Theatre, should continue to be paid a monthly allowance of Rs 750 for performing duties related to theatre décor, during and after normal working hours. However, the payment of this allowance should not preclude the payment of overtime for work performed beyond normal working hours.**

Driver (Van, Lorry)

- 1.1.8 Further to a request made by the Local Government Service Commission, the grade of Driver (Van, Lorry), which is vacant and is no longer required, has been abolished.

PUBLIC INFRASTRUCTURE DEPARTMENT**Allowance to Carpenter and Tradesman's Assistant (Carpenter)**

- 1.1.9 Presently, a monthly allowance of Rs 750 is being paid to incumbents in the grades of Carpenter and Tradesman's Assistant (Carpenter), posted at the Theatre, for performing duties relating to theatre décor during and after normal working hours. As the present arrangement needs to continue, we are maintaining same.

Recommendation 3

- 1.1.10 We recommend that employees in the grades of Carpenter and Tradesman's Assistant (Carpenter) when posted at the Theatre, be paid a monthly allowance of Rs 750 for performing duties relating to theatre décor during and after normal working hours. This, however, does not preclude the payment of overtime for work performed beyond normal working hours.**

WELFARE DEPARTMENT**Height Allowance**

- 1.1.11 Officers in the grades of Technician (Stage Lighting) and Technician (Sound) who in the performance of their duties are required to, among others, climb scaffolding at a height ranging from 20 to 30 feet for rigging and focussing projectors and installing various light and sound equipment, are paid a non-pensionable height allowance computed at 80% of the normal hourly rate for each hour put in for such work. **This arrangement should continue.**

Recommendation 4

- 1.1.12 We recommend that officers in the grades of Technician (Stage Lighting) and Technician (Sound) should continue to be paid a non-pensionable height allowance at 80% of the normal hourly rate for each hour, when they are required to work at a height above 20 feet.**

ADMINISTRATION DEPARTMENT**SALARY SCHEDULE**

PL AM 1 : 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

ADMINISTRATION DEPARTMENT (Contd.)

- PL AM 2** : **Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425**
Surveillant
formerly Security Guard
- PL AM 3** : **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**
Library Attendant
- PL AM 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 – 25525**
Attendant/Senior Attendant
- PL AM 5** : **Rs 17045 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 25525**
Senior Library Attendant
- PL AM 6** : **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
- PL AM 7** : **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
- PL AM 8** : **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**
Technical Assistant (Printing)
- PL AM 9** : **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

ADMINISTRATION DEPARTMENT (Contd.)

- PL AM 10** : **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
 Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)
 Clerk/Word Processing Operator (Personal to officers in post as at 31.12.12)
- PL AM 11** : **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
- PL AM 12** : **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
- PL AM 13** : **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
- PL AM 14** : **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
- PL AM 15** : **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
- PL AM 16** : **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 – 43500**
 Database Supervisor (Personal to officers in post as at 31.12.12)
- PL AM 17** : **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

ADMINISTRATION DEPARTMENT (Contd.)

- PL AM 18 : Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
Senior Usher/Prosecutor (Personal to officers in post as at 31.12.15)
- PL AM 19 : Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
Senior Committee Clerk
- PL AM 20 : 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
- PL AM 21 : 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
- PL AM 22 : 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
- PL AM 23 : 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
- PL AM 24 : Rs 23025 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250**
Deputy Superintendent of Parks and Gardens
- PL AM 25 : 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
- PL AM 26 : 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.)

- PL AM 27** : **Rs 29875 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 52550**
Office Superintendent
- PL AM 28** : **Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
Senior Library Officer
- PL AM 29** : **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)
- PL AM 30** : **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
- PL AM 31** : **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
Librarian
- PL AM 32** : **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
- PL AM 33** : **Rs 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**
Superintendent of Parks and Gardens
- PL AM 34** : **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
formerly Internal Auditor
- PL AM 35** : **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
- PL AM 36** : **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

ADMINISTRATION DEPARTMENT (Contd.)

PL AM 37 : Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800

Senior Librarian

PL AM 38 : Rs 57600 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500

Deputy Chief Executive

PL AM 39 : Rs 110125

Chief Executive

PART TIME WORKERS

PL AM 40 : Rs 100 per hour

Library Attendant

FINANCE DEPARTMENT**SALARY SCHEDULE**

PL 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

PL 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

PL 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

PL 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

FINANCE DEPARTMENT (Contd.)

PL 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

PL 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

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

Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT**SALARY SCHEDULE**

PL 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

PL 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 Plumber and Pipe Fitter
Roadmender/Tarman (Personal to officers in post as at 30.06.08)
Tradesman's Assistant (Carpenter)
Tradesman's Assistant (Electrician)
Tradesman's Assistant (Mason)
Tradesman's Assistant (Painter)
Tradesman's Assistant (Welder)

PL 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)

PL 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

PL 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
Senior Gardener

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- PL PI 6 : 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**
Barbender
- PL PI 7 : 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
Blacksmith
Carpenter
Electrician
Mason
Mechanic
Painter
Plumber and Pipe Fitter
Vulcaniser
Welder
- PL PI 8 : 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**
Multi-Skilled Tradesman (Building Construction) (New Grade)
- PL PI 9 : 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**
Overseer
- PL PI 10 : 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 – 34000**
Overseer (Personal to officers appointed prior to 15.09.05)
- PL PI 11 : Rs 20825 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825**
Chief Mechanic
Chief Tradesman
Foreman

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- PL PI 12** : **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
Surveying Assistant
- PL PI 13** : **Rs 23950 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450**
Workshop Supervisor
- PL PI 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 – 40300**
Technical Design Officer
- PL PI 15** : **Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250**
Inspector of Works
- PL PI 16** : **Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675**
Senior Inspector of Works
- PL PI 17** : **Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
Engineering Assistant
- PL PI 18** : **Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
Chief Inspector of Works
- PL PI 19** : **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
- PL PI 20** : **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
- PL PI 21** : **Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800**
Mechanical Engineer/Senior Mechanical Engineer

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

PL PI 22 : 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**

PL LP 1 : 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 – 36550

Cadastral Assistant

PL LP 2 : 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

PL LP 3 : 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 – 41250

Cadastral Officer

PL LP 4 : Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250

Building Inspector

PL LP 5 : 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

PL LP 6 : Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675

Senior Building Inspector

PL LP 7 : Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200

Chief Building Inspector

LAND USE AND PLANNING DEPARTMENT (Contd.)

- PL LP 8 : 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
- PL LP 9 : 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**

- PL WL 1 : Rs 13745 x 230 – 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475**
Caretaker
- PL WL 2 : Rs 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225**
Nursery Attendant
- PL WL 3 : 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**
Swimming Pool Attendant
- PL WL 4 : 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**
Assistant Nursery Matron
- PL WL 5 : 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 – 34000**
Stadium Supervisor
- PL WL 6 : 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 – 34000**
Nursery Matron
- PL WL 7 : 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**
Infant School Teacher

WELFARE DEPARTMENT (Contd.)

PL WL 8	:	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 – 35650
		Swimming Pool Technician
PL WL 9	:	Rs 21150 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450
		Supervisor Infant School
PL WL 10	:	Rs 18100 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 – 39350
		Technician (Sound) Technician (Stage Lighting)
PL WL 11	:	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 – 40300
		Swimming Coach/Life Saver
PL WL 12	:	Rs 22625 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500
		Sound and Lighting Designer
PL WL 13	:	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 Welfare Officer (Personal to holder appointed before 01.07.87)
PL WL 14	:	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
PL WL 15	:	Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250
		Theatre Controller
PL WL 16	:	Rs 31525 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200
		Principal Welfare Officer

WELFARE DEPARTMENT (Contd.)

PL WL 17 : Rs 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700

Theatre Administrator

PL WL 18 : Rs 36550 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700

Chief Welfare Officer

PART TIME WORKERS

PL WL 19 : Rs 4155

Key Keeper

PL WL 20 : Rs 8490

Embroidery Instructress
Music Instructress
Photography Instructor
Seamstress
Sewing Instructress
Yoga Instructor

PL WL 21 : Rs 10865

Instructor (Tamil Language, Yoga)

PL WL 22 : Rs 18545

Dressmaking Teacher

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

PL PH 1 : Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425

Refuse Collector (Roster)

PL 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 x 525 – 23950

Burial Ground Attendant (Roster)

PL PH 3 : 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

PUBLIC HEALTH DEPARTMENT (Contd.)

