

21. FOOD AND AGRICULTURAL RESEARCH AND EXTENSION INSTITUTE (FAREI)

- 21.1 The Food and Agricultural Research and Extension Institute (FAREI) operates under the *aegis* of the Attorney-General's Office, Ministry of Agro-Industry and Food Security. It envisions to help steer and promote the sustainable development of the National Agri-food System through the efficient application of research, development and training.
- 21.2 One of the main objectives of FAREI is to conduct research in non-sugar sector such as crops, livestock, forestry and provide an extension service to farmers in Mauritius and outer islands. The Institute is committed to support and implement priority Research, Development and Training programmes/projects; provide appropriate technologies for food security; and enhance competitiveness, sustainability and stakeholder equity across the agri-food value chains.
- 21.3 At FAREI, there are three main areas of activities, namely Crop Research, Livestock Research, and Extension and Training. The Chief Executive Officer is the accounting and responsible officer of the organisation and he is supported by officers in the scientific, professional, technical and other cadres.
- 21.4 In the last Report, the Bureau, among others, facilitated the integration exercise of the Food and Agricultural Research Council and Agricultural Research and Extension Unit into the FAREI and considerably strengthened its structure by providing the necessary grades to enable the organisation to deliver on its mandate.
- 21.5 For this review, Unions have made representations regarding payment of fees for training; creation of grades; upgrading in terms of salary for several grades at technical/ professional levels; payment of allowances for various purposes/tasks; restyling of certain grades; amendment in scheme of service for the grade of Extension Officer/Senior Extension Officer such that recruitment is made from serving officers; and payment of bad road allowance to technical grades, among others.
- 21.6 The Management side mainly proposed the creation of additional professional levels; restyling of several grades following re-organisation of activities; amending schemes of service; demerging of the grade of Office Attendant/Caretaker; and creating a three-level structure for the Office Attendant Cadre.
- 21.7 During consultative meetings, both Unions and Management were informed of those requests that could be addressed on an *ad hoc* basis. They were also apprised that for General Services grades, the matter would be considered in line with the policy of the Bureau evolved in that matter. In order to enable the Bureau to formulate appropriate recommendations, they were both requested to submit relevant information. The Bureau gave due consideration to every proposal and is making appropriate recommendations for those considered to be fair and reasonable.

Maintenance Officer

21.8 It has been observed that the salary granted to the grade of Maintenance Officer does not commensurate with the qualification requirements, level of duties and responsibilities of the grade. For the sake of uniformity across the public sector and also in fairness to grades performing duties of a similar nature, there is need to revisit the salary of the grade. The Bureau is, therefore, recommending accordingly.

Recommendation 1

21.9 We recommend that:

- (i) the grade of Maintenance Officer be made evanescent and incumbent in the grade be granted a personal salary; and**
- (ii) a grade of Maintenance Officer (Future Holder) be established with the same entry qualification requirements and duties as those of the Maintenance Officer (Personal).**

ICT Technician (New Grade)

21.10 At present, there exists a grade of IT Officer/Systems Administrator in the IT Unit of FAREI. It has been submitted by Management that there is need for a grade of IT Technician to assist in repairs, maintenance and troubleshooting and deal with IT related issues. We subscribe to the request and we are, therefore, making appropriate recommendation.

Recommendation 2

21.11 We recommend the creation of a grade of ICT Technician. Appointment thereto should be made by selection from among candidates possessing a Diploma in Information Technology or Computer Science or Information Systems or ICT or any related field from a recognised institution and reckoning at least two years' post-qualification experience in the field of IT.

21.12 Incumbent would be required, among others, to maintain, repair and administer the ICT equipment including all related peripherals; provide general technical guidance and support to end-users; devise appropriate systems of security in relation to hardware and software; troubleshoot network problems; and advise on the purchase of spare parts of ICT equipment and liaise with suppliers for repair or maintenance of ICT equipment.

Research Support Officer Cadre formerly Research Assistant Cadre

21.13 Union members requested that grades in the Research Assistant Cadre be restyled in line with the duties actually being performed by incumbents. The Bureau has no objection since the proposed appellation will better reflect the level of responsibility and the actual duties performed. We are, therefore, recommending accordingly.

Recommendation 3

21.14 We recommend that the grades in the Research Assistant Cadre be restyled as hereunder:

From	To
Research Assistant	Research Support Officer
Senior Research Assistant	Senior Research Support Officer
Principal Research Assistant	Principal Research Support Officer

Movement for Extension Assistants

21.15 Extension Assistants having drawn their top salary for a year presently move in the scale of the grade of Senior Extension Assistants. We are reviewing this provision.

