

81. SMALL FARMERS WELFARE FUND

- 81.1 As a body corporate under the *aegis* of the Attorney-General's Office, Ministry of Agro-Industry and Food Security, the Small Farmers Welfare Fund (SFWF) operates with the focal objective of advancing and promoting the economic and social welfare of small farmers and their families.
- 81.2 In furtherance of the social and economic welfare of small farmers and their families, the main functions of SFWF consist, *inter-alia*, in managing and optimising its financial and other resources; and setting up and developing schemes in respect of loans or other financial assistance.
- 81.3 While the administration and management of the SFWF rest with the Board, the responsibility for the execution of policies and control and management of the organisation's day-to-day business befalls the Manager. In the discharge of his responsibilities, he is assisted by staff in various professional and support grades.
- 81.4 The main proposals which emanate from the official side in the context of the Report are, among others, the creation of the grade of Administrative Secretary and a review of qualifications requirement for the grades of Welfare Assistant and Programmer/Analyst. On the other side, Union requested for the creation of grades of Office Management Assistant and Senior Technical Officer; and upgrading as well as restyling of certain grades.
- 81.5 Both Management and the staff side were provided with ample explanations for the stand we took and they were also informed of those issues which do not fall under the purview of the Bureau.
- 81.6 Proposal was made by Management with respect to the creation of the grade of Administrative Secretary. This grade is normally filled by selection from officers in the General Services grades reckoning certain years of experience. Given that the post of Management Support Officer is still vacant, the filling of posts at higher level would not be possible. In the circumstances, the Bureau considers that the post of Management Support Officer should be filled in the first instance and a supervisory level may be provided at a later stage on needs basis.
- 81.7 Having regard to the core functions of the SFWF, the present structure is considered adequate for it to deliver on its mandate. We are, therefore, revising the salaries of existing grades.

81. SMALL FARMERS WELFARE FUND

SALARY SCHEDULE

**SFWF 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

81. SMALL FARMERS WELFARE FUND (Contd)

- SFWF 2 : 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/Office Attendant
- SFWF 3 : 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
- SFWF 4 : 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**
Welfare Assistant
- SFWF 5 : 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
- SFWF 6 : 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**
Computer Support Officer
- SFWF 7 : 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
- SFWF 8 : 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
Executive Officer (Personal)
- SFWF 9 : 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
- SFWF 10 : 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

81. SMALL FARMERS WELFARE FUND (Contd)

SFWF 11 : Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500

Accounts Officer
Computer Officer (Ex Tobacco Board) (Personal)

SFWF 12 : 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

SFWF 13 : Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250

Senior Accounts Officer

SFWF 14 : Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700

Marketing Officer
Programme Welfare Officer

SFWF 15 : Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700

Programmer/Analyst

SFWF 16 : Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700

Internal Auditor

SFWF 17 : 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

Project Co-ordinator (Ex Tea Board) (Personal)

SFWF 18 : Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800

Programme Coordinator

SFWF 19 : Rs 100750

Manager



