

6. CENTRAL WATER AUTHORITY

- 6.1 The Central Water Authority (CWA) operates under the *aegis* of the Ministry of Energy and Public Utilities and is mainly responsible for the treatment and distribution of water for domestic, commercial and industrial usage which overall amounts to 99.7% of water supply coverage.
- 6.2 Besides its commitment to strive to provide a 24-hour water supply service to the population of Mauritius, the objectives of the CWA are, among others, to guarantee the quality of drinking water; excel in service delivery so as to meet the increasing demand; reduce and maintain non-revenue water to an economically acceptable level by improving its network; and operate its services in a cost effective manner and consolidate its financial viability. Since water is an essential element in our daily life, Mauritius has to be water secure particularly in the face of the daunting challenges such as climate change and population growth. Hence, balancing the equation between water availability and increasing demand/coupled with the growing expectation of public in terms of quality of service, is becoming more enigmatic for the CWA.
- 6.3 The day-to-day administration of the organisation and the implementation of the Board's decisions rest upon the General Manager who is assisted by two Deputy General Managers. The Administration and Technical Divisions which are staffed with officers from professional and supporting grades, fall under the responsibility of the Deputy General Manager.
- 6.4 In the previous Report, the Bureau strengthened the organisation structure of the Authority by creating a few grades, restyling grades to a better job appellation and providing for certain allowances to ensure a smooth running of the organisation.
- 6.5 Staff associations have requested for a reinforcement of the structure at operational level along with payment of a few allowances. The Management side on the other hand has mainly submitted for further strengthening of the existing structure by creating several grades in professional and technical cadres. All issues were thoroughly discussed and parties were apprised of the Bureau's stand. Pertinent issues raised by staff associations relating to implementation were discussed with Management for necessary action at their end. As far as possible, both Unions and Management were informed of issues that could not be retained for inclusion in this Report. Certain other issues were studied and an informed decision in the matter was taken afterwards.
- 6.6 The Bureau has duly examined the proposals and considers that the prevailing structure is adequate to enable the CWA to achieve its mission and it is, therefore, being maintained. Should the need for other grades be felt in view of forthcoming development at the CWA as announced by Management, request for same may be entertained provided that established procedures are followed.

Transport Superintendent

- 6.7 For this Report, Management proposed for the restyling of the grade of Transport Superintendent. The request was examined by the Bureau. Based on the fact that the appellation of the grade is in line with what obtains in the Civil Service, the Bureau considers that the restyling cannot be envisaged.
- 6.8 However, the grade has been re-assessed vis-à-vis comparable grades. **On this basis, we are, therefore, reviewing the salary of the grade of Transport Superintendent.**

Quality Assurance

- 6.9 In the context of the 2016 PRB Report, the request for the creation of the grade of Quality Assurance Manager was not justified and the issue was addressed by providing for a designated position. Officers in the grade of Technical Officer/Senior Technical Officer are designated to perform the duties related to quality assurance and they are granted a monthly allowance of Rs 1550. Since this arrangement is still valid, we are maintaining the provision while revising the quantum of the allowance.

Recommendation 1

- 6.10 We recommend that Technical Officer/Senior Technical Officers who are designated on a rotational basis to perform the duties related to quality assurance should be granted a monthly allowance of Rs 1630.**

Special Professional Retention Allowance (SPRA)

- 6.11 Provision was previously made for officers of the Engineering Cadre of the CWA 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.**

Allowance to officers of the Engineering Cadre at the Operation Division

- 6.12 In order to retain, motivate and compensate officers of the Engineering Cadre at the Operation Division of the CWA for carrying out the core activity of treatment and distribution of potable water throughout Mauritius, a special monthly allowance is granted to incumbents who are regularly called upon to perform these duties after normal working hours. As this provision is appropriate, we consider that it should continue to prevail.

