

26. IRRIGATION AUTHORITY

- 26.1 In accordance with the Irrigation Authority Act No. 39 of 1978, the Irrigation Authority (IA) has as objects to study the development of irrigation; implement and manage irrigation projects in every irrigation area; and undertake research into the optimum use of water.
- 26.2 Its organisational structure comprises six main Units/Departments namely Administration; Accounts; Internal Audit; Irrigation Planning; Construction and Supervision; and Operation and Maintenance. Each Unit/Department has its own specificity and contribution towards the achievement of the Authority's objectives. The Units/Departments are under the responsibility of a Head assisted by technical and supporting staff.
- 26.3 The General Manager, being at the apex of the organisation, has the overall responsibility of maintaining and promoting the proper administration of the Authority. He is assisted by a complement of staff comprising professionals, technical and General Services grades.
- 26.4 For this review, the representations of both Management and Unions pertain mainly to: creating additional levels; restyling and/or merging of grades; amending schemes of service; upgrading/alignment of salary; granting duty free facilities; and enhancing conditions of service. Requests which were contemplated to have technical implications were not retained and 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 setting up of a Human Resource Section; granting of an allowance to officers performing duties of a higher nature; increasing the number of posts of Accounts Clerk, Financial Officer and Clerical Officer/Higher Clerical Officer. As regards amending the scheme of service, parties were informed that the onus rests with Management after consultation with relevant stakeholders.
- 26.5 During consultations, union members raised their qualms on two main issues: firstly, a few category of employees are acting in a higher capacity for more than 20 years which is causing frustration among the employees; and secondly, manual workers who joined the Authority prior to 2008 acted on a casual basis for five years whereas those recruited after 2008 were on a casual basis for only one year, thus creating disparity in the appointment of employees. These issues were taken up with Management during the consultative meeting and the latter informed that the matter would be looked into by the Authority.
- 26.6 Additionally, the Unions had requested for a site visit with a view to enabling the Bureau to better understand the operation of the new system of irrigation as well as the environment in which the employees operate. To this end, officers of the Bureau, accompanied by representatives of the Irrigation Authority Staff Association/Irrigation Authority Employees Union Common Front and Irrigation Authority Manual Workers Union conducted a site visit in the different agricultural fields where the irrigation

projects were being undertaken by the Authority. The report of the site visit confirmed the difficulties being encountered by the field workers in: operating electronic panels of pivots; anchoring of pivots and handling of solid sets; walking long distances in monitoring the irrigation projects; mounting and dismantling the sprinkler guns weighing around 50 kg each; and travelling on bad and muddy roads on a daily basis to reach the site of work.

- 26.7 Against this backdrop and after examining all the requests, the Bureau considers that there is reasonable ground to compensate the officers involved in the performance of the tedious tasks. We are, while maintaining the present structure, making appropriate provision for specific allowances as well as adjusting the salaries of a few grades.

Walking Allowance

- 26.8 Unions have emphasised that a certain category of employees are required to closely monitor and co-ordinate the operation of the pivot and make the necessary recordings in the plantation fields. In the regular performance of their duties, these employees are required to walk long distances in areas accessible only by foot. Bearing in mind the extra effort required by these employees, we are making provision for the payment of a walking allowance.

Recommendation 1

- 26.9 We recommend the payment of a monthly Walking Allowance of Rs 300 to employees in the following grades who have to walk long distances for closely monitoring and co-ordinating the operation of the pivots:**

- 1) Divisional Irrigation Operation Officer**
- 2) Engineer (Operation and Maintenance) (Staggered) (Personal)**
- 3) Irrigation Operation Officer**
- 4) Supervisor (Irrigation) (Roster)**
- 5) Assistant Supervisor (Irrigation) (Roster)**
- 6) Field Supervisor (Roster)**
- 7) Irrigueur (Roster)**
- 8) General Worker**

Height Allowance

- 26.10 A certain category of officers is regularly involved in the prompt repairs and maintenance of irrigation projects as well as in anchoring of pivot and are required to climb scaffolding ranging from 20 to 30 feet high. After examining the request, we are recommending for the payment of a height allowance.

Recommendation 2

- 26.11 We recommend the payment of a non-pensionable height allowance to employees in the grades mentioned below whenever they are required to climb**

above 20 feet and the computation of the allowance should be at 80% of the normal hourly rate for the number of hours put in:

- 1) Engineer (Operation and Maintenance) (Staggered) (Personal)**
- 2) Technical Assistant (Electromechanical)**
- 3) Mechanic**
- 4) Pipe Fitter**
- 5) Welder**
- 6) Irrigueur (Roster)**
- 7) Tradesman's Assistant**
- 8) General Worker**

Bad Road Allowance

26.12 Staff side has submitted that certain employees who are involved in connecting the sprinkler gun to the solid sets and irrigation pipes as well as those involved in conducting and monitoring the irrigation projects on sites use their autocycles and motorcycles to perform these duties. In so doing, they have to travel on damaged, sloppy, muddy and uneven roads/tracks which in turn increase the vehicles' cost of maintenance and repairs. As there is sufficient justification to compensate these employees, we are recommending accordingly.

Recommendation 3

26.13 We recommend the payment of a monthly Bad Road Allowance of Rs 250 and 375 to employees in the grades of Field Supervisor (Roster), Pump Operator, Irrigueur (Roster) and General Worker, who regularly use their autocycles and motorcycles respectively on bad roads in conducting and monitoring the irrigation projects on site.

Work in Cyclonic Conditions

26.14 As per existing provisions, an allowance of Rs 800 is paid exclusively to employees involved in the anchoring of pivots in cyclonic conditions. Both Management and Unions have requested for a review of the allowance to compensate for the complexity and high risk involved in anchoring the pivots during cyclonic conditions.

