

2. AGRICULTURAL MARKETING BOARD

- 2.1 The Agricultural Marketing Board (AMB), which is the country's wholesaler of controlled products, *par excellence*, operates under the *aegis* of the Attorney-General's Office, Ministry of Agro-Industry and Food Security. Since its inception, the AMB has been ensuring that the country's supply of certain basic food products remains constant and that prices of those products remain affordable.
- 2.2 In addition to the wholesale function, the AMB is also involved in retailing activities across the island through its retail outlets and market stalls. Furthermore, in line with Government's objective to achieve self-sufficiency in the production of onions and potatoes, the AMB manages various seed purchase schemes. In the same vein, it is engaged in boosting the local production of garlic. Besides the control and marketing of the imported basic food products, the AMB is also involved in export activities. Actually, it manages a Freight Rebate Scheme relating to export of local fruits, vegetables and flowers across the globe as well as provides support to the planting community in collaboration with other public and private bodies. It is important to note that in an attempt to enhance the trade of vegetables, fruits and flowers in Mauritius, the AMB is currently working on the setting up of a National Wholesale Market at Wooton, which is expected to change the landscape thereof.
- 2.3 Given the specialised nature of the operations of the AMB, its activities are currently organised under 10 main sections for efficiency and effectiveness purposes. These sections comprise the Operations (Stores); Seeds; Engineering; Trade and Marketing; IT; Internal Audit; Procurement; Accounts; Human Resource and Administration. As provided in its Act, the day-to-day management of the AMB is vested in the office of the General Manager. The latter is assisted by technical staff for the core functions of the organisation while administrative and general services staff at various levels provide support for the other functions.
- 2.4 In our last Report, we provided the AMB with three new levels; restyled certain grades to more appropriate appellations; abolished those grades which, as per Management's averment, were no longer required and reviewed the qualifications requirement of the grade of Forklift Driver with a view to easing recruitment.
- 2.5 For this review, the main proposals of the staff side have been geared towards the creation of several grades; amendment to the qualifications requirement of the grade of Management Support Officer to allow serving officers reckoning more than 20 years of service to be promoted; restyling and upgrading of existing positions; and provision of certain allowances.
- 2.6 Management has, for its part, supported several of the proposals of the Unions. It has also requested that a few dedicated grades be created to reinforce the different sections, in addition to the restyling and upgrading of various grades and payment of On-Call and In-Attendance allowances to officers of the Engineering section.

- 2.7 All these representations were scrupulously examined and lengthily discussed during the consultative meetings. Parties concerned were also informed of proposals which could not be favourably considered together with the justifications thereof. In several cases, we even had to re-examine the proposals in the light of the additional information submitted. Thereafter, sound decisions were taken on the basis of careful consideration.
- 2.8 Hence, for those grades which according to us are not warranted, the requests were not retained. As regards the proposed grades of Assistant Seeds Officer and Assistant Trade and Marketing Officer, relevant explanations as to why they have not been favourably considered were provided. We have also refrained from restyling grades to new appellations which may have grading implications. In so far as the grade of Weighbridge Operator is concerned, after examination of the qualifications requirement and duties/responsibilities devolving upon the grade, we consider that the present job title and the salary grading attached thereto are appropriate.
- 2.9 We have also not retained the request for the inclusion of a first intake note in the qualification requirement of the grade of Management Support Officer as such note is discriminatory towards those not having the proposed length of service but who may be more meritorious in terms of capability to operate at that supervisory level. It is also important to note that the grade of Management Support Officer exists on the establishment of many parastatal bodies and have a standard qualifications requirement, rather identical duties and the same salary scale. As regards the payment of an On-Call allowance to certain grades, on the basis of a scrutiny of the additional information submitted, we consider that the payment of the allowance is not warranted at this juncture.
- 2.10 Based on organisational requirement and with a view to enabling the AMB to effectively deliver its services, we are, in this Report providing the organisation with five new positions; reviewing those job titles which do not reflect the actual level of duties performed; amending the qualifications requirement and enlarging the duties of the grade of Operations Officer so as to render it polyvalent as well as amending the qualifications requirement of the grades of Head Operations Officer and Senior Operations Officer to rectify the incongruity noted in the existing schemes of service. We have also, in the course of this overall review, conducted a job re-evaluation exercise to give due consideration to all requests made for salary upgrading.