Recommendation 2

- 6.13 We recommend that officers of the Engineering Cadre at the Operation Division of the CWA who are regularly called upon to perform duties after normal working hours should be paid a special monthly allowance equivalent to two increments at the point reached in the Master Salary Scale.**

Specific Provision for the grade of Chief Fraud Detection Officer**Recommendation 3**

- 6.14 We recommend that officers in the grade of Chief Fraud Detection Officer possessing a Degree in Law/Legal Studies and Management/Accounting/Finance with Law/Accounting with Finance/Management, 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.**

Night Duty Allowance

- 6.15 Officers who effectively work on night shift are normally paid a Night Duty Allowance. In the last Report, this allowance was extended to officers of the CWA who effectively work on night shift. We are upholding this recommendation.

Recommendation 4

- 6.16 We recommend that a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours including up to a maximum of two hours lying-in period should continue to be paid to officers on the establishment of the CWA who effectively work on night shift.**

Grades on Roster

- 6.17 In the previous Report, in view of providing a quality service to customers on a 24/7 basis, several grades in the Operations Division have been placed on roster. Since many officers have not joined this new pattern of work and are still in their former grades, they are being given further option to join the grades on roster basis. We are making appropriate recommendation to that end.

Recommendation 5

- 6.18 We recommend that incumbents in the grades of Assistant Inspector, Inspector, Operative and General Worker who have not yet opted to join the roster basis should be given the option to join the grades of Assistant Inspector (Roster – day and night), Inspector (Roster – day and night), Operative (Roster – day and night) and General Worker (Roster – day and night) and, on joining the respective grade, be granted two additional increments at the point reached in their respective salary scale, subject to the top salary of the grades.**

Special Allowance

- 6.19 After a fresh job evaluation carried out in respect of officers who are granted the Special Allowance for being regularly exposed to foul odour and raw sewage, the Bureau is of the view that the extent of exposure thereto is not critical. Hence, we are reviewing the payment of the Special Allowance as recommended in the ensuing paragraphs.

Recommendation 6

6.20 We recommend that officers in the following grades should continue to be paid a special monthly allowance equivalent to two increments at the salary point reached in their respective salary scale up to 31 December 2021, for being regularly exposed to foul odour and raw sewage:

Senior Scientific Officer (Biochemistry)

Scientific Officer (Biochemistry)

Technical Officer/Senior Technical Officer (Laboratory)

Laboratory Attendant

6.21 We further recommend that as from 01 January 2022 and until the publication of the next Report, the allowance payable to these officers should be at the rate of one increment at the salary point reached in their respective salary scale.

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SALARY SCHEDULE

CWA 1	:	Rs 16005 x 260 – 16525 Trainee Meter Reader
CWA 2	:	Rs 17045 x 260 – 17565 Trainee Technical Design Officer
CWA 3	:	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 (Personal)
CWA 4	:	Rs 10600 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 – 21475 x 375 – 21850 General Worker (Roster – day and night)
CWA 5	:	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
CWA 6	:	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

6. CENTRAL WATER AUTHORITY (Contd)

- CWA 7 : 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
- CWA 8 : 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 Attendant
- CWA 9 : Rs 15485 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 25525**
Reservoir/Pumping Station Attendant (Shift)
- CWA 10 : 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
- CWA 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**
Driver
- CWA 12 : 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**
Tradesman (Blacksmith, Mechanic, Mason, Plumber and Pipe Fitter, Carpenter, Electrician, Painter, Water Meter Repairer)
- CWA 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 – 28225**
Senior/Head Office Attendant
- CWA 14 : 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**
Treatment Plant Operator (Shift) (Personal)
- CWA 15 : 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

6. CENTRAL WATER AUTHORITY (Contd)

- CWA 16 : 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**
Heavy Vehicle Driver
- CWA 17 : Rs 26050 x 675 - 27400 x 825 - 28225**
Trainee Engineer
- CWA 18 : 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 – 31525**
Laboratory Attendant
- CWA 19 : 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 – 31525**
Heavy Vehicle Driver (Roster – Day and Night)
- CWA 20 : Rs 20175 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 31525**
Operative (Personal)
- CWA 21 : Rs 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 33175**
Head Survey Field Worker
- CWA 22 : Rs 20825 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 33175**
Operative (Roster – day and night)
- CWA 23 : 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
- CWA 24 : 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
- CWA 25 : Rs 20825 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825**
Chief Tradesman (Personal)
Senior Operative