Recommendation 4

21.16 We recommend that officers in the grade of Extension Assistant 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 43500 on a personal basis, on the conditions prevailing previously provided that they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

Movement for Assistant Research Scientist

21.17 Assistant Research Scientists possessing a Degree in Agriculture or an equivalent qualification are allowed to move incrementally beyond their top salary up to salary point Rs 54825 provided they meet certain conditions. We consider that this provision should be reviewed.

Recommendation 5

21.18 We recommend that officers in the grade of Assistant Research Scientists possessing a Degree in Agriculture 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 61000 on a personal basis;**
- (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.

Movement for Research Support Officer formerly Research Assistants

21.19 Research Support Officers *formerly Research Assistants* are presently allowed to proceed in the salary scale of the grade of Senior Research Support Officer *formerly Senior Research Assistant* provided they satisfy certain criteria. This provision is being reviewed.

Recommendation 6

21.20 We recommend that officers in the grade of Research Support Officer formerly Research Assistant 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 43500 on a personal basis, on the same conditions prevailing previously provided that they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

Human Resource Cadre

21.21 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.**

Procurement and Supply Cadre

21.22 Procurement and Supply Officer/Senior Procurement and Supply 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.**

Internal Control Officer Cadre

21.23 Internal Control Officer/Senior Internal Control Officers are allowed to proceed beyond their top salary up to salary point Rs 42325 subject to having successfully completed specific papers. We are maintaining this provision and revising the salary point.

Recommendation 7

21.24 We recommend that incumbents in the grade of Internal Control Officer/Senior Internal Control Officer having successfully completed all Papers of Fundamentals (knowledge) and having obtained passes in Papers F4, F5 and F8 of Fundamentals (Skills) or possessing the Certificate in Business Accounting (Foundation Level) and having 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 the salary point of Rs 47675 provided they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

ALLOWANCES

Allowance to Research Support Officers *formerly Research Assistants* and Senior Research Support Officers *formerly Senior Research Assistants*

21.25 Research Support Officers *formerly Research Assistants* and Senior Research Support Officers *formerly Senior Research Assistants* of the Livestock Section who are posted in outstations on a roster basis, are required to perform additional duties such as ensuring that procedures regarding milking, feeding of livestock and maintaining of sheds in appropriate hygienic conditions are properly adhered to. They are subsequently paid a monthly allowance of Rs 475 and Rs 585 respectively. Given that there is still need for the payment of this allowance, we are revising its quantum.

Recommendation 8

21.26 We recommend that officers in the grades of Research Support Officer *formerly Research Assistant* and Senior Research Support Officer *formerly Senior Research Assistant* in the Livestock Section should continue to be paid a monthly allowance of Rs 500 and Rs 615 respectively for performing additional duties when posted in outstations on a roster basis.

Allowance to Research Support Officers *formerly Research Assistants* for performing Transport Organiser's duties

21.27 Research Support Officers *formerly Research Assistants* are called upon to perform the duties of Transport Organiser against the payment of a daily allowance of Rs 105. Since this arrangement is still viewed as appropriate, we are revising the quantum of the allowance payable to the officers.

Recommendation 9

21.28 We recommend that officers in the grade of Research Support Officer *formerly Research Assistant* should be paid an allowance of Rs 110 per day, whenever they perform the duties of Transport Organiser.

Allowance to Handy Workers (Skilled)

21.29 A monthly allowance of Rs 575 is being paid to Handy Workers (Skilled) for performing additional duties in relation to other trades. Since this arrangement is considered appropriate, we are maintaining same while revising the quantum of the allowance.

Recommendation 10

21.30 We recommend that the monthly allowance payable to Handy Workers (Skilled) for performing additional duties in relation to other trades be revised to Rs 605.

Allowance to Drivers

21.31 Drivers who are required to drive vehicles of more than 3.5 tons but less than 5 tons are presently paid a monthly allowance of Rs 400 per month. Given that incumbents are still called upon to perform this task, we are revising the quantum of the allowance.

Recommendation 11

21.32 We recommend that Drivers who are required to drive on a regular basis, vehicles of more than 3.5 tons but less than 5 tons, be paid a monthly allowance of Rs 425.

