

83. STATE TRADING CORPORATION

- 83.1 The State Trading Corporation (STC) operates under the *aegis* of the Ministry of Labour, Human Resource Development and Training, and Commerce and Consumer Protection. Its main objectives are, among others, to import and supply strategic products; enhance the logistics to secure continuity of supply of strategic products; ensure end-to-end customer excellence whilst safeguarding the environment; drive the development of a petroleum hub; and optimise the use of technology to improve processes and quality of service.
- 83.2 Being the trading arm of the Government, the STC is responsible for importing other basic and strategic commodities (apart from Ration rice and wheat flour), such as petroleum products, liquefied petroleum gas, Basmati Rice and whole wheat flour. Besides its core activities, the STC is often called upon by Government to intervene in case of abnormal high pricing of a commodity or when market forces cannot respond effectively. It operates on a non-profit making basis.
- 83.3 A General Manager, being at the apex, is responsible for the execution of the policy of the Corporation and for the control and management of its day-to-day business. He is supported by a complement of staff belonging to the professional, technical, administrative, general services and manual grades.
- 83.4 For this review, the representations of Unions relate to: the provision of appropriate training in Stores Management; filling of vacancies; review of conditions of service; payment of risk allowance to certain grades; and grant of duty free facilities for the purchase of a car. These requests were lengthily discussed during meeting and staff side were informed of those requests which should be dealt with administratively by Management.
- 83.5 During consultation, Management did not canvass on any requests made in its submissions but rather expatiated that the STC should cease to be under the purview of the Bureau. From Management's submissions, the Bureau noted that requests pertain to restructure the Supply Cadre; review and align salary scales of some grades to what obtains in State-Owned enterprises; create levels; restyle certain positions; and grant duty free facilities to some grades.
- 83.6 The Bureau apprised Management that its demand to cease to be under its purview is not in line with the principle of the Public Sector Business Transformation Strategy and they should seek approval of the Cabinet. However, certain general issues were deliberated and Management was informed that a holistic approach would be adopted.
- 83.7 In the given circumstances, we consider the existing structure to be fit for purpose and are providing for the revised salaries of the existing grades.

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SALARY SCHEDULE

- STC 1 : 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
- STC 2 : 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
- STC 3 : 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
- STC 4 : Rs 15485 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 23950**
Granary Operative
- STC 5 : 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
- STC 6 : 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**
Tradesman
- STC 7 : 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
- STC 8 : 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
- STC 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 – 29875**
Forklift Driver

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- STC 10 : 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
- STC 11 : 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
- STC 12 : Rs 20825 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825**
Chief Tradesman
Chief Tradesman (Fitter)
- STC 13 : 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
- STC 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 – 35650 x 900 – 37450**
Supplies and Sales Officer
- STC 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
- STC 16 : Rs 19850 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450**
Executive Officer (Personal)
- STC 17 : Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450**
Workshop Supervisor
- STC 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**
Clearing and Forwarding Officer
- STC 19 : 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

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- STC 20 : Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
Higher Executive Officer
Higher Supplies and Sales Officer
Procurement and Supply Officer
- STC 21 : 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
formerly IT Technician
- STC 22 : Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250**
Senior Supplies and Sales Officer
- STC 23 : 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
- STC 24 : Rs 23950 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250 QB 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 50900**
Accounting Technician
- STC 25 : Rs 29875 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 52550**
Office Superintendent
- STC 26 : Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 57600**
Senior Technical and Facilities Officer
- STC 27 : Rs 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 57600**
Principal Supplies and Sales Officer
Senior Accounting Technician
- STC 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 – 44800 QB 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**
Administrative Assistant

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**STC 29 : Rs 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575
– 49250 x 1650 – 54200 x 1700 – 62700**

Communication Officer

**STC 30 : Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575
– 49250 x 1650 – 54200 x 1700 – 62700**

Systems Administrator
Systems Analyst

**STC 31 : 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
Internal Auditor

**STC 32 : Rs 38400 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x
1700 – 62700**

Chief Supplies and Sales Officer

**STC 33 : 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**

Business Development Officer (Marketing)
Business Development Officer (Research and Development)
Commercial Analyst
Risk and Treasury Officer

**STC 34 : Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x
1700 – 64400 x 1800 – 69800**

Assistant Financial Manager
Human Resource Manager
Procurement Manager
Secretary

**STC 35 : 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**

Assistant Commercial Manager
Assistant Risk and Treasury Manager
Audit Manager
IT Manager

83. STATE TRADING CORPORATION (Contd)

STC 36 : Rs 68000 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500

Business Development Manager
Commercial Manager
Financial Manager
Risk and Treasury Manager

STC 37 : Rs 119500

General Manager