ICT Technician (New Grade)

- 2.11 The IT Section is presently manned by an IT Officer and Computer Support Officers. While the IT Officer is responsible for the overall design, implementation and management of the IT and network infrastructure at the AMB, the main tasks of the Computer Support Officers are to perform troubleshooting and preventive maintenance of all IT equipment.
- 2.12 It has been submitted that the activities of the IT Section have considerably increased. Furthermore, major complex projects are being implemented such as the Weighbridge Management System, Point of Sale System, implementation of cloud

services, among others. In view of the increase in volume and complexity of the IT projects, the need is now felt for a dedicated grade at an appropriate level to assist the IT Officer in the discharge of his/her duties in addition to performing troubleshooting duties. Based on the strength of the justifications submitted, we are agreeable for the creation of a grade of ICT Technician on the establishment of the AMB. Furthermore, given that the grade of Computer Support Officer would no longer be required following the creation of the new level, we are, therefore, making the latter grade evanescent.

Recommendation 1

2.13 We recommend:

- (i) **that the grade of Computer Support Officer be made evanescent. We have provided personal salaries for incumbents; and**
- (ii) **the creation of a grade of ICT Technician. Appointment thereto should be made by selection from among Computer Support Officers in post as at the eve of the publication of the 2021 PRB Report, possessing a Diploma in Information Technology or Computer Science or an equivalent qualification from a recognised institution acceptable to the Board. On complete phasing out of the grade, selection should be made from among candidates possessing the above qualifications.**

2.14 Incumbent in the grade of ICT Technician would, *inter-alia*, be required to assist the IT Officer in the performance of his duties; install, configure and upgrade users' operating systems and software, using standard business and administrative packages; act as a technical resource person in assisting users to resolve problems with equipment and data management; install and configure software applications on workstations; troubleshoot problems with computer systems and make repairs and corrections accordingly; and perform network related tasks.

Internal Control Officer (New Grade)

2.15 Officers in the grades of Internal Auditor/Senior Internal Auditor *formerly Internal Auditor*, Accounts Clerk and Clerical Officer/Higher Clerical Officer presently staff the Internal Audit Section. Management has reported that both the Audit and Corporate Governance Committee and the National Audit Office have, on various occasions, highlighted weaknesses in the internal control system at the AMB. These weaknesses refer to the inadequate technical knowledge and experience of staff members. Subsequent to the observations made, creation of a dedicated level of Internal Control Officer to assist the Internal Auditor/Senior Internal Auditor *formerly Internal Auditor* in his tasks is being proposed. We consider that this measure will enable the AMB abide by the recommendations of the above named authorities. Hence, we subscribe to the proposal made.

Recommendation 2

2.16 **We recommend the creation of a grade of Internal Control Officer. Appointment thereto should be made by selection from among serving officers holding a**

substantive post at the AMB and who have successfully completed all papers of Fundamentals (Knowledge) and Paper F4 of Fundamentals (Skills) or have obtained the Certificate in Business Accounting (Foundation Level) of the CIMA Examination (new syllabus) or an equivalent qualification acceptable to the Board.

- 2.17 The Internal Control Officer would be required, *inter-alia*, to: assist and carry out internal audit; draft queries, memorandum or inspection reports under the supervision of the Head of Section; assist in ensuring that recommendations made on audit findings are implemented; assist in examining annual statements and perform check and verification; and assist in the preparation of submission papers for the Audit Committee and attend same as and when required.

Packing Machine Operator (New Grade)

- 2.18 Since 2017, the AMB has acquired a packing machine which enables the organisation to supply packed produce in all its retail outlets at a minimum possible cost. Presently, incumbents in the grade of General Worker, Handyworker (Special Class) and Operations Worker are, in addition to their normal duties, called upon to handle and operate the packing machine against payment of a monthly allowance.
- 2.19 Taking into consideration the complexities involved in handling the packing machine, the staff side has requested for the creation of a grade onto which the specific duties would be conferred. This proposal has been backed by Management. According to them, this will develop a sort of specialisation which will lead to greater efficiency, thus enhancing delivery of service. Upon examination, we subscribe to the views of both parties. Therefore, on the basis of functional need, we are providing for the grade of Packing Machine Operator.