Allowance to General Workers – Mushroom Unit

21.33 General Workers posted at the Mushroom Unit are called upon to carry out additional duties of rather technical nature on a regular basis. In this context, they are paid a monthly allowance equivalent to 1½ increments at the initial of their salary scale. We consider the rate payable to be appropriate and are, therefore, retaining same.

Recommendation 12

21.34 We recommend that General Workers performing duties of rather technical nature while posted at the Mushroom Unit should continue to be paid an allowance equivalent to one and a half increments at the initial of their salary scale.

21.35 We also recommend that General Workers, in post as at the eve of the publication of the 2021 Report, drawing a higher quantum of the allowance than what is recommended at paragraph 21.34 above, should continue to draw same on a personal basis.

21. FOOD AND AGRICULTURAL RESEARCH AND EXTENSION INSTITUTE (FAREI)

**FAREI 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
General Worker (Ex-NFYFC) (Personal)
formerly Labourer

**FAREI 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

**FAREI 3 : 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

**21. FOOD AND AGRICULTURAL RESEARCH AND
EXTENSION INSTITUTE (FAREI) (Contd)**

**FAREI 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/Nursery Attendant
Insecticide Sprayer Operator
Office Attendant/Caretaker
Office Attendant (Ex-FSC) (Personal)
Research Facility Attendant
Stockman (Roster)

**FAREI 5 : Rs 14975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325
- 21475 x 375 - 22225 x 400 - 23425 x 525 - 24475**

Irrigation/Pump Operator (Roster)

**FAREI 6 : Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375
- 22225 x 400 - 23425 x 525 - 25000**

Senior Gardener/Nursery Attendant

**FAREI 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**

Driver
Driver/Office Attendant (Ex-FARC) (Personal)

**FAREI 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
Senior Stockman

**FAREI 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**

Handy Worker (Skilled)

**FAREI 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 - 28225**

Senior/Head Office Attendant

**FAREI 11 : 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/Nursery Attendant

**21. FOOD AND AGRICULTURAL RESEARCH AND
EXTENSION INSTITUTE (FAREI) (Contd)**

**FAREI 12 : 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**

Telephonist/Receptionist

**FAREI 13 : 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 Vehicles > 5 tons)

**FAREI 14 : 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**

Implement Operator

**FAREI 15 : 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

**FAREI 16 : 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 - 34825**

Field Support Assistant (Ex-NFYFC) (Personal)

**FAREI 17 : 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**

Clerk/Word Processing Operator

**FAREI 18 : 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**

Clerk/Senior Clerk (Ex-FSC) (Personal)

**FAREI 19 : 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

**FAREI 20 : 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

**21. FOOD AND AGRICULTURAL RESEARCH AND
EXTENSION INSTITUTE (FAREI) (Contd)**

**FAREI 21 : 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 -
38400**

Extension Assistant
Research Support Officer
formerly Research Assistant

**FAREI 22 : 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 - 37450 x 950 - 40300**

Laboratory Technician
Transport Organiser

**FAREI 23 : 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

**FAREI 24 : Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950
- 42200 x 1300 - 43500**

Senior Extension Assistant
Senior Research Support Officer
formerly Senior Research Assistant
Senior Technical Assistant (Ex-FSC) (Personal)

**FAREI 25 : 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 - 44800**

Office Management Assistant

**FAREI 26 : 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

**FAREI 27 : Rs 24475 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
Procurement and Supply Officer/Senior Procurement and Supply Officer

**FAREI 28 : 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)
Maintenance Officer (Future Holder)

**21. FOOD AND AGRICULTURAL RESEARCH AND
EXTENSION INSTITUTE (FAREI) (Contd)**

FAREI 29 : Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675

Principal Extension Assistant
Principal Research Support Officer
formerly Principal Research Assistant

FAREI 30 : Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250

Accounts Officer/Senior Accounts Officer

FAREI 31 : 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

FAREI 32 : Rs 29875 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 52550

Office Superintendent

FAREI 33 : 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

Assistant Research Scientist

FAREI 34 : Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 55900

Stores Superintendent

FAREI 35 : Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700

Maintenance Officer (Personal)

FAREI 36 : Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700

Business Development Officer
Librarian

**21. FOOD AND AGRICULTURAL RESEARCH AND
EXTENSION INSTITUTE (FAREI) (Contd)**

FAREI 37 : Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700

Accountant
Human Resource Officer (Personal)

FAREI 38 : Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800

Commercial Executive/Senior Commercial Executive (Ex-SMEDA) (Personal)
Economist/Senior Economist

