

78. ROAD DEVELOPMENT AUTHORITY

- 78.1 Operating under the *aegis* of the Ministry of National Infrastructure and Community Development, the Road Development Authority (RDA) is a body corporate established under the RDA Act 1998. The aim of the RDA is to provide, through resource optimisation, cost efficient mobility in comfort and safety for the country by developing, preserving and maintaining a high standard classified road network throughout the island.
- 78.2 Its main functions are, *inter alia*, to: plan, design and supervise construction of roads; carry out the upgrading and maintenance of motorways and main roads; maintain existing bridges; design and supervise the reconstruction of bridges, tunnels and their associated works on motorways and main roads; and to conduct research and investigation on materials required for road construction.
- 78.3 Administered by a Board, the RDA is headed by a General Manager who is responsible for the implementation of the policies of the Board for achieving the organisation's goals and ensuring its proper day-to-day management. Presently, the Authority has a workforce of around 452 employees on its establishment with all grades inclusive, disseminated into different sections namely Technical, Financial and Administration.
- 78.4 Consultative meetings were held with both Union and Management. Union members have made representations for the review and upgrading of salary and grant of Continuous Professional Development Allowance to the Technical Staff of the RDA. On the other hand, Management has made requests for the creation, restyling, upgrading of salary and reinstating of some grades, and new conditions of service. Management has also made a case for better remuneration and the re-introduction of the Special Professional Retention Allowance for Engineers who are constantly working in cross-functional teams and shouldering higher responsibilities to help the organisation achieve its set objectives.
- 78.5 The Bureau has studied the proposals made by both Management and Union and is making appropriate recommendations in order to help the RDA to deliver on its mandate.

General Manager

- 78.6 Request was received from Management for the restyling of the grade of General Manager to Chief Executive Officer. However, this would constitute amending the legislation as the RDA Act makes provision for a General Manager.

Internal Control Officer (New Grade)

- 78.7 Management has made proposal for the creation of a grade of Internal Control Officer to carry out audit inspection at the Authority. Being given that compliance to the framework of Good Governance forms the very basis of the effectiveness of an organisation and that internal auditing serves as a monitoring device for same, we are making the necessary provision.

Recommendation 1

78.8 We recommend the creation of a grade of Internal Control Officer. Appointment thereto should be made by selection from among serving officers who hold a substantive appointment at the RDA 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. In the absence of qualified serving officers, appointment to the grade should be made by selection from among candidates possessing the required qualifications.

78.9 Incumbent would be required, *inter alia*, to carry out audit in finance, human resource, stores, transport and other operations of the Authority; assist in the preparation of audit programme; undertake the examination of annual statements or their review and to prepare the normal or other audit reports; maintain adequate documentation and records of work performed; exercise general supervision over audit inspection; report on internal audit findings and propose corrective measures; review internal audit reports; and ensure that recommendations made are implemented.

Special Allowance to officers of the Engineering Cadre of the RDA

78.10 The Engineering Department of the RDA encompasses five main divisions, which are, the planning, maintenance, development, implementation and special support unit. Each division is headed by a Divisional Manager who is assisted by officers in the grades of Assistant Divisional Manager, Senior Manager and Manager. The Bureau has been apprised that the RDA has to manage massive projects to the tune of over Rs70 billion and that the tasks entrusted to the Engineering Department have evolved significantly wherein, officers are, now, required to work in cross-functional teams to ensure business continuity of the Authority.

78.11 Moreover, the RDA has reported that owing to the complexity and specialised nature of major road works including constructions of flyovers and bridges, officers of the Engineering Cadre are called upon to work outside normal working hours on a daily basis and mostly at night when the traffic is less dense. In that regard, request has been made for an allowance to the Engineers to compensate them for the complexity of their work and for handling major projects as well as for working at odd hours.

78.12 Indeed, in this Covid-19 era, Government has laid much emphasis on the Construction Industry so as to scale up the economy. In the face of this fact and so as to cater for an incentive for the officers of the Engineering Cadre, the Bureau is of the view that there should be a mechanism for compensation and is recommending accordingly.

Recommendation 2

78.13 We recommend that officers of the Engineering Cadre of the RDA who are regularly called upon to handle major projects and to perform duties after normal working hours should be paid a special monthly allowance equivalent to two increments at the salary point reached in the Master Salary Scale, subject to

satisfactory performance and upon recommendation of the Responsible/Supervising Officer.

Special Professional Retention Allowance (SPRA)

78.14 Provision was previously made for officers of the Civil Engineering Cadre of the RDA 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.**

Head Technician

78.15 With the increasing volume of work and pressure on the Technical Officers of the Technical Unit, Management has submitted that there is need to reinforce the structure of the Technical Officer Cadre to monitor and manage the duties of the officers. The Bureau has duly examined the proposal and considers that the existing structure is adequate to enable the Unit to achieve its objectives. **However, we recommend that the Board of the RDA considers the grant of a 'Headship Allowance' while designating a 'Head' in the Unit.**

Reinstatement of grades

78.16 Management has submitted that the Authority would still require the services of officers in the grades of Word Processing Operator (Personal) and Assistant Procurement and Supply Officer (Personal) and has consequently, requested for their reinstatement. The Bureau is favourably considering the request.