Recommendation 3

- 2.20 **We recommend the creation of a grade of Packing Machine Operator. Appointment thereto should be made by selection from among serving employees possessing a Certificate of Primary Education or Primary School Achievement Certificate and reckoning at least five years' service at the AMB.**
- 2.21 Incumbent in the grade would be required, among others, to operate the packing machine as per instructions; monitor the smooth running of the machine; carry out basic maintenance, including minor troubleshooting, for the proper operations of the machine; and maintain the machine in a clean state at all times.

Driver (Heavy Vehicle) (New Grade)

- 2.22 The AMB also sells its products through various retail outlets and market fairs over the island. These products are transported to the various outlets using the existing lorries which have a load capacity of 2.6 tons each. As it is neither practical nor cost effective, Management has resorted to the purchase of lorries of higher capacity (8 tons) which will also enhance efficiency in terms of timeliness. In this perspective, a proposal has been made for the creation of a grade of Driver (Heavy Vehicle). We have thoroughly

examined the request and consider that there are reasonable grounds for the creation of the grade. We are, hence, recommending accordingly.

Recommendation 4

2.23 We recommend the creation of a grade of Driver (Heavy Vehicle). Appointment thereto should be made by selection from among Driver/Messengers of the AMB, possessing a valid driving licence to drive cars, vans and lorries up to 8 tons. In the absence of qualified candidates internally, the grade should be filled from among external candidates possessing the required qualification.

2.24 Incumbent in the grade would be required, among others, to: drive lorries up to eight tons; drive cars and vans as and when required; perform routine checks/maintenance tasks related to the vehicles and report any defect to the Head of Section; record movements in appropriate logbooks; perform despatch works; collect letters, stationeries and store items from shops or warehouses; supervise loading and unloading of goods; and ensure the accurate delivery of products in terms of weight.

Handy Worker (Multi-Skilled) (New Grade)

2.25 The staff side has requested that the grade of Handy Worker (Skilled) be restyled into Multi Skilled Handy Worker owing to the fact that incumbents are required to perform multi-tasking. Management, on its part, has advocated for the creation of a grade of Handy Worker (Multi-Skilled) which would be filled from the existing Handy Workers (Skilled) so as to gainfully utilise the available resources and at the same time create a career path for these officers. In the absence of qualified serving employees, recruitment would be made from outside candidates.

2.26 In view of the technical impediment that it presents, the proposal could not be endorsed. Nevertheless, we are hereunder making an appropriate recommendation to cater for the functional needs. To this end, we are providing for the grade of Handy Worker (Multi-Skilled).

Recommendation 5

2.27 We recommend the creation of a grade of Handy Worker (Multi-Skilled). Appointment thereto should be made by selection from among candidates possessing the National Trade Certificate (Level 3) or the National Certificate (Level 3) awarded jointly by the Mauritius Examination Syndicate and the Mauritius Institute of Training and Development or an equivalent qualification acceptable to the Board in any one of the following trades: Electrical, Plumbing and Pipe Fitting, Painting, Masonry work, Carpentry, Mechanical, Welding and reckoning at least two years' relevant experience in any two other trades mentioned above.

2.28 Incumbent would be required, *inter alia*, to: lead the team of Handy Workers in carrying out electrical, mechanical, plumbing and pipe fitting, carpentry, cabinet making, masonry, painting and welding works at the AMB; undertake general repairs and maintenance works for wooden, metal and concrete structures; assemble and

disassemble office furniture and other equipment as and when required; provide general assistance on sites of work; and keep clean and in good working condition all tools and equipment of the trades and ensure that same are judiciously used.

Internal Auditor/Senior Internal Auditor
formerly Internal Auditor (Qualified)

2.29 Representations were made for the restyling of the grade of Internal Auditor (Qualified) and also for an upward revision of its salary grading. Recently written Job Descriptions have established that there is increased level of duties and responsibilities devolving on the grade. From our perspective, this issue may be addressed by an upward salary revision, particularly, as this practice fits in the set of principles we normally adopt in such cases. Furthermore, it would also be in alignment with what is obtainable in other parastatal organisations of such magnitude. Appropriate measures are, therefore, being taken in that context.

Recommendation 6

2.30 We recommend that the grade of Internal Auditor (Qualified) be restyled Internal Auditor/Senior Internal Auditor. The recommended salary scale reflects the new level of duties and responsibilities.