FAREI 39 : Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800

Biometrician/Senior Biometrician
Extension Officer/Senior Extension Officer
Research Scientist/Senior Research Scientist (Animal Health)
Research Scientist/Senior Research Scientist (Crops)
Research Scientist/Senior Research Scientist (Entomology)
Research Scientist/Senior Research Scientist (Livestock Research)
Research Scientist/Senior Research Scientist (Plant Pathology)
Station/Laboratory Manager

FAREI 40 : Rs 29875 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

FAREI 41 : 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

Administrative Manager
HR Manager
Internal Auditor/Senior Internal Auditor

FAREI 42 : 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

Agricultural Engineer/Senior Agricultural Engineer

FAREI 43 : Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800

Manager, Finance

**21. FOOD AND AGRICULTURAL RESEARCH AND
EXTENSION INSTITUTE (FAREI) (Contd)**

FAREI 44 : Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 71800

Senior Extension Officer (Personal to officers in post as at 31.12.15)

FAREI 45 : Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 80100

Agricultural Coordinator
Business Development Manager
Principal Biometrician
Principal Extension Officer
Principal Research Scientist (Animal Health)
Principal Research Scientist (Livestock Research)
Principal Research Scientist (Crops)
Principal Research Scientist (Entomology)
Principal Research Scientist (Plant Pathology)

FAREI 46 : Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250

Principal Agricultural Engineer

FAREI 47 : Rs 57600 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250

Laboratory and Nursery Manager (Ex-FARC) (Personal)

FAREI 48 : Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500

Assistant Director (Crops)
Assistant Director (Extension and Training)
Assistant Director (Livestock)

FAREI 49 : Rs 110125

Director

FAREI 50 : Rs 119500

Chief Executive Officer

Ex-FOOD AND AGRICULTURAL RESEARCH COUNCIL

SALARY SCHEDULE

(All salaries are personal to holders of the post)

- FARC 1 : Rs 21150**
Safety and Health Officer (Part-Time) (AREU) (Personal)
- FARC 2 : 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 (AREU/FARC) (Personal)
General Worker (Ex-NFYFC) (Personal)
formerly Labourer
- FARC 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 (AREU) (Personal)
- FARC 4 : Rs 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 22625**
Farm Worker (Ex-NFYFC) (Personal)
- FARC 5 : 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 (AREU) (Personal)
- FARC 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/Nursery Attendant (Personal)
formerly Gardener/Nurseryman (AREU/FARC)
Insecticide Sprayer Operator (AREU) (Personal)
formerly Insecticide Sprayerman (AREU)
Office Attendant/Caretaker (AREU/FARC) (Personal)
Research Facility Attendant (AREU) (Personal)
Stockman (Roster) (AREU) (Personal)
- FARC 7 : Rs 14975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 24475**
Irrigation/Pump Operator (Roster) (AREU) (Personal)
- FARC 8 : Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 25000**
Senior Gardener/Nursery Attendant (AREU/FARC) (Personal)
formerly Senior Gardener/Nurseryman (AREU/FARC)

Ex-FOOD AND AGRICULTURAL RESEARCH COUNCIL (Contd)

**FARC 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**

*Driver (AREU) (Personal)
formerly Driver/Office Attendant (AREU)
Driver/Office Attendant (FARC) (Personal)
formerly Office Attendant/Driver (FARC)*

**FARC 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**

*Field Supervisor (AREU) (Personal)
formerly Gangman (AREU)
Senior Stockman (AREU) (Personal)*

**FARC 11 : 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) (AREU) (Personal)

**FARC 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 - 28225**

Senior/Head Office Attendant (AREU) (Personal)

**FARC 13 : 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**

Implement Operator (AREU) (Personal)

**FARC 14 : 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**

Telephonist/Receptionist (AREU) (Personal)

**FARC 15 : 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 > 5 tons) (AREU) (Personal)

**FARC 16 : 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 (AREU/FARC) (Personal)

**FARC 17 : 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 - 33175**

Receptionist/Assistant Clerk (FARC) (Personal)

Ex-FOOD AND AGRICULTURAL RESEARCH COUNCIL (Contd)

**FARC 18 : 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 - 34000**

Audiovisual Assistant (AREU) (Personal)

**FARC 19 : 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 - 34825**

Field Support Assistant (Ex-NFYFC) (Personal)

**FARC 20 : 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**

Clerk/Word Processing Operator (AREU/FARC) (Personal)