Recommendation 4

26.15 We recommend that employees involved in anchoring of pivots during cyclonic conditions be paid a revised allowance of Rs 900.

Specific Conditions of Service

Irrigueur (Roster)

26.16 Officers in the grade of Irrigueur (Roster) operate the solid sets on a daily basis and are involved in mounting and dismantling the sprinkler guns, weighing around 50 kg each, from the riser of the solid sets. After reaching a certain age, incumbents are not

able to carry heavy weights and make great physical effort. To this end, we are making a specific recommendation regarding their redeployment as enunciated in the ensuing paragraph.

Recommendation 5

26.17 We recommend that, subject to practicability, Management may consider the advisability of redeploying those Irrigueurs (Roster), who are above 55 years and whose duties require physical fitness, to other sections where less physical effort is required.

Health Surveillance

26.18 Representation has been made to the fact that officers involved in the operation and maintenance of the irrigation projects on sites are exposed to higher risk of diseases on account of the specific environment. The Bureau considers that the health of these employees should be closely monitored through the setting up of an appropriate Health Surveillance mechanism. We are making recommendation to this effect.

Recommendation 6

26.19 We recommend that Management should:

- (i) mandatorily ensure that a Risk Assessment Exercise is carried out by the Departmental Safety and Health Committee in line with provision made in Chapter Conditions of Service - 'Risk, Insurance and Compensation' of Volume 1 of this Report; and**
- (ii) consider the setting up of a Health Surveillance Programme for these employees.**

Abolition of Grades

26.20 Management has submitted that the grades of Executive Officer (Personal to incumbents in post as at 31.12.15), Purchasing and Supply Officer (from former Development Works Corporation), Stores Officer (Personal) and Higher Executive Officer (Personal to incumbents in post as at 31.12.15) are presently vacant and their services would no longer be required.

Recommendation 7

26.21 We recommend that the grades of Executive Officer (Personal to incumbents in post as at 31.12.15), Purchasing and Supply Officer (from former Development Works Corporation), Stores Officer (Personal) and Higher Executive Officer (Personal to incumbents in post as at 31.12.15) be abolished.

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SALARY SCHEDULE

- IA 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
- IA 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
- IA 3 : Rs 13745 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23025**
Irrigueur (Roster)
- IA 4 : 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
- IA 5 : 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
- IA 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**
Office Attendant
Pump Operator
- IA 7 : Rs 17045 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 25525**
Senior Office Attendant
- IA 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**
Driver
- IA 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**
Field Supervisor

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- IA 10 : 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**
Driver (Roster)
Electrician
Mechanic
Painter
Pipe Fitter
Vulcaniser
Welder
- IA 11 : Rs 17045 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**
Field Supervisor (Roster)
- IA 12 : Rs 26050 x 675 - 27400 x 825 - 28225**
Trainee Engineer
- IA 13 : 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/Telephonist
- IA 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 - 29875**
Vehicle Controller
- IA 15 : Rs 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 32350**
Assistant Supervisor (Irrigation) (Roster)
- IA 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 - 33175**
Assistant Stores Officer
- IA 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 - 34000**
Word Processing Operator
- IA 18 : 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**
Technical Assistant
Technical Assistant (Electromechanical)

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- IA 19 : 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
- IA 20 : Rs 20825 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825**
Assistant Workshop and Plant Supervisor
- IA 21 : 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**
Supervisor (Maintenance Works)
- IA 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 - 36550**
Senior Word Processing Operator
- IA 23 : Rs 20500 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 36550**
Supervisor (Irrigation) (Roster)
- IA 24 : 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
- IA 25 : 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
- IA 26 : Rs 23950 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450**
Workshop and Plant Supervisor
- IA 27 : 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 - 40300**
Field Officer/Senior Field Officer
- IA 28 : 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

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- IA 29 : 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
- IA 30 : 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
- IA 31 : Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500**
Financial Operations Officer
formerly Financial Officer
Higher Stores Officer
Procurement and Supply Officer
Senior Accounts Clerk
- IA 32 : 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 x 1300 - 44800**
Social Facilitator
- IA 33 : 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
- IA 34 : 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 Officer (Civil)
- IA 35 : Rs 23950 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675**
Senior Technical Assistant
- IA 36 : Rs 29050 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675**
Senior Technical Design Officer (Irrigation Planning Unit)
- IA 37 : 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**
Senior Human Resource Officer

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- IA 38 : Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250**
Senior Financial Operations Officer
formerly Senior Financial Officer
Senior Internal Control Officer
- IA 39 : 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
- IA 40 : Rs 29875 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 52550**
Office Superintendent
- IA 41 : Rs 33175 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200**
Senior Technical Officer (Civil)
- IA 42 : Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700**
Administrative Assistant
Agricultural Economist
Irrigation Operation Officer
- IA 43 : Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700**
Information Technology Officer
- IA 44 : Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700**
Accountant
Internal Auditor
- IA 45 : Rs 33175 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700**
Engineer (Irrigation Planning Unit)
Engineer (Mechanical)

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- IA 46 : Rs 32350 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400**
Engineer (Construction and Supervision) (Staggered) (Personal)
Engineer (Operation and Maintenance) (Staggered) (Personal)
- IA 47 : Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800**
Divisional Irrigation Operation Officer
- IA 48 : 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**
Financial Manager
Principal Engineer (Construction and Supervision)
Principal Engineer (Irrigation Planning Unit)
Principal Engineer (Operation and Maintenance)
- IA 49 : Rs 47675 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950**
Head of Administration
- IA 50 : Rs 47675 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250**
Head of Construction and Supervision
Head of Operation and Maintenance
Investigation/Research Specialist
- IA 51 : Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500**
Head of Irrigation Planning Unit
- IA 52 : Rs 119500**
General Manager