Electrical Engineer/Senior Electrical Engineer
formerly Electrical Engineer

2.31 The AMB has also laid emphasis on the need to restyle the grade of Electrical Engineer into that of Engineer/Senior Engineer (Electrical) with a longer salary scale as a means to attract and retain future incumbents. Arguments put forward in support to their proposal are that registered Engineers in the electrical field are relatively scarce on the market and the candidates who were previously selected for the post have left the AMB to join other organisations where longer salary scales have been provided for similar positions.

2.32 Taking into consideration the duties and responsibilities allocated to the grade as well as what obtains for similar positions elsewhere, we are, in this Report, making an appropriate recommendation having dual purpose, that is, setting a parity with comparable grades while enabling the AMB to resolve its retention problem.

Recommendation 7

2.33 We recommend that the grade of Electrical Engineer be restyled Electrical Engineer/Senior Electrical Engineer. This element has been reflected in the recommended salary scale of the grade.

Technical Operator (Shift)
formerly Technical Operator

2.34 The proposal of AMB concerning the restyling of the grade of Technical Operator to Technical Operator/Senior Technical Operator hinges on the fact that incumbents in the grade have limited career prospects. On the other hand, observation from job

analysis has shown that the functions cannot be regrouped into two distinct levels. In fact, these are plain and straightforward duties which do not increase in intensity. Hence, the provision of a merged level is well beyond what the situation reasonably warrants. Nevertheless, we note with concern that these incumbents work round the clock and are, consequently, required to be compensated accordingly. At the same time, the appellation is being reviewed to reflect the shift element.

Recommendation 8

2.35 We recommend that the grade of Technical Operator be restyled Technical Operator (Shift). We have also made provision for a shift pay to the grade.

Operations Officer

2.36 As per Management's own averment, incumbents in the grade of Operations Officer are either posted to the Stores Section; the Trade and Marketing Section or the Seeds Section. Given that the set of duties performed by the officers in the three Units differs significantly, Management has proposed that the Operations Officer be posted only to the Stores Section and that two distinct grades, namely Assistant Trade and Marketing Officer and Assistant Seeds Officer be created to service the Trade and Marketing and Seeds Sections respectively.

2.37 Upon scrutiny of the proposed schemes of service of the new grades, it has been noted that there is considerable overlapping of duties between the new levels proposed and that of the grade of Operations Officer. Besides, the qualifications proposed for the new levels are not in consonance with the duties to be performed.

2.38 A study of recent job descriptions in the actual organisational set up has shown that the present arrangement is not causing any hindrance to the smooth delivery of services. Hence, the creation of the proposed grades is not warranted, the more so, that these would be dead end posts, implying that incumbents would not have any promotional prospect. To circumvent any operational difficulty that the AMB may encounter, we consider that the scheme of service of the grade of Operations Officer should be reviewed by enlarging its set of prescribed duties.

2.39 Moreover, we also consider that officers appointed to the grade of Operations Officer need to possess adequate experience to be able to deliver in accordance with preset objectives. We are, thus, making an appropriate recommendation in that direction.

Recommendation 9

2.40 We recommend that:

- (i) the scheme of service of the grade of Operations Officer be amended so as to include three distinct sets of duties, that is, for postings in the Stores; Trade and Marketing; and Seeds Units respectively; and**
- (ii) in future, recruitment to the grade should be made by selection from among serving officers possessing a Cambridge Higher School Certificate and reckoning at least four years' service in a substantive capacity in their**

respective grade. In the absence of qualified serving officers, appointment should be made by selection from among candidates possessing a Cambridge Higher School Certificate and reckoning at least four years' experience in the field of trade or marketing or any relevant experience related to the field of trade or marketing.