- PL PH 4 : Rs 15485 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050**
Waste Water Pipe Cleaner
- PL 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
- PL PH 6 : 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 – 33175**
Supervisor, Refuse Collection (Roster)
- PL 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
- PL PH 8 : Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250**
Senior Health Inspector
- PL 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
- PL PH 10 : Rs 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 61000**
Deputy Chief Health Inspector
- PL PH 11 : Rs 44800 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 73800**
Chief Health Inspector



1.2 THE MUNICIPAL COUNCIL OF BEAU BASSIN-ROSE HILL

- 1.2.1 The Municipal Council of Beau Bassin-Rose Hill (MCBBRH) is the local authority responsible for the provision of an array of services to inhabitants of the township of Beau Bassin and Rose Hill. The functions of the Council may be seen from three different perspectives, namely Legislative, Control and Service functions.
- 1.2.2 Under the Legislative function, the MCBBRH is empowered to make regulations under the Local Government Act for the proper functioning of the township on such areas as public health, control of fairs, street naming, among others. The Control function, on the other hand, consists of ensuring that laws are obeyed in the town area; exercising control; and ensuring that the living environment of the citizens are in conformity with the established regulations. Whereas, the Service function of the MCBBRH constitutes the greatest proportion of the work of the Council as it relates to the provision of services to the public.
- 1.2.3 These services relate to the social, economic, environmental, public health, road lighting, cleaning of drains, rivers and rivulets, among others.
- 1.2.4 Almost all issues pertaining to all local authorities are discussed under each department. Whereas specific issues falling under the MCBBRH are discussed in the ensuing paragraphs.

ADMINISTRATION DEPARTMENT

Superintendent of Parks and Gardens (New Grade)

- 1.2.5 Management requested for the creation of a grade of Superintendent of Parks and Gardens to which we are agreeable. **Since the grade already exists in the Local Authorities, appointment thereto should be made as per the prevailing scheme of service.**

PUBLIC INFRASTRUCTURE DEPARTMENT

Allowance to Carpenter and Tradesman's Assistant (Carpenter)

- 1.2.6 Presently, a monthly allowance of Rs 750 is being paid to incumbents in the grades of Carpenter and Tradesman's Assistant (Carpenter), when posted at the Theatre, for performing duties relating to theatre décor during and after normal working hours. As the present arrangement needs to continue, we are maintaining same.

Recommendation 1

- 1.2.7 **We recommend that employees in the grades of Carpenter and Tradesman's Assistant (Carpenter) when posted at the Theatre, be paid a monthly allowance of Rs 750 for performing duties relating to theatre décor during and after normal working hours. This, however, does not preclude the payment of overtime for work performed beyond normal working hours.**

WELFARE DEPARTMENT

Allowance to Carpenter and Scene Shifter

Chief Carpenter and Scene Shifter

1.2.8 Presently, employees in the grades of Carpenter and Scene Shifter as well as Chief Carpenter and Scene Shifter are paid a monthly allowance of Rs 750 and Rs 800 respectively for performing duties related to theatre décor during and after normal office hours, notwithstanding the payment of overtime for work performed beyond normal working hours. This provision should continue.

Recommendation 2

1.2.9 **We recommend that employees in the grades of Carpenter and Scene Shifter and Chief Carpenter and Scene Shifter should continue to be paid a monthly allowance of Rs 750 and Rs 800 respectively for performing duties related to theatre décor during and after normal working hours.**

1.2.10 **We also recommend that the payment of this allowance should not preclude the payment of overtime for work performed beyond normal working hours.**

Height Allowance

1.2.11 Officers in the grades of Technician (Stage Lighting) and Technician (Sound), who, in the performance of their duties, are required to, among others, climb scaffolding at a height ranging from 20 to 30 feet for rigging and focussing projectors and installing various light and sound equipment are paid a non-pensionable height allowance computed at 80% of the normal hourly rate for each hour put in for such work. **As the present arrangement is appropriate, it should continue to prevail.**

Recommendation 3

1.2.12 **We recommend that employees in the grades of Technician (Stage Lighting) and Technician (Sound) should continue to be paid a non-pensionable height allowance at 80% of the normal hourly rate for each hour when they are required to work at a height above 20 feet.**

PUBLIC HEALTH DEPARTMENT

Abolition of Grade

1.2.13 Management has submitted that the grade of Driver/Scavenging Supervisor (Personal) is vacant and would no longer be required. We are making appropriate recommendation to this effect.

Recommendation 4

1.2.14 **We recommend that the grade of Driver/Scavenging Supervisor (Personal) on the establishment of the Municipal Council of Beau Bassin-Rose Hill be abolished.**

ADMINISTRATION DEPARTMENT**SALARY SCHEDULE**

BH AM 1	:	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
BH AM 2	:	Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425
		Surveillant <i>formerly Security Guard</i>
BH AM 3	:	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
		Library Attendant
BH AM 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 – 25525
		Attendant/Senior Attendant
BH AM 5	:	Rs 17045 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 25525
		Senior Library Attendant
BH AM 6	:	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
BH AM 7	:	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
		Binder
BH AM 8	:	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 <i>formerly Telephone Operator/Receptionist</i>
BH AM 9	:	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

ADMINISTRATION DEPARTMENT (Contd.)

- BH AM 10** : **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
 Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)
 Clerk/Word Processing Operator (Personal to officers in post as at 31.12.12)
- BH AM 11** : **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
- BH AM 12** : **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
- BH AM 13** : **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
- BH AM 14** : **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
- BH AM 15** : **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
- BH AM 16** : **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
- BH AM 17** : **Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
 Senior Usher/Prosecutor (Personal to officers in post as at 31.12.15)

ADMINISTRATION DEPARTMENT (Contd.)

- BH AM 18 : Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
Senior Committee Clerk
- BH AM 19 : 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
- BH AM 20 : 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
- BH AM 21 : 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
- BH AM 22 : 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
- BH AM 23 : 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
- BH AM 24 : Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 50900**
Principal Internal Control Officer
- BH AM 25 : Rs 29875 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 52550**
Office Superintendent
- BH AM 26 : Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
Senior Library Officer

ADMINISTRATION DEPARTMENT (Contd.)

- BH AM 27 : 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)
- BH AM 28 : 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
- BH AM 29 : 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
Librarian
- BH AM 30 : 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
- BH AM 31 : Rs 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**
Superintendent of Parks and Gardens (New Grade)
- BH AM 32 : 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
formerly Internal Auditor
- BH AM 33 : 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
- BH AM 34 : Rs 36550 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800**
Attorney
- BH AM 35 : Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800**
Senior Librarian
- BH AM 36 : Rs 57600 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500**
Deputy Chief Executive

ADMINISTRATION DEPARTMENT (Contd.)

BH AM 37 : **Rs 110125**
Chief Executive

PART-TIME WORKERS

BH AM 38 : **Rs 100 per hour**
Library Attendant

FINANCE DEPARTMENT**SALARY SCHEDULE**

BH 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

BH 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

BH 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

BH 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

BH 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

BH 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

FINANCE DEPARTMENT (Contd.)

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

Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT**SALARY SCHEDULE**

BH PI 1 : Rs 13745 x 230 – 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 21850

Lorry Loader (Personal)

BH PI 2 : 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

BH PI 3 : 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
Tradesman's Assistant (Automobile Electrician)
Tradesman's Assistant (Carpenter)
Tradesman's Assistant (Electrician)
Tradesman's Assistant (Mason)
Tradesman's Assistant (Mechanic)
Tradesman's Assistant (Painter)
Tradesman's Assistant (Panel Beater)
Tradesman's Assistant (Welder)

BH PI 4 : 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)

BH PI 5 : 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

BH PI 6 : 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

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- BH PI 7** : **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
Panel Beater
Plumber and Pipe Fitter
Welder
- BH PI 8** : **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
- BH PI 9** : **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**
- Multi-Skilled Tradesman (Building Construction) (New Grade)
- BH PI 10** : **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**
- Overseer
- BH PI 11** : **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 – 34000**
- Overseer (Personal to officer in post as at 01.07.93)
Overseer (Drains, Works) (Personal to officers appointed prior to 15.09.05)
Overseer (Parks and Gardens) (Personal to officers appointed prior to 15.09.05)
- BH PI 12** : **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**
- Senior Overseer

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- BH PI 13** : **Rs 20825 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825**
 Chief Carpenter
 Chief Electrician
 Chief Mason
 Chief Mechanic
 Chief Painter
- BH PI 14** : **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
- BH PI 15** : **Rs 23950 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450**
 Supervisor (Lighting Section)
 Workshop Supervisor
- BH PI 16** : **Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 39350**
 Supervisor (Lighting Section) (Personal to officer in post as at 30.06.03)
- BH PI 17** : **Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250**
 Inspector of Works
- BH PI 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 – 47675**
 Technical and Mechanical Officer
- BH PI 19** : **Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675**
 Senior Inspector of Works
- BH PI 20** : **Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
 Engineering Assistant
- BH PI 21** : **Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
 Chief Inspector of Works

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- BH PI 22** : **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
- BH PI 23** : **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
- BH PI 24** : **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**

- BH LP 1** : **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 – 36550**
Cadastral Assistant
- BH LP 2** : **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
- BH LP 3** : **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 – 41250**
Cadastral Officer
- BH LP 4** : **Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250**
Building Inspector
- BH LP 5** : **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

LAND USE AND PLANNING DEPARTMENT (Contd.)

