

60. NATIONAL CHILDREN'S COUNCIL

- 60.1 The National Children's Council (NCC) operates under the *aegis* of the Ministry of Gender Equality and Family Welfare. Its objectives are to be the key consultative and coordinating national body on all activities and issues related to children, protect the rights of children, promote their interest and well-being as well as ensure their participation in matters of interest to them, and promote activities for the welfare of children in line with the Convention on the Rights of the Child.
- 60.2 The day-to-day management of the NCC rests upon the Council Secretary who maintains and promotes the proper administration of the Council. He is assisted by a complement of staff belonging to technical and General Services grades as well as employees of the Workmen's Group.
- 60.3 For this review exercise, the Union requested: the payment of overtime and bus fare at the end of each month; the years of service of each worker be recognised as from the date the latter joined the NCC; Child Caregiver to be paid monthly wage as recommended by the Bureau; the provision of appropriate mess-room in each shelter for workers; Child Caregivers and other workers to be given reasonable notice prior to performing overtime and not to be compelled to resume work immediately afterwards; employees be provided payslip with clear details; the introduction of night allowance scheme; and the provision of appropriate meal allowance, amongst others.
- 60.4 Management, on the other side, requested for the creation of a grade of Office Management Assistant; the provision of On-Call allowance to incumbents in the grade of Driver; the payment of risk allowance to staff of shelters; and restyling of the grade of Council Secretary to Manager.
- 60.5 During consultative meeting, the representatives of the staff side were informed that most of their requests pertain to administrative issues which should be taken up with Management of the Council. On the other hand, Management was informed that the creation of the grade Office Management Assistant cannot be envisaged at this stage in view of the establishment size of the General Services grades at the Council; the incumbents be paid overtime for the additional hours put in after their normal working hours; and the restyling of the grade of Council Secretary to Manager would not be in conformity with the Council's Act. Management was urged to address all staff issues that fell outside the realm of the Bureau.
- 60.6 We are maintaining the existing organisation structure and providing for the payment of an allowance to officers working on shift.

Risk Allowance

- 60.7 The Bureau was informed that cases of fight between residents and employees had been occurring in the shelters. Management, therefore, made a submission for the payment of risk allowance to the employees concerned.

- 60.8 Management was apprised that the element of normal risk is already considered in determining the salary of grades. Nevertheless, the Bureau holds that the NCC should conduct a Risk Assessment Exercise in view of determining the extent of risk faced by the officers concerned.

Recommendation 1

- 60.9 The Bureau recommends that Management should arrange for a Risk Assessment Exercise to be carried out by the Departmental Safety and Health Committee of the organisation as recommended at paragraph 16.16.32 in Chapter Risk, Insurance and Compensation of Volume 1 of this Report.**

Night Duty Allowance

- 60.10 Both Management and the staff side have requested for the payment of a Night Duty Allowance to incumbents in the grades of Child Caregiver (Shelter) (Shift) and Surveillant *formerly Security Guard* who effectively work on night shift.

Recommendation 2

- 60.11 We recommend that officers in the grades of Child Caregiver (Shelter) (Shift) and Surveillant *formerly Security Guard*, who effectively work on night shift, should be paid 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.**

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SALARY SCHEDULE

NCC 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
NCC 2	:	Rs 11775 x 205 - 12595 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21150
		Cleaner (Roster)
NCC 3	:	Rs 13745 x 230 – 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475
		Attendant (Nursery)
NCC 4	:	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

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- NCC 5 : Rs 14225 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 22625**
Child Caregiver
- NCC 6 : 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
- NCC 7 : Rs 14725 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425**
Child Caregiver (Shelter) (Shift)
- NCC 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**
Attendant, ex-Service Providing Institution (Personal)
Office Attendant
- NCC 9 : 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 – 25000**
Craftworker
- NCC 10 : Rs 16005 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050**
Cook (Roster)
- NCC 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
- NCC 12 : Rs 15485 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 31525**
Assistant Nursery Matron
- NCC 13 : Rs 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34000**
Nursery Matron
- NCC 14 : Rs 16785 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825**
Assistant Child Programme Officer
Clerk/Word Processing Operator

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- NCC 15 : Rs 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450**
Management Support Officer
- NCC 16 : 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
- NCC 17 : Rs 18650 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 QB 41250 x 950 – 42200 x 1300 – 43500**
Child Programme Officer
- NCC 18 : Rs 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
Shelter Manager
- NCC 19 : Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
Accounts Officer
- NCC 20 : Rs 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**
Coordinator
- NCC 21 : Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 73800**
Council Secretary