Recommendation 3

78.17 We recommend that the grades of Word Processing Operator (Personal) and Assistant Procurement and Supply Officer (Personal) be reinstated on the establishment of the RDA.

Movement for Human Resource Officer/Senior Human Resource Officer

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

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SALARY SCHEDULE

RDA 1 : Rs 17045 x 260 – 17565

Trainee Assistant Inspector of Works

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- RDA 2 : Rs 17045 x 260 – 17825**
Trainee Surveyor
- RDA 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
- RDA 4 : Rs 13745 x 230 – 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 21850**
Lorry Loader
- RDA 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
- RDA 6 : 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
- RDA 7 : 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
- RDA 8 : Rs 14225 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23025**
Handy Worker (Special Class)
- RDA 9 : 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
- RDA 10 : 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**
Herbicide Sprayerman
Office Attendant
- RDA 11 : Rs 15485 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 25000**
Plant and Equipment Operator

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- RDA 12 : 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
- RDA 13 : 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
- RDA 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**
Field Supervisor
Leading Hand
- RDA 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 – 28225**
Blacksmith
Carpenter
Mason
Painter
Welder
- RDA 16 : 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
- RDA 17 : 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
- RDA 18 : 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 above 5 tons)
- RDA 19 : 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**
Driver (Mechanical Unit)
- RDA 20 : 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

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- RDA 21 : Rs 19225 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 31525**
Senior Field Supervisor
Senior Leading Hand
- RDA 22 : Rs 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 33175**
Head Survey Field Worker
- RDA 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
formerly Word Processing Operator (Personal to officers in post as at 31.12.15)
- RDA 24 : 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 – 34825**
Assistant Foreman/Foreman (Personal)
- RDA 25 : 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
- RDA 26 : Rs 20825 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825**
Chief Blacksmith
Chief Carpenter
Chief Mason
Chief Painter
Chief Welder
Foreman
- RDA 27 : Rs 20500 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650**
Senior Laboratory Attendant
- RDA 28 : 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 of Works
Survey Technician

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- RDA 29 : 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
- RDA 30 : 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
- RDA 31 : 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
formerly Assistant Procurement and Supply Officer (Personal)
- RDA 32 : Rs 22625 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 39350**
Office Supervisor
- RDA 33 : 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
- RDA 34 : Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250**
Inspector of Works
- RDA 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 – 42200 x 1300 – 43500**
Internal Control Officer (New Grade)
- RDA 36 : 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
- RDA 37 : Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
Accounts Officer
Procurement and Supply Officer
- RDA 38 : 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

78. ROAD DEVELOPMENT AUTHORITY (Contd)

- RDA 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**
Human Resource Officer/Senior Human Resource Officer
- RDA 40 : 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**
Computer Technician
Technical and Mechanical Officer
Technical Officer (Civil Engineering)
Technical Officer (Materials Testing Laboratory)
- RDA 41 : Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675**
Senior Inspector of Works
Senior Technical Design Officer
- RDA 42 : Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250**
Senior Accounts Officer
Senior Procurement and Supply Officer
- RDA 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 – 49250 x 1650 – 50900**
Safety and Health Officer/Senior Safety and Health Officer
- RDA 44 : Rs 29875 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 52550**
Office Superintendent
- RDA 45 : Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200**
Chief Inspector of Works
Senior Technical Officer (Civil Engineering)
Senior Technical Officer (Materials Testing Laboratory)
- RDA 46 : Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 55900**
Principal Technical Design Officer

78. ROAD DEVELOPMENT AUTHORITY (Contd)

- RDA 47 : Rs 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 57600**
Principal Procurement and Supply Officer
- RDA 48 : Rs 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**
Administrative Officer
- RDA 49 : Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**
Surveyor
Systems Administrator
- RDA 50 : 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
- RDA 51 : Rs 38400 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**
Materials Testing Officer
Principal Technical Officer (Civil Engineering)
Superintendent of Works
- RDA 52 : 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 – 66200**
Manager (Civil Engineering)
Senior Surveyor
- RDA 53 : Rs 38400 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 66200**
Chief Technical Design Officer
- RDA 54 : 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
- RDA 55 : Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800**
Senior Manager (Civil Engineering)

78. ROAD DEVELOPMENT AUTHORITY (Contd)

RDA 56 : 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 Manager

RDA 57 : Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 77950

Head Surveyor

RDA 58 : Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250

Assistant Divisional Manager (Civil Engineering)
Financial Manager

RDA 59 : Rs 68000 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500

Divisional Manager (Civil Engineering)

RDA 60 : Rs 94500 x 3125 – 103875

Deputy General Manager

RDA 61 : Rs 119500

General Manager