Library Clerk (AREU) (Personal)

**FARC 21 : 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 (AREU/FARC) (Personal)

Assistant Procurement and Supply Officer (AREU/FARC) (Personal)

Data Processing Assistant (AREU) (Personal)

**FARC 22 : 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 -
38400**

Extension Assistant (AREU) (Personal)

Research Assistant (AREU) (Personal)

**FARC 23 : 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 - 37450 x 950 - 40300**

Laboratory Technician (FARC) (Personal)

Transport Organiser (AREU) (Personal)

**FARC 24 : 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 (FARC) (Personal)

**FARC 25 : Rs 20500 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**

Cartographer (AREU) (Personal)

Visual Artist (Graphics) (AREU) (Personal)

**FARC 26 : 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 (AREU/FARC) (Personal)

Ex-FOOD AND AGRICULTURAL RESEARCH COUNCIL (Contd)

FARC 27 : Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500

Higher Executive Officer (AREU) (Personal)
Human Resource Officer (AREU) (Personal)
Procurement and Supply Officer (AREU) (Personal)
Senior Extension Assistant (AREU) (Personal)
Senior Research Assistant (AREU) (Personal)

FARC 28 : Rs 23950 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675

Accounting Technician (FARC) (Personal)

FARC 29 : Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675

Principal Research Assistant (AREU) (Personal)

FARC 30 : Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250

Accounts Officer/Senior Accounts Officer (AREU) (Personal)

FARC 31 : Rs 29875 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 52550

Office Superintendent (AREU) (Personal)

FARC 32 : 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

Assistant Research Scientist (AREU/FARC) (Personal)

FARC 33 : 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 - 49250 x 1650 - 54200

Technical Officer/Senior Technical Officer (Equipment Maintenance) (AREU) (Personal)

FARC 34 : Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 55900

Stores Superintendent (AREU) (Personal)

FARC 35 : Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700

Maintenance Officer (AREU) (Personal)

Ex-FOOD AND AGRICULTURAL RESEARCH COUNCIL (Contd)

FARC 36 : Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700

Librarian (AREU) (Personal)

FARC 37 : Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700

Accountant (FARC) (Personal)

Human Resource Officer (AREU) (Personal)

Internal Auditor (AREU) (Personal)

FARC 38 : Rs 32350 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700

Extension Officer (AREU) (Personal)

FARC 39 : 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

Administrative Manager (AREU/FARC) (Personal)

HR Manager (AREU) (Personal)

FARC 40 : 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 (AREU) (Personal)

FARC 41 : Rs 32350 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800

Agricultural Engineer/Senior Agricultural Engineer (AREU) (Personal)

Assistant Programme Manager (FARC) (Personal)

Biometrician/Senior Biometrician (AREU) (Personal)

Economist/Senior Economist (AREU) (Personal)

Research Scientist/Senior Research Scientist (AREU/FARC) (Personal)

Station/Laboratory Manager (AREU) (Personal)

FARC 42 : Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800

Manager, Accounts Section (AREU) (Personal)

Senior Extension Officer (AREU) (Personal)

Ex-FOOD AND AGRICULTURAL RESEARCH COUNCIL (Contd)

FARC 43 : Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 80100

Agricultural Coordinator (AREU) (Personal)
Business Development Manager (AREU) (Personal)
Information, Liaison and Documentation Officer (FARC) (Personal)
Principal Agricultural Engineer (AREU) (Personal)
Principal Biometrician (AREU) (Personal)
Principal Economist (AREU) (Personal)
Principal Extension Officer (AREU) (Personal)
Principal Research Scientist (Animal Health) (AREU) (Personal)
Principal Research Scientist (Animal Production) (AREU) (Personal)
Principal Research Scientist (Crops) (AREU) (Personal)
Principal Research Scientist (Entomology) (AREU) (Personal)
Principal Research Scientist (Plant Pathology) (AREU) (Personal)

FARC 44 : Rs 57600 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250

Laboratory and Nursery Manager (FARC) (Personal)
Programme Manager (FARC) (Personal)

FARC 45 : Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500

Assistant Director (Crops) (AREU) (Personal)
Assistant Director (Extension and Training) (AREU) (Personal)
Assistant Director- General (FARC) (Personal)
Assistant Director (Livestock) (AREU) (Personal)

FARC 46 : Rs 103875

Deputy Director (AREU) (Personal)

FARC 47 : Rs 119500

Director (AREU) (Personal)
Director General (FARC) (Personal)