- BH LP 6 : Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675**
Senior Building Inspector
- BH LP 7 : Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
Chief Building Inspector
- BH LP 8 : 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
- BH LP 9 : 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**

- BH WL 1 : 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**
Carpenter and Scene Shifter
- BH WL 2 : 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**
Assistant Nursery Matron
- BH WL 3 : 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**
Theatre Electrician/Technical Assistant
- BH WL 4 : 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 – 34000**
Nursery Matron

WELFARE DEPARTMENT (Contd.)

- BH WL 5** : **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**
Infant School Teacher
- BH WL 6** : **Rs 20825 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825**
Chief Carpenter and Scene Shifter
- BH WL 7** : **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 – 35650 x 900 – 36550**
Art Gallery Supervisor
- BH WL 8** : **Rs 21150 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450**
Supervisor Infant School
- BH WL 9** : **Rs 18100 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 – 39350**
Technician (Stage Lighting)
Technician (Sound)
- BH WL 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 – 42200 x 1300 – 43500**
Assistant Stage Designer
- BH WL 11** : **Rs 22625 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
Sound and Lighting Designer
- BH WL 12** : **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
- BH WL 13** : **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 – 46100 x 1575 – 47675**
Stage Designer

WELFARE DEPARTMENT (Contd.)

- BH WL 14** : **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
- BH WL 15** : **Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250**
Theatre Controller
- BH WL 16** : **Rs 31525 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
Principal Welfare Officer
- BH WL 17** : **Rs 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**
Theatre Administrator
- BH WL 18** : **Rs 36550 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**
Chief Welfare Officer

PART-TIME WORKERS

- BH WL 19** : **Rs 320 per session of 3 hours**
Social Hall Attendant

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

- BH PH 1** : **Rs 13745 x 230 – 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 21850**
Sanitary Attendant
- BH PH 2** : **Rs 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 22625**
Refuse Collector (Personal)
- BH 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**
Refuse Collector (Roster)

PUBLIC HEALTH DEPARTMENT (Contd.)

- BH 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
- BH 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
- BH PH 6 : 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 – 30700**
Driver/Scavenging Supervisor (Roster)
- BH 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
- BH PH 8 : Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250**
Senior Health Inspector
- BH 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
- BH 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



1.3 THE MUNICIPAL COUNCIL OF CUREPIPE

- 1.3.1 The Municipal Council of Curepipe is mandated by the Local Government Act of 2011 to plan for and provide services and facilities relating to trade fee, market and fairs, building and land use permit, scavenging services, welfare activities, amongst others, to the inhabitants and the economic operators of Curepipe.
- 1.3.2 Like all the other Local Authorities, the business activities of the Council are organised under six main departments namely Administration, Finance, Public Infrastructure, Public Health, Land Use and Planning and Welfare.
- 1.3.3 The main demands made by the different Unions in the context of this Report have been geared towards the creation and restyling of grades; provision of better salaries and enhanced conditions of service. Representation was also received for amendments to the scheme of service of the grade of Accountant/Senior Accountant. In so far as Management's submission is concerned, the latter has not made any proposal regarding its organisation structure except for the alignment of salaries of certain grades with what is obtainable in other public institutions.
- 1.3.4 It has, however, requested for certain specific provisions to be made for officers of the Local Authorities such as the transfer of their accrued benefits when joining the Civil Service or Parastatal Bodies; posting of officers to be nearer to their place of residence; introduction of flexitime and other specific conditions of service. It has also forwarded representations made by officers in certain grades for an uplift of their respective salary.
- 1.3.5 We have duly examined all the above representations and on the basis of the merit of the case, have made appropriate recommendations related thereto under the relevant departments. For requests which do not fall within our ambit, we so informed the parties concerned. The grade of Citizen's Advice Officer which exists only at the Municipal Council of Curepipe has been made evanescent, the moreso its duties are normally devolved upon Assistant Chief Executives and officers of the General Services grades.

ADMINISTRATION DEPARTMENT

SALARY SCHEDULE

CE AM 1	:	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
CE AM 2	:	Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425
		Surveillant <i>formerly Security Guard</i>

ADMINISTRATION DEPARTMENT (Contd.)

- CE AM 3 : 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**
Library Attendant
- CE AM 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 – 25525**
Attendant/Senior Attendant
Office Attendant (Personal to officers in post as at 30.06.98)
- CE AM 5 : 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**
Field Supervisor
- CE AM 6 : 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
- CE AM 7 : 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**
Binder
- CE AM 8 : 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
- CE AM 9 : 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
- CE AM 10 : 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
Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)
Clerk/Word Processing Operator (Personal to officers in post as at 31.12.12)

ADMINISTRATION DEPARTMENT (Contd.)

- CE AM 11 : 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
- CE AM 12 : 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
- CE AM 13 : 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
- CE AM 14 : 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
- CE AM 15 : 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
- CE AM 16 : 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
- CE AM 17 : Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
Higher Executive Officer (Personal to officers in post as at 31.12.12)
Senior Usher/Prosecutor (Personal to officers in post as at 31.12.15)
- CE AM 18 : Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
Senior Committee Clerk
- CE AM 19 : 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

ADMINISTRATION DEPARTMENT (Contd.)

- CE AM 20 : 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
- CE AM 21 : 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
- CE AM 22 : 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
- CE AM 23 : 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
- CE AM 24 : Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 50900**
Principal Internal Control Officer
- CE AM 25 : Rs 29875 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 52550**
Office Superintendent
- CE AM 26 : 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)
- CE AM 27 : Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 55900**
Citizen's Advice Officer (Personal)
- CE AM 28 : 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

ADMINISTRATION DEPARTMENT (Contd.)

- CE AM 29 : 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
Librarian
- CE AM 30 : 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
- CE AM 31 : Rs 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**
Superintendent of Parks and Gardens
- CE AM 32 : 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
formerly Internal Auditor
- CE AM 33 : 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
- CE AM 34 : 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
- CE AM 35 : Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800**
Senior Librarian
- CE AM 36 : Rs 57600 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500**
Deputy Chief Executive
- CE AM 37 : Rs 110125**
Chief Executive

FINANCE DEPARTMENT**SALARY SCHEDULE**

CE 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

CE 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

CE 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

CE FI 4 : 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

CE 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

CE 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

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

Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT**SALARY SCHEDULE**

CE 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

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- CE 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 (Mechanic)
 Tradesman's Assistant (Painter)
 Tradesman's Assistant (Welder)
- CE 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)
- CE 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
- CE 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
 Senior Gardener (New Grade)
- CE 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
 Panel Beater
 Plumber and Pipe Fitter
 Welder
 Vulcaniser
- CE PI 7 : 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**
 Multi-Skilled Tradesman (Building Construction) (New Grade)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- CE PI 8 : Rs 20825 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825**
Chief Electrician
Chief Mechanic
Chief Painter
Foreman
- CE 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
- CE PI 10 : Rs 23950 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450**
Supervisor (Lighting Section)
- CE PI 11 : Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250**
Chief Controller of Works (Personal to officer in post as at 01.07.93)
Inspector of Works
- CE PI 12 : Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675**
Senior Inspector of Works
- CE PI 13 : Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
Engineering Assistant (Works)
- CE PI 14 : Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
Chief Inspector of Works
- CE PI 15 : 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
- CE PI 16 : 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

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

CE PI 17 : 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**

CE LP 1 : 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 – 36550

Cadastral Assistant

CE LP 2 : 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

CE LP 3 : 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 – 41250

Cadastral Officer

CE LP 4 : Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250

Building Inspector

CE LP 5 : 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

CE LP 6 : Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675

Senior Building Inspector

CE LP 7 : 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.)

CE LP 8 : 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**

CE WL 1 : 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
Infant School Teacher

CE 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
Welfare Officer (Personal to holder appointed before 01.07.87)

CE 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

CE 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

CE WL 5 : Rs 36550 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700
Chief Welfare Officer

PART-TIME WORKERS

CE WL 6 : Rs 16610 (monthly)
Gymnasium Instructor

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

CE PH 1 : Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425
Refuse Collector (Roster)

PUBLIC HEALTH DEPARTMENT (Contd.)