6. CENTRAL WATER AUTHORITY (Contd)

- CWA 26 : 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**
Cashier
- CWA 27 : 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**
Surveying Assistant
- CWA 28 : Rs 20500 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650**
Senior Laboratory Attendant
- CWA 29 : 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 – 35650 x 900 – 36550**
Technical Assistant (Electrical) (Shift)
Technical Assistant (Electronic) (Shift)
Technical Assistant (Mechanical) (Shift)
- CWA 30 : 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 (Personal)
Meter Reader
- CWA 31 : 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
- CWA 32 : Rs 19850 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450**
Assistant Fraud Detection Officer
Assistant Procurement and Supply Officer
Purchasing and Supply Officer (Personal)
- CWA 33 : 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 – 38400**
Assistant Inspector (Roster – day and night)

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- CWA 34 : Rs 22625 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 39350**
Office Supervisor
- CWA 35 : 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
- CWA 36 : Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250**
Inspector
Senior Meter Reader
- CWA 37 : Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250**
Senior Technical Assistant (Electrical) (Shift)
formerly Senior Technical Assistant (Electrical)
Senior Technical Assistant (Mechanical) (Shift)
formerly Senior Technical Assistant (Mechanical)
- CWA 38 : 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
- CWA 39 : 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
- CWA 40 : Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
Accounts Officer
Fraud Detection Officer
Human Resource Officer
Inspector (Roster – day and night)
Internal Control Officer (Personal)
Procurement and Supply Officer
Senior Cashier
- CWA 41 : 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

6. CENTRAL WATER AUTHORITY (Contd)

- CWA 42 : Rs 25525 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 44800**
Meter Reading Supervisor
- CWA 43 : 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**
Administrative Assistant
Computer Programmer
ICT Technician
formerly IT Technician
- CWA 44 : Rs 22625 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675**
Transport Superintendent
- CWA 45 : Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675**
Senior Inspector
- CWA 46 : Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250**
Senior Accounts Officer
Senior Human Resource Officer
Senior Internal Control Officer
Superintendent, Anti Fraud Unit
- CWA 47 : Rs 21850 x 375 – 22225 x x400 – 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
- CWA 48 : Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 50900**
Senior Technical Design Officer (Cartography Survey)
- CWA 49 : 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 – 54200**
Technical Officer/Senior Technical Officer
Technical Officer/Senior Technical Officer (Laboratory)

6. CENTRAL WATER AUTHORITY (Contd)

- CWA 50 : Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
Treatment Plant Superintendent
- CWA 51 : Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
Chief Works Officer
- CWA 52 : Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 55900**
Senior Technical Design Officer (Cartography Survey) (Personal)
- CWA 53 : Rs 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**
Communication/Public Relations Officer
Economist/Analyst
Surveyor
- CWA 54 : Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**
IT Analyst
- CWA 55 : 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
- CWA 56 : Rs 31525 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**
Scientific Officer (Biochemistry)
- CWA 57 : Rs 38400 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**
Chief Technical Design Officer
- CWA 58 : Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**
Chief Fraud Detection Officer
- CWA 59 : 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
Administrative Manager

6. CENTRAL WATER AUTHORITY (Contd)

- CWA 60 : 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**
Executive Engineer/Senior Executive Engineer
Executive Engineer/Senior Executive Engineer (Electrical)
Mechanical Engineer/Senior Mechanical Engineer
- CWA 61 : Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800**
Chief Internal Auditor
Deputy Manager, Commercial Services
Senior IT Analyst
Senior Scientific Officer (Biochemistry)
Senior Surveyor
- CWA 62 : Rs 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800**
Human Resource Manager
Manager (Procurement and Supply)
- CWA 63 : Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 77950**
IT Manager
Manager, Commercial Services
- CWA 64 : Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250**
Principal Engineer
Principal Engineer (Mechanical and Electrical)
- CWA 65 : Rs 68000 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 91375**
Chief Financial Officer
- CWA 66 : Rs 71800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500**
Chief Engineer
- CWA 67 : Rs 94500 x 3125 – 103875**
Deputy General Manager (Administration)
Deputy General Manager (Technical)

6. CENTRAL WATER AUTHORITY (Contd)

CWA 68 : Rs 119500

General Manager