Head Operations Officer

Senior Operations Officer

- 2.41 The Operations Officer Cadre is made up of a three-level structure comprising the grades of Operations Officer, Senior Operations Officer and Head Operations Officer. An examination of the schemes of service of the grades in this particular cadre as submitted by the AMB, has shown that the qualification set for the apex grade, Head Operations Officer, is anomalous. The grade is currently filled by both open and limited competition. While for open competition, candidates need to possess a degree, under limited competition, officers in the grade of Operations Officer require 10 years' service in a substantive capacity in the grade to qualify for the post.
- 2.42 Further, the Bureau has observed that it takes an Operations Officer a minimum of 15 years to be appointed as Senior Operations Officer (second level), while the same person may aspire to become Head Operations Officer (third level) only after 10 years' service in the grade. Moreover, while officers in the first level are eligible for the post of Head Operations Officer, no such provision has been made for the second level. We are, therefore, rectifying these incongruities by amending the qualifications requirement of the grade of Head Operations Officer.
- 2.43 We are also bringing necessary amendment to the qualifications requirement of the grade of Senior Operations Officer as we consider the length of experience required for Operations Officer to qualify for same, to be excessive.

Recommendation 10

2.44 We recommend that:

- (i) the grade of Head Operations Officer should, henceforth, be filled by selection from among Senior Operations Officers possessing a Degree in Agriculture or Commerce or Economics or Management and reckoning at least five years' service in a substantive capacity in the grade or from among candidates possessing a Degree in Agriculture or Commerce or Economics or Management and reckoning at least five years' post qualification experience in a commercial or food distribution or processing environment; and**
- (ii) the scheme of service of the grade of Senior Operations Officer be amended so that, henceforth, appointment to the grade be made by promotion, on the basis of experience and merit, of officers in the grade of Operations Officer reckoning at least eight years' service in a substantive capacity in the grade.**

Human Resource Officer/Senior Human Resource Officer

2.45 Human Resource Officer/Senior Human Resource Officers possessing the relevant Diploma are allowed to move incrementally beyond their top salary subject to meeting certain criteria. **Recommendation thereto related has been made in the Introductory Chapter of this Volume.**

2. AGRICULTURAL MARKETING BOARD

SALARY SCHEDULE

AMB 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

AMB 2 : Rs 14225 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23025

Assistant Handy Worker (Skilled) (Personal)

Handy Worker (Special Class) (Personal)

AMB 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

Office and Weighbridge Attendant

Operations Worker

Packing Machine Operator (New Grade)

AMB 4 : Rs 14225 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 25000

Gatekeeper (Personal to employee in post as at 31.12.15)

AMB 5 : 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/Messenger

AMB 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

Handy Worker (Skilled)

Handy Worker (Multi-Skilled) (New Grade)

AMB 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 - 29050

Forklift Driver

2. AGRICULTURAL MARKETING BOARD (Contd)

- AMB 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
- AMB 9 : 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 - 29875**
Driver (Heavy Vehicle) (New Grade)
- AMB 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**
Weighbridge Operator
- AMB 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/Higher Clerical Officer
Clerk/Word Processing Operator
- AMB 12 : 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 - 37450**
Computer Support Officer (Personal)
- AMB 13 : Rs 19850 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450**
Accounts Clerk
Assistant Procurement and Supply Officer
Cashier
Head, Registry
- AMB 14 : Rs 18375 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**
Technical Operator (Shift)
formerly Technical Operator
- AMB 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 - 43500**
Internal Control Officer (New Grade)
Operations Officer

2. AGRICULTURAL MARKETING BOARD (Contd)

AMB 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

AMB 17 : Rs 23025 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500

Head Technical Operator

AMB 18 : Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500

Procurement and Supply Officer

AMB 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

AMB 20 : Rs 20825 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 x 1575 - 47675

Senior Operations Officer

AMB 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 - 47675

ICT Technician (New Grade)

AMB 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 - 49250 x 1650 - 50900

Safety and Health Officer/Senior Safety and Health Officer

AMB 23 : Rs 23950 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 41250 QB 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900

Accounting Technician

AMB 24 : Rs 27400 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

2. AGRICULTURAL MARKETING BOARD (Contd)

AMB 25 : Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700

IT Officer

AMB 26 : 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
Internal Auditor/Senior Internal Auditor
formerly Internal Auditor (Qualified)

AMB 27 : 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

Electrical Engineer/Senior Electrical Engineer
formerly Electrical Engineer

AMB 28 : 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 x 2000 - 73800

Administrative Secretary
Head Operations Officer
Seeds Officer
Trade and Marketing Officer

AMB 29 : Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 73800

Technical Manager (Engineering)

AMB 30 : Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 100750

Assistant General Manager

AMB 31 : Rs 119500

General Manager