- CE 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 x 525 – 23950**
Burial Ground Attendant (Roster)
- CE PH 3 : 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
- CE PH 4 : 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
- CE PH 5 : 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 – 33175**
Supervisor, Refuse Collection (Roster)
- CE PH 6 : 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
- CE PH 7 : Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250**
Senior Health Inspector
- CE PH 8 : Rs 34825 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
Principal Health Inspector
- CE PH 9 : Rs 44800 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 73800**
Chief Health Inspector



1.4 THE MUNICIPAL COUNCIL OF QUATRE BORNES

- 1.4.1 Set up under the Local Government Act, the Municipal Council of Quatre Bornes (MCQB), a body corporate, is responsible to administer the township of Quatre Bornes. The Council envisions to be a living model in partnership and networking with its stakeholders for the highest standards of excellence and an unrivalled quality of life. The core functions of the MCQB are, among others, collection of wastes; management and maintenance of the markets/fairs and cemeteries; and enforcement of laws.
- 1.4.2 The Chief Executive is at the apex of the Council and is assisted in the discharge in his duties by a complement of staff belonging to professionals, technical, general services and other supporting grades.
- 1.4.3 The Municipal Council comprises six departments, namely: Administration; Finance; Public Infrastructure; Public Health; Land Use and Planning; and Welfare.

ADMINISTRATION DEPARTMENT

SALARY SCHEDULE

QB AM 1	:	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
QB AM 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 (Binder)
QB AM 3	:	Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425
		Surveillant <i>formerly Security Guard</i>
QB AM 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
		Library Attendant
QB AM 5	:	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
		Attendant/Senior Attendant

ADMINISTRATION DEPARTMENT (Contd.)

- QB AM 6 : Rs 17045 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 25525**
Senior Library Attendant
- QB AM 7 : 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**
Field Supervisor
- QB AM 8 : 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
- QB AM 9 : 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**
Binder
- QB AM 10 : 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
- QB AM 11 : 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
- QB AM 12 : 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
- QB AM 13 : 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

ADMINISTRATION DEPARTMENT (Contd.)

- QB AM 14** : **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
- QB AM 15** : **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
- QB AM 16** : **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
- QB AM 17** : **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
- QB AM 18** : **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
- QB AM 19** : **Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
Senior Usher/Prosecutor (Personal to officers in post as at 31.12.15)
- QB AM 20** : **Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
Senior Committee Clerk
- QB AM 21** : **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
- QB AM 22** : **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

ADMINISTRATION DEPARTMENT (Contd.)

- QB AM 23 : 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
- QB AM 24 : 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
- QB AM 25 : 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
- QB AM 26 : Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 50900**
Principal Internal Control Officer
- QB AM 27 : Rs 29875 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 52550**
Office Superintendent
- QB AM 28 : Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
Senior Library Officer
- QB AM 29 : 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)
- QB AM 30 : 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
- QB AM 31 : 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
Librarian

ADMINISTRATION DEPARTMENT (Contd.)

- QB AM 32** : **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
- QB AM 33** : **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
formerly Internal Auditor
- QB AM 34** : **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
- QB AM 35** : **Rs 36550 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800**
Barrister
- QB AM 36** : **Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800**
Senior Librarian
- QB AM 37** : **Rs 57600 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500**
Deputy Chief Executive
- QB AM 38** : **Rs 110125**
Chief Executive

FINANCE DEPARTMENT**SALARY SCHEDULE**

- QB 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
- QB 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)

FINANCE DEPARTMENT (Contd.)

- QB 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
- QB 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
- QB 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
- QB 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
- QB FI 7** : **Rs 71800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500**
 Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT**SALARY SCHEDULE**

- QB PI 1** : **Rs 13745 x 230 – 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 21850**
 Lorry Loader (Personal)
- QB PI 2** : **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 INFRASTRUCTURE DEPARTMENT (Contd.)

- QB PI 3 : Rs 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 22625**
- Assistant Plumber and Pipe Fitter
Tradesman's Assistant
Tradesman's Assistant (Automobile Electrician)
Tradesman's Assistant (Carpenter)
Tradesman's Assistant (Electrician)
Tradesman's Assistant (Mason)
Tradesman's Assistant (Mechanic)
Tradesman's Assistant (Panel Beater)
Tradesman's Assistant (Welder)
- QB PI 4 : 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)
- QB PI 5 : 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
- QB PI 6 : 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
Senior Gardener (New Grade)
- QB PI 7 : 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**
- Survey Field Worker/Senior Survey Field Worker
- QB PI 8 : 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**
- Barbender

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- QB PI 9 : 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
Panel Beater
Plumber and Pipe Fitter
Welder
- QB PI 10 : 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
- QB PI 11 : 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**
- Multi-Skilled Tradesman (Building Construction) (New Grade)
- QB PI 12 : 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**
- Overseer
- QB PI 13 : 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 – 34000**
- Overseer (Personal to officers appointed prior to 15.09.05)
- QB PI 14 : Rs 20825 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825**
- Chief Carpenter
Chief Electrician
Chief Mason
Chief Mechanic
Chief Painter
Chief Welder
Foreman

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- QB PI 15** : **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
- QB PI 16** : **Rs 23950 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450**
Supervisor (Lighting Section)
Workshop Supervisor
- QB PI 17** : **Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250**
Inspector of Works
- QB PI 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 – 47675**
Technical and Mechanical Officer
- QB PI 19** : **Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675**
Senior Inspector of Works
- QB PI 20** : **Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
Engineering Assistant
- QB PI 21** : **Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
Chief Inspector of Works
- QB PI 22** : **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
- QB PI 23** : **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
- QB PI 24** : **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

QB LP 1	:	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 – 36550
		Cadastral Assistant
QB LP 2	:	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
QB LP 3	:	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 – 41250
		Cadastral Officer
QB LP 4	:	Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250
		Building Inspector
QB LP 5	:	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
QB LP 6	:	Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675
		Senior Building Inspector
QB LP 7	:	Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200
		Chief Building Inspector
QB LP 8	:	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
QB LP 9	:	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**

QB WL 1	:	Rs 13745 x 230 – 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475
		Caretaker Caretaker (Children's Playground)
QB WL 2	:	Rs 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 22625
		Attendant (Vocational Training Centre) Children's Playground Attendant
QB WL 3	:	Rs 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 31525
		Dressmaking Teacher
QB WL 4	:	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
		Infant School Teacher
QB WL 5	:	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 – 34000
		Stadium Supervisor
QB WL 6	:	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 – 35650
		Art Gallery Supervisor
QB WL 7	:	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
QB WL 8	:	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
QB WL 9	:	Rs 31525 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200
		Principal Welfare Officer

WELFARE DEPARTMENT (Contd.)

QB WL 10 : Rs 36550 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700
Chief Welfare Officer

PART-TIME WORKERS

QB WL 11 : Rs 16610 (monthly)
Gymnasium Instructor

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

QB PH 1 : Rs 13745 x 230 – 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 21850
Sanitary Attendant

QB PH 2 : 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 (Sanitation/Disease Control)

QB PH 3 : Rs 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 22625
Refuse Collector (Personal)

QB PH 4 : Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425
Refuse Collector (Roster)

QB PH 5 : 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)

QB PH 6 : 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

QB PH 7 : 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

PUBLIC HEALTH DEPARTMENT (Contd.)

- QB PH 8 : 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 – 30700**
Driver/Scavenging Supervisor (Roster)
- QB PH 9 : 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 – 33175**
Supervisor, Refuse Collection (Roster)
- QB PH 10 : 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
- QB PH 11 : Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250**
Senior Health Inspector
- QB PH 12 : Rs 34825 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
Principal Health Inspector
- QB PH 13 : Rs 44800 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 73800**
Chief Health Inspector



1.5 THE MUNICIPAL COUNCIL OF VACOAS-PHOENIX

- 1.5.1 The Municipal Council of Vacoas-Phoenix (MCVP), a body corporate set up under the Local Government Act, is responsible to administer the township of Vacoas-Phoenix. Its main responsibilities, amongst others, are the collection and removal of household, industrial, commercial and agricultural waste, lighting of all public roads (non-classified roads), construction, management and maintenance of markets and fairs, management of cemeteries, cremation grounds and crematorium, enforcement of laws against illegal trading, illegal construction and other unauthorised activities.
- 1.5.2 The administrative responsibility of the MCVP rests upon the Chief Executive who is assisted in the discharge of his duties by a complement of staff belonging to professional, technical, general services and other supporting grades.
- 1.5.3 Operations at the Council are carried out through six departments namely: Administration, Finance, Public Infrastructure, Public Health, Land Use and Planning and Welfare.

WELFARE DEPARTMENT

Gymnasium Instructor (Part-Time)

- 1.5.4 Presently, a monthly allowance of Rs 14895 is being paid to the Gymnasium Instructor (Part-Time) for putting in 27 working hours weekly. Any additional number of hours put in is paid on a pro-rata basis. The present arrangement should continue and the quantum is being revised.

Recommendation 1

- 1.5.5 We recommend that the monthly allowance payable to the Gymnasium Instructor (Part-Time) be revised to Rs 16610 provided that the incumbent puts in 27 working hours weekly. Any additional number of hours should be paid on a pro-rata basis.**

ADMINISTRATION DEPARTMENT

SALARY SCHEDULE

VP AM 1 : 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

VP AM 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 (Binder)

ADMINISTRATION DEPARTMENT (Contd.)

- VP AM 3 : Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425**
Surveillant
formerly Security Guard
- VP AM 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**
Library Attendant
- VP AM 5 : 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**
Attendant/Senior Attendant
- VP AM 6 : Rs 17045 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 25525**
Senior Library Attendant
- VP AM 7 : 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
- VP AM 8 : 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**
Binder
- VP AM 9 : 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
- VP AM 10 : 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

ADMINISTRATION DEPARTMENT (Contd.)

- VP AM 11** : **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
Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)
- VP AM 12** : **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
- VP AM 13** : **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
- VP AM 14** : **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
- VP AM 15** : **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
- VP AM 16** : **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
- VP AM 17** : **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
- VP AM 18** : **Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
Senior Usher/Prosecutor (Personal to officers in post as at 31.12.15)
- VP AM 19** : **Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
Senior Committee Clerk

ADMINISTRATION DEPARTMENT (Contd.)

- VP AM 20 : 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
- VP AM 21 : 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
- VP AM 22 : 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
- VP AM 23 : 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
- VP AM 24 : 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
- VP AM 25 : Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 50900**
Principal Internal Control Officer
- VP AM 26 : Rs 29875 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 52550**
Office Superintendent
- VP AM 27 : Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
Senior Library Officer
- VP AM 28 : 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)

ADMINISTRATION DEPARTMENT (Contd.)

- VP AM 29** : **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
- VP AM 30** : **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
Librarian
- VP AM 31** : **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
- VP AM 32** : **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
formerly Internal Auditor
- VP AM 33** : **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
- VP AM 34** : **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
- VP AM 35** : **Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800**
Senior Librarian
- VP AM 36** : **Rs 57600 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500**
Deputy Chief Executive
- VP AM 37** : **Rs 110125**
Chief Executive

FINANCE DEPARTMENT**SALARY SCHEDULE**

VP 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

VP 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)

VP 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

VP 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

VP 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

VP 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

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

Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT**SALARY SCHEDULE**

VP 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

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- VP 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 Plumber and Pipe Fitter
Tradesman's Assistant
Tradesman's Assistant (Carpenter)
Tradesman's Assistant (Electrician)
Tradesman's Assistant (Mason)
Tradesman's Assistant (Mechanic)
Tradesman's Assistant (Painter)
Tradesman's Assistant (Welder)
- VP 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)
- VP 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
- VP 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
- VP PI 6 : 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**
- Survey Field Worker/Senior Survey Field Worker
- VP PI 7 : 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**
- Barbender

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- VP PI 8 : 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
Panel Beater
Plumber & Pipe Fitter
Plumber/Welder
Welder (Oxy-Acetylene Arc)
- VP PI 9 : 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**
- Multi-Skilled Tradesman (New Grade)
- VP PI 10 : 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**
- Overseer
- VP PI 11 : 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 – 34000**
- Overseer (Works) (Personal to officers appointed prior to 15.09.05)
- VP PI 12 : Rs 19225 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34000**
- Overseer (Personal to officers appointed prior to 01.07.93)
- VP PI 13 : 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**
- Senior Overseer

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- VP PI 14** : **Rs 20825 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825**
Chief Carpenter
Chief Electrician
Chief Mason
Chief Painter
- VP PI 15** : **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
- VP PI 16** : **Rs 23950 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450**
Supervisor (Lighting Section)
Workshop Supervisor
- VP PI 17** : **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
- VP PI 18** : **Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250**
Inspector of Works
- VP PI 19** : **Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675**
Senior Inspector of Works
- VP PI 20** : **Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
Engineering Assistant
- VP PI 21** : **Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
Chief Inspector of Works
- VP PI 22** : **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

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

VP PI 23 : 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

VP PI 24 : 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**

VP LP 1 : 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 – 36550

Cadastral Assistant

VP LP 2 : 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

VP LP 3 : 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 – 41250

Cadastral Officer

VP LP 4 : Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250

Building Inspector

VP LP 5 : 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

VP LP 6 : Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675

Senior Building Inspector

LAND USE AND PLANNING DEPARTMENT (Contd.)

VP LP 7	:	Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200
		Chief Building Inspector
VP LP 8	:	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
VP LP 9	:	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**

VP WL 1	:	Rs 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 22625
		Nursery Attendant
VP WL 2	:	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
		Assistant Nursery Matron
VP WL 3	:	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 – 34000
		Stadium Supervisor
VP WL 4	:	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 – 34000
		Nursery Matron
VP WL 5	:	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
		Infant School Teacher
VP WL 6	:	Rs 21150 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450
		Supervisor Infant School

WELFARE DEPARTMENT (Contd.)

- VP WL 7 : 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
- VP WL 8 : 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
- VP WL 9 : Rs 31525 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
Principal Welfare Officer
- VP WL 10 : Rs 36550 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**
Chief Welfare Officer

PART-TIME WORKERS

- VP WL 11 : Rs 475 per session of 3 hours**
Dressmaking Teacher
- VP WL 12 : Rs 14925 (monthly)**
Embroidery Instructress
- VP WL 13 : Rs 15235 (monthly)**
Shorthand/Typewriting Instructress
- VP WL 14 : Rs 16610 (monthly)**
Gymnasium Instructor (Part-Time)

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

- VP 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 (Sanitation/Disease Control)
- VP 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**
Refuse Collector (Roster)

PUBLIC HEALTH DEPARTMENT (Contd).

- VP 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)
- VP 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
- VP 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
- VP PH 6 : 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 – 33175**
Supervisor, Refuse Collection (Roster)
- VP 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
- VP PH 8 : Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250**
Senior Health Inspector
- VP 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
- VP 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



2. DISTRICT COUNCILS

- 2.1 The rural authorities comprising the seven District Councils under which the Village Councils operate, provide essential services like public health and hold social and cultural activities, among others, in pursuance of their statutory obligations. The services and activities are organised under the same departments as in the Urban Councils, i.e. the Administration Department, Finance Department, Public Infrastructure Department, Land Use and Planning Department, Welfare Department and Public Health Department.
- 2.2 Provisions made under the various departments of the Municipal Councils are implementable in the District Councils as well, except if stated otherwise. In addition, these provisions made in the Introductory Chapter also are applicable to the District Councils.
- 2.3 The literature concerning the different District Councils as well as the salary schedules thereto related are hereafter presented.

2.1 THE DISTRICT COUNCIL OF BLACK RIVER

- 2.1.1 The District Council of Black River administers the villages of Richelieu, Petite Rivière, Albion, Gros Cailloux, Bambous, Cascavelle, Flic en Flac, Tamarin, Grande Rivière Noire, Case Noyale, Chamarel, La Gaulette and Le Morne. It provides an array of services to the inhabitants living within its jurisdiction, through the various departments, namely Administration, Finance, Public Infrastructure, Land Use and Planning, Welfare and Public Health.
- 2.1.2 In the context of this review exercise, we have received representations from the staff side for the creation of a few levels, restyling of certain grades, extension/upgrading of salary scales, payment of allowances, filling of vacant positions and provision of training. Management, on the other side, stated that the existing organisation structure is appropriate and has, consequently, not made any submission related thereto. It has, however, urged for certain grades of the Land Use and Planning Department to be granted duty free facilities in view of the duties performed by the officers. Thereupon, the Bureau did inform them that such decisions will be based on the findings of the survey on Travelling and Car Benefits.
- 2.1.3 All the representations received have been examined. Where for technical reasons, we could not accede to the proposals, we so informed the parties concerned during consultations and provided full justifications for not acceding to their requests. As regards representations which do not fall within our sphere of activities, we provided advice on the proper course of action to be adopted. We have also, in the course of this review, given particular consideration to all requests for salary upgrading while conducting our job re-evaluation exercise.
- 2.1.4 Having perused the existing organisation structure, we consider that the present set up is adequate to enable the Council to deliver efficiently and effectively on its mandate.

ADMINISTRATION DEPARTMENT

SALARY SCHEDULE

BR AM 1	:	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
		Library Attendant
BR AM 2	:	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
		Attendant/Senior Attendant
BR 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

ADMINISTRATION DEPARTMENT (Contd.)

- BR 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
- BR 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
- BR 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
Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)
- BR 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
- BR 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
- BR 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
- BR 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
- BR AM 11 : 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
- BR AM 12 : Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
Senior Committee Clerk

ADMINISTRATION DEPARTMENT (Contd.)

- BR 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
- BR 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
- BR 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
- BR 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
- BR 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
- BR AM 18** : **Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 50900**
Principal Internal Control Officer
- BR AM 19** : **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
- BR AM 20** : **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
- BR AM 21** : **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

ADMINISTRATION DEPARTMENT (Contd.)

- BR AM 22 : 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)
- BR AM 23 : 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
- BR AM 24 : 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
- BR AM 25 : Rs 57600 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500**
Deputy Chief Executive
- BR AM 26 : Rs 110125**
Chief Executive

FINANCE DEPARTMENT**SALARY SCHEDULE**

- BR 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
- BR 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
- BR 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

FINANCE DEPARTMENT (Contd.)

BR 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

BR 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

BR 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

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

Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT**SALARY SCHEDULE**

BR PI 1 : 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

BR PI 2 : Rs 13745 x 230 – 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 21850

Lorry Loader (Personal)

BR PI 3 : 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

BR PI 4 : Rs 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 22625

Roadmender/Tarman (Personal)
 Tradesman's Assistant (Mason)
 Tradesman's Assistant (Welder)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- BR PI 5 : 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)
- BR PI 6 : 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
- BR PI 7 : 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
- BR PI 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**
Field Supervisor
- BR PI 9 : 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**
Carpenter
Electrician
Mason
Painter
Plumber and Pipe Fitter
Welder
- BR PI 10 : Rs 20825 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825**
Chief Tradesman
Foreman
- BR PI 11 : 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
- BR PI 12 : Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 39350**
Supervisor (Lighting Section) (Personal)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

BR PI 13	:	Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250
		Inspector of Works
BR PI 14	:	Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675
		Senior Inspector of Works
BR PI 15	:	Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200
		Chief Inspector of Works
BR PI 16	:	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
BR PI 17	:	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
BR PI 18	:	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**

BR 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
BR LP 2	:	Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250
		Building Inspector
BR 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

LAND USE AND PLANNING DEPARTMENT (Contd.)

- BR LP 4 : Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675**
Senior Building Inspector
- BR LP 5 : 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
- BR LP 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 – 80100**
Head, Land Use and Planning Department

WELFARE DEPARTMENT**SALARY SCHEDULE**

- BR 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
- BR 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
- BR 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
- BR 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

- BR WL 5 : Rs 10865**
Sewing Teacher (Part-Time)
- BR WL 6 : Rs 16610 (monthly)**
Gymnasium Instructor (Part-Time)

PUBLIC HEALTH DEPARTMENT

SALARY SCHEDULE

BR 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
		Sanitary Attendant (Personal)
BR 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
		Surveillant <i>formerly Security Guard</i>
BR 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)
BR PH 4	:	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
BR PH 5	:	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
BR PH 6	:	Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250
		Senior Health Inspector
BR PH 7	:	Rs 34825 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200
		Principal Health Inspector
BR PH 8	:	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**

BR VC 1 : Rs 8245
Village Hall Attendant



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

FQ AM 1	:	Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425
		Surveillant <i>formerly Security Guard</i>
FQ AM 2	:	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
		Attendant/Senior Attendant
FQ 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
FQ AM 4	:	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
		Binder
FQ AM 5	:	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 <i>formerly Telephone Operator/Receptionist</i>
FQ AM 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 – 34000
		Word Processing Operator
FQ AM 7	:	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 Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)
FQ AM 8	:	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

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.)

FQ AM 18 : Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 50900

Principal Internal Control Officer

FQ AM 19 : 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)

FQ AM 20 : 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

FQ AM 21 : 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

FQ AM 22 : 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

FQ AM 23 : 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

FQ AM 24 : Rs 57600 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500

Deputy Chief Executive

FQ AM 25 : Rs 110125

Chief Executive

FINANCE DEPARTMENT**SALARY SCHEDULE**

FQ FI 1 : 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

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



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

GP AM 1	:	Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425
		Surveillant <i>formerly Security Guard</i>
GP AM 2	:	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
		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 <i>formerly Financial Officer/Senior Financial Officer</i> 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 <i>formerly Principal Financial Officer</i> 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**

GP 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
GP LP 2	:	Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250
		Building Inspector
GP 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
GP LP 4	:	Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675
		Senior Building Inspector
GP LP 5	:	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
GP LP 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 – 80100
		Head, Land Use and Planning Department

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

GP PH 1	:	Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425
		Refuse Collector (Roster)
GP 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 x 525 – 23950
		Burial Ground Attendant (Roster)

PUBLIC HEALTH DEPARTMENT (Contd.)

GP PH 3	:	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
GP PH 4	:	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)
GP PH 5	:	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
GP PH 6	:	Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250
		Senior Health Inspector
GP PH 7	:	Rs 34825 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200
		Principal Health Inspector
GP PH 8	:	Rs 44800 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 73800
		Chief Health Inspector

WELFARE DEPARTMENT**SALARY SCHEDULE**

GP 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
GP WL 2	:	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
		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



2.4 THE DISTRICT COUNCIL OF MOKA

- 2.4.1 As a body corporate, the District Council of Moka administers 16 Villages under its jurisdiction. Its corporate culture stands on values which places the citizens at the center of its endeavours viz excellence, efficiency, integrity, courtesy, teamwork, as well as quality and innovation.
- 2.4.2 In the context of this review exercise, the main representations from Management and Unions pertain to the creation of additional levels; filling of vacant posts; amendments of schemes of service; upgrading/alignment of salary; provision of duty exemption on cars; and enhancing existing conditions of service.
- 2.4.3 During consultations, parties were apprised that additional levels are normally created on the basis of the functional requirements of the organisation and that the onus for filling of vacant posts as well as bringing amendments to schemes of service rests with Management. Appropriate explanation was given for requests that could not be acceded to. On the issue of duty exemption, parties were requested to participate in the survey on Travelling and Car Benefits. Clarifications were also sought on the specific allowances being granted by Management.
- 2.4.4 The Bureau has diligently examined each submission and considers that the present structure is fit for purpose. We are, however, abolishing a few grades which are no longer required.

Allowance to Driver (Roster) and Attendant/Senior Attendant

- 2.4.5 During the interview exercise conducted at the Bureau for the filling of Job Description Questionnaires, the interviewees averred that no allowances are being granted to employees in the grades of: (i) Driver (Roster) who are called upon to perform the duties of Driver (Heavy Mechanical Unit) (Roster) on a regular basis in view of the fact that the post is vacant since long; and (ii) Attendant/Senior Attendant who, on a daily basis, prepare and serve tea/coffee for official meetings. Their averment has been confirmed by Management during the consultative meeting held at the Bureau. **Hence, the Bureau advised Management to consider providing some form of compensation to these employees for their efforts.**

Abolition of grades

- 2.4.6 Management has submitted that certain grades are currently vacant and would no longer be required. **We are, therefore, abolishing these grades:-**
- Cashier (Personal)
 - Database Supervisor (Personal to officers in post as at 31.12.12)
 - Field Supervisor, Road Works (Personal)
 - Market Watchman
 - Revenue Collector (Personal)
 - Welder and Painter

ADMINISTRATION DEPARTMENT

SALARY SCHEDULE

MA AM 1	:	Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425
		Surveillant <i>formerly Security Guard</i>
MA AM 2	:	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
		Attendant/Senior Attendant
MA 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
MA 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 <i>formerly Telephone Operator/Receptionist</i>
MA 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
MA 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
MA AM 7	:	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 <i>formerly Library Clerk</i>
MA AM 8	:	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

ADMINISTRATION DEPARTMENT (Contd.)

- MA AM 9** : **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
- MA AM 10** : **Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
Senior Committee Clerk
- MA AM 11** : **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
- MA AM 12** : **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
- MA AM 13** : **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
- MA AM 14** : **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
- MA 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 x 1575 – 49250 x 1650 – 50900**
Safety and Health Officer/Senior Safety and Health Officer
- MA AM 16** : **Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 50900**
Principal Internal Control Officer
- MA AM 17** : **Rs 29875 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 52550**
Office Superintendent
- MA AM 18** : **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

ADMINISTRATION DEPARTMENT (Contd.)

- MA AM 19 : 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
- MA AM 20 : 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
- MA AM 21 : 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
- MA AM 22 : Rs 57600 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500**
Deputy Chief Executive
- MA AM 23 : Rs 110125**
Chief Executive

FINANCE DEPARTMENT**SALARY SCHEDULE**

- MA FI 1 : 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
- MA 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
- MA 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
Principal Procurement and Supply Officer

FINANCE DEPARTMENT (Contd.)

MA 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
MA 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
MA FI 6	:	Rs 71800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500
		Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT**SALARY SCHEDULE**

MA 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
MA 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 (Mechanic) Tradesman's Assistant (Painter) Tradesman's Assistant (Welder)
MA 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)
MA 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
MA 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

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- MA 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
Plumber and Pipe Fitter
Welder
- MA PI 7 : Rs 20825 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825**
Foreman
- MA 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
- MA PI 9 : Rs 23950 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450**
Supervisor (Lighting Section)
- MA PI 10 : Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250**
Inspector of Works
- MA PI 11 : Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675**
Senior Inspector of Works
- MA PI 12 : Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
Chief Inspector of Works
- MA PI 13 : 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
- MA PI 14 : 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

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

MA PI 15 : 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**

MA 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

MA LP 2 : 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

MA LP 3 : 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

MA LP 4 : 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

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

MA PH 1 : Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425
Refuse Collector (Roster)

MA 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 x 525 – 23950
Burial Ground Attendant (Roster)

MA PH 3 : 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

PUBLIC HEALTH DEPARTMENT (Contd.)

MA PH 4 : 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)

MA PH 5 : 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

MA PH 6 : Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250

Senior Health Inspector

MA PH 7 : Rs 34825 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200

Principal Health Inspector

MA PH 8 : Rs 44800 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 73800

Chief Health Inspector

WELFARE DEPARTMENT**SALARY SCHEDULE**

MA 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

MA 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

MA 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

**VILLAGE COUNCILS
PART-TIME WORKERS**

MA VC 1	:	Rs 100 per hour Library Attendant
MA VC 2	:	Rs 7115 TV Operator
MA VC 3	:	Rs 8245 Sub-Hall Attendant Village Hall Attendant
MA VC 4	:	Rs 10865 Sewing Teacher
MA VC 5	:	Rs 11490 Sub-Hall Attendant and TV Operator Village Hall Attendant and TV Operator
MA VC 6	:	Rs 12740 Village Hall Attendant/TV Operator and Newspaper Collector



2.5 THE DISTRICT COUNCIL OF PAMPLEMOUSSES

- 2.5.1 The District Council of Pamplemousses is one of the seven District Councils as established in the Local Government Act 2011. It operates under the *aegis* of the Ministry of Local Government and Disaster Risk Management and is responsible for overseeing the administration of the villages falling under its jurisdiction.
- 2.5.2 The main representations made, for this review, pertain mainly to the grant of allowances to different grades, filling of vacancies, creation of the grade of Gardener, amending the schemes of service of a few grades, changing the appellation of certain departments and the need for a supply teacher in pre-primary schools to step in whenever Pre-Primary School Teachers are absent.
- 2.5.3 During consultations, stakeholders were apprised on issues that do not fall under the purview of the Bureau such as filling of vacancies, amending of schemes of service and catering for replacement in case of absences. Furthermore, the request to change the appellation of the Public Health Department to Environment Department rests with the Ministry of Local Government and Disaster Risk Management given that same would tantamount to amending relevant legislations.

ADMINISTRATION DEPARTMENT

SALARY SCHEDULE

PS AM 1	:	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
PS AM 2	:	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
		Library Attendant
PS AM 3	:	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
		Attendant/Senior Attendant
PS AM 4	:	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
		Field Supervisor
PS AM 5	:	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

ADMINISTRATION DEPARTMENT (Contd.)

- PS AM 6 : 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
- PS AM 7 : 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**
Pre-Primary School Teacher
- PS AM 8 : 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
- PS 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 – 34825**
Clerical Officer
Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)
- PS AM 10 : 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
- PS AM 11 : 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
- PS AM 12 : 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
- PS AM 13 : 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.)

- PS AM 14** : **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
- PS AM 15** : **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
- PS AM 16** : **Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
Senior Committee Clerk
- PS AM 17** : **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
- PS AM 18** : **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
- PS AM 19** : **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
- PS AM 20** : **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
- PS AM 21** : **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
- PS AM 22** : **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.)

- PS AM 23 : Rs 29875 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 52550**
Office Superintendent
- PS AM 24 : 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)
- PS AM 25 : Rs 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 59300**
Chief Internal Control Officer
- PS AM 26 : 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
- PS AM 27 : 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
- PS AM 28 : 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
- PS AM 29 : 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
- PS AM 30 : Rs 36550 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800**
Attorney
- PS AM 31 : Rs 57600 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500**
Deputy Chief Executive
- PS AM 32 : Rs 110125**
Chief Executive

FINANCE DEPARTMENT**SALARY SCHEDULE**

PS FI 1 : 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

PS 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

PS 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
Principal Procurement and Supply Officer

PS 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

PS 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

PS FI 6 : Rs 71800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500

Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT**SALARY SCHEDULE**

PS 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

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- PS 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
 Tradesman's Assistant
 Tradesman's Assistant (Carpenter)
 Roadmender/Tarman (Personal)
- PS 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)
- PS 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/Nursery Attendant
 Groundsman (Personal to officers in post as at 30.06.08)
- PS 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
- PS 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**
 Electrician
 Mason
 Mechanic
 Painter
 Panel Beater
 Plumber & Pipe Fitter
 Tradesman (Carpenter)
 Welder
- PS PI 7 : Rs 20825 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825**
 Chief Tradesman
 Foreman
- PS 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

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

PS PI 9	:	Rs 23950 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 Supervisor (Lighting) Workshop Supervisor
PS PI 10	:	Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250 Inspector of Works
PS PI 11	:	Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675 Senior Inspector of Works
PS PI 12	:	Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 Chief Inspector of Works
PS PI 13	:	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
PS PI 14	:	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
PS PI 15	:	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**

PS 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
PS LP 2	:	Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250 Building Inspector

LAND USE AND PLANNING DEPARTMENT (Contd.)

- PS 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
- PS LP 4 : Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675**
Senior Building Inspector
- PS LP 5 : 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
- PS LP 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 – 80100**
Head, Land Use and Planning Department

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

- PS PH 1 : Rs 13745 x 230 – 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 21850**
Sanitary Attendant
- PS 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**
Cremation Ground Attendant (Roster)
Refuse Collector (Roster)
- PS 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)
- PS PH 4 : 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

PUBLIC HEALTH DEPARTMENT (Contd.)

- PS PH 5 : 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 – 30700**
Driver/Scavenging Supervisor (Roster)
Driver/Supervisor (Roster)
- PS 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)
- PS PH 7 : 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 – 33175**
Supervisor, Refuse Collection (Roster)
- PS PH 8 : 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
- PS PH 9 : Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250**
Senior Health Inspector
- PS PH 10 : Rs 34825 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
Principal Health Inspector
- PS PH 11 : Rs 44800 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 73800**
Chief Health Inspector

PART-TIME WORKERS

- PS PH 12 : Rs 9740**
Sanitary Attendant II (Part-Time)
formerly drawing Salary Rs 4500 as at 01.07.03

WELFARE DEPARTMENT**SALARY SCHEDULE**

PS WL 1 : 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

PS WL 2 : 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

PS WL 3 : 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**

PS VC 1 : Rs 100 per hour

Library Attendant

PS VC 2 : Rs 7000

Radio and TV Attendant (Personal)

Sanitary Attendant III (drawing Salary Rs 3175 as at 01.07.03)

Teacher, Oriental Language

PS VC 3 : Rs 8245

Village Hall/Sub-Hall Attendant

PS VC 4 : Rs 11180

Sewing Teacher (Personal) (3 sessions/week)



2.6 THE DISTRICT COUNCIL OF RIVIERE DU REMPART

- 2.6.1 As a partner of the Central Government, the District Council of Rivière du Rempart (DCRR) provides services to the local community within its administrative area. The Council focuses on completion of on-going projects and initiation of procedures for new projects for the benefit of the inhabitants of its district.
- 2.6.2 In the context of this Report, Management and staff associations of the DCRR deponed in line with their written proposals. Views of Management were also sought on certain representations submitted by the staff side for the different departments of the DCRR.
- 2.6.3 Representatives of the Unions requested, among others, for a need to restructure the Health Inspectorate Cadre by merging the grades of Health Inspector and Senior Health Inspector. Given that Senior Health Inspectors are required to supervise Health Inspectors and that overlapping of duties between these two grades is not considerable, the Bureau could not subscribe to the proposal. Regarding the grant of foul odour allowance to Refuse Collectors, same could not be entertained as this element has already been taken into account in the job re-evaluation exercise conducted by the Bureau.
- 2.6.4 Request was also made to change the appellation of Internal Control Officer/Senior Internal Control Officer to Internal Control Officer and Senior Internal Control Officer. This grade does not only exist on the establishment of the DCRR but also in other Local Authorities as well as in the Civil Service and Parastatal Bodies. Hence, acceding to the request would have wide repercussions on other organisations. With respect to the creation of specific grades to cater for transport services at the DCRR, Management was apprised of same for necessary action to be taken at its end.
- 2.6.5 Management on its side made proposal, among others, for the creation of additional post of Assistant Chief Executive. As this issue does not fall within the purview of the Bureau, Management was so informed and advised as well. Request was further made for the creation of the grades of Office Superintendent (OS); Manager, Procurement and Supply; Principal Welfare Officer; Electrical Engineer; and Engineering Assistant. Concerning the grade of OS, Management was apprised of the new structure in the general services, which is presently functional and that, for the other grades, decisions would be taken on a policy basis.
- 2.6.6 For this Report, alignment is being brought to the structure of the DCRR based on provisions made in the different departments of the City and Municipal Councils.

ADMINISTRATION DEPARTMENT

SALARY SCHEDULE

RR AM 1	:	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
RR AM 2	:	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
		Library Attendant
RR AM 3	:	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
		Attendant/Senior Attendant
RR AM 4	:	19225 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 28225
		Head Attendant
RR AM 5	:	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 <i>formerly Telephone Operator/Receptionist</i>
RR AM 6	:	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
		Pre-Primary School Teacher
RR AM 7	:	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
RR AM 8	:	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

ADMINISTRATION DEPARTMENT (Contd.)

- RR 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 – 34825**
Clerical Officer
- RR AM 10** : **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
- RR AM 11** : **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
- RR AM 12** : **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
- RR AM 13** : **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
- RR AM 14** : **Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
Senior Committee Clerk
- RR AM 15** : **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
- RR AM 16** : **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
- RR 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**
Human Resource Officer/Senior Human Resource Officer
formerly Human Resource Officer

ADMINISTRATION DEPARTMENT (Contd.)

- RR 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 – 47675**
Assistant IT Officer
- RR AM 19 : 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
- RR AM 20 : Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 50900**
Principal Internal Control Officer
- RR AM 21 : 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
- RR AM 22 : 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
- RR AM 23 : 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
- RR AM 24 : 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
- RR AM 25 : Rs 57600 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500**
Deputy Chief Executive
- RR AM 26 : Rs 110125**
Chief Executive

FINANCE DEPARTMENT**SALARY SCHEDULE**

RR FI 1 : 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

RR 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

RR 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
Principal Procurement and Supply Officer

RR 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

RR 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

RR FI 6 : Rs 71800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500

Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT**SALARY SCHEDULE**

RR 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

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

- RR 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**
Roadmender/Tarman (Personal)
Tradesman's Assistant (Electrician)
Tradesman's Assistant (Mason)
Tradesman's Assistant (Mechanic)
- RR 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)
- RR 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
Groundsman (Personal to officers in post as at 30.06.08)
- RR 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
- RR 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**
Carpenter
Electrician
Mason
Mechanic
Painter
Panel Beater
Plumber & Pipe Fitter
Welder
- RR PI 7 : Rs 20825 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825**
Foreman
- RR PI 8 : Rs 23950 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450**
Supervisor (Lighting)
Workshop Supervisor
- RR PI 9 : Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250**
Inspector of Works

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

RR PI 10	:	Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675
		Senior Inspector of Works
RR PI 11	:	Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200
		Chief Inspector of Works
RR PI 12	:	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
RR PI 13	:	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**

RR 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
RR LP 2	:	Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250
		Building Inspector
RR 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
RR LP 4	:	Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675
		Senior Building Inspector
RR LP 5	:	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.)

RR LP 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 – 80100
Head, Land Use and Planning Department

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

RR PH 1 : Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425

Refuse Collector (Roster)

RR 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 x 525 – 23950

Burial Ground Attendant (Roster)

RR PH 3 : 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

RR PH 4 : 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

RR PH 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 – 30700

Field Supervisor (Scavenging) (Roster)

RR PH 6 : 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

RR PH 7 : Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250

Senior Health Inspector

RR PH 8 : Rs 34825 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200

Principal Health Inspector

PUBLIC HEALTH DEPARTMENT (Contd.)

RR PH 9 : Rs 44800 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 73800
Chief Health Inspector

PART-TIME WORKERS

RR PH 10 : Rs 9740
Sanitary Attendant II (Part-Time)
formerly drawing salary Rs 4500 as at 01 July 2003

WELFARE DEPARTMENT**SALARY SCHEDULE**

RR WL 1 : 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

RR WL 2 : 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

VILLAGE COUNCILS**PART-TIME WORKERS**

RR VC 1 : Rs 100 per hour
Library Attendant

RR VC 2 : Rs 8245
Village Hall/Sub-Hall Attendant

RR VC 3 : Rs 12115
Village Hall and TV Attendant (Personal to holders in post as at 30.06.03)

RR VC 4 : Rs 12740
Village Hall and TV Attendant



2.7 THE DISTRICT COUNCIL OF SAVANNE

- 2.7.1 Established on 03 December 2012 under the Local Government Act 2011, the District Council of Savanne operates under the *aegis* of the Ministry of Local Government and Disaster Risk Management.
- 2.7.2 The District Council of Savanne consists of 17 villages with approximately 80,000 residents. Its activities are carried by several departments namely Administration, Finance, Public Health, Welfare, Land Use and Planning and Public Infrastructure.
- 2.7.3 Representations have been made, among others, for: upgrading of salaries; eligibility for duty exempted car for official travelling; restoring of the grade of Cashier; reviewing/amendments of schemes of service; creation of additional levels; restyling of grades; and reviewing certain aspects of General Conditions of Service.
- 2.7.4 During consultation, the proposals were thoroughly discussed with Management which was apprised, among others, that upgrading of salaries are examined by the Bureau on the basis of a job evaluation exercise based on freshly filled-in Job Description Questionnaires and schemes of service. As regards amendments of schemes of service, parties were informed that the onus rests upon Management after consultation with relevant stakeholders. For proposals in respect of conditions of service and grades in the Council, Management was informed that this would be dealt with holistically.

ADMINISTRATION DEPARTMENT

SALARY SCHEDULE

SE AM 1	:	Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425
		Surveillant <i>formerly Security Guard</i>
SE AM 2	:	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
		Attendant/Senior Attendant
SE 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
SE 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 <i>formerly Telephone Operator/Receptionist</i>

ADMINISTRATION DEPARTMENT (Contd.)

- SE 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
- SE 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
- SE 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
- SE 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
- SE 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
- SE 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
- SE 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
- SE 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
- SE AM 13 : Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
Senior Committee Clerk

ADMINISTRATION DEPARTMENT (Contd.)

- SE 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
- SE 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
- SE 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
- SE 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
- SE 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
- SE 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
- SE AM 20** : **Rs 29875 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 52550**
Office Superintendent
- SE 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)
- SE 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

ADMINISTRATION DEPARTMENT (Contd.)

- SE 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
- SE 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
- SE AM 25 : 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
- SE AM 26 : Rs 36550 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800**
Attorney
- SE AM 27 : Rs 57600 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500**
Deputy Chief Executive
- SE AM 28 : Rs 110125**
Chief Executive

FINANCE DEPARTMENT**SALARY SCHEDULE**

- SE FI 1 : 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
- SE 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

FINANCE DEPARTMENT (Contd.)

- SE 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
Principal Procurement and Supply Officer
- SE 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
- SE 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
- SE FI 6 : Rs 71800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500**
Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT**SALARY SCHEDULE**

- SE 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
- SE 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
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 (Welder)
- SE 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)
- SE 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

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

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

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

SE 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
SE 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
SE 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
SE 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**

SE 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
SE LP 2	:	Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250
		Building Inspector
SE 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
SE LP 4	:	Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675
		Senior Building Inspector
SE LP 5	:	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.)

SE LP 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 – 80100
Head, Land Use and Planning Department

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

SE 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

Lorry Loader (Personal)

SE 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

Refuse Collector (Roster)

SE 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)

SE PH 4 : 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

SE PH 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 – 30700

Field Supervisor (Scavenging) (Roster)

SE PH 6 : 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 – 33175

Supervisor, Refuse Collection (Roster)

SE 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

PUBLIC HEALTH DEPARTMENT (Contd.)

SE PH 8	:	Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250
		Senior Health Inspector
SE 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
SE 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

WELFARE DEPARTMENT**SALARY SCHEDULE**

SE 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
SE WL 2	:	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
		Infant School Teacher
SE 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
SE 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
SE 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**

SE VC 1 : Rs 10865
Sewing Teacher

SE VC 2 : Rs 12740
Village Hall and TV Attendant

