

94. UNIVERSITE DES MASCAREIGNES

- 94.1 Université des Mascareignes (UDM), a body corporate set up under the provision of the Université des Mascareignes Act of 2012, offers a wide range of courses and programmes at both undergraduate and postgraduate levels through three main faculties namely: Faculty of Sustainable Development and Engineering; Faculty of Business and Management; and Faculty of Information and Communication Technology. Its main aim is to become the preferred choice for students, lecturers and researchers of Mauritius and neighbouring countries. In so doing, it aspires to rank itself amongst the leading multidisciplinary Universities in the region.
- 94.2 The Director-General, being at the helm of the University, is responsible for the control and management of the day-to-day activities of the organisation. He is supported in his duties by the Deputy Director-General and academics as well as staff of the administrative, technical, general services and other occupational groups. Employees of the ex-Institut Supérieur de Technologie and ex-Swami Dayanand Institute of Management also form part of the staffing complement of UDM.
- 94.3 In the context of this review exercise, the proposals from staff side and Management were mainly for the creation of additional levels; alignment of salaries; amendment of scheme of service; and enhancing the conditions of service. During meeting, parties were informed that grades are created on the basis of the functional needs of the organisation. As certain positions at different levels are vacant, Management was requested to consider the filling of these vacant posts to which they subscribed. Parties were apprised that for amendment of scheme of service, the onus rests with Management after consultation with relevant stakeholders. With regard to the alignment of salaries and enhancement of conditions of service, they were informed that this would be examined holistically.
- 94.4 We are in this Report, reinforcing the organisational structure through the provision of additional levels to enable the University to meet its objectives and enhance its service delivery.

Procurement and Supply Cadre

- 94.5 Management highlighted that there is need for the setting up of a centralised Procurement Unit; introduction of a proper policy and procedures on the registration of suppliers; introduction of a statement of business ethics for suppliers, amongst others. The Bureau was apprised that activities related to procurement and supplies are being performed by officers in the evanescent grade of Assistant Procurement and Supply Officer and this arrangement is not in conformity with the principles of good governance/requirements of the Public Procurement Act. Therefore, request was made for the creation of a cadre to take responsibility of the procurement and supply activities at the UDM.
- 94.6 To be in line with the principles of good governance regarding the Public Procurement Act, the Bureau is agreeable to the proposal for the establishment of an appropriate

cadre at the UDM and is recommending the reinstatement of the grade of Assistant Procurement and Supply Officer and the creation of the grade of Procurement and Supply Officer.

Procurement and Supply Officer (New Grade)

Recommendation 1

94.7 We recommend the creation of a grade of Procurement and Supply Officer. The mode of appointment should be as recommended in the Introductory Chapter of this Volume.

94.8 Incumbent in the grade would be required, among others, to: be responsible to the Director-General for the technical aspects of their duties; advise the Director-General on matters relating to procurement and supply management; flag non-compliance and misinterpretation of existing rules and regulations to the Director-General; be in charge of or assist in the organisation, supervision and management of the Procurement and Supply Unit of the University; perform procurement, warehousing and stock control operations, and maintain updated records of transactions in compliance with the provisions laid down in the Financial Management Kit and regulations made under the Public Procurement Act 2006 and other regulations in force, as appropriate; carry out and/or assist the Director-General in the appraisal and review of the organisational set-up, systems and procedures related to procurement and supply and warehouse operations; make necessary recommendations and seek quotations, evaluate bids, order requisitions; and ensure follow-up actions.

Assistant Procurement and Supply Officer formerly Assistant Procurement and Supply Officer (Personal)

Recommendation 2

94.9 We recommend that the grade of Assistant Procurement and Supply Officer (Personal) be reinstated.

Assistant Financial Operations Officer formerly Assistant Financial Officer (Personal)

94.10 Management has requested for the creation of a grade of Assistant Financial Operations Officer to support incumbent in the grade of Financial Operations Officer, *formerly Financial Officer*. Given that there exists the grade of Assistant Financial Officer which is evanescent, **the Bureau is reinstating the grade with reviewed appellation.**

Recommendation 3

94.11 We recommend that the grade of Assistant Financial Officer (Personal) be reinstated and restyled Assistant Financial Operations Officer.

Student Affairs Officer/Senior Student Affairs Officer (New Grade)

94.12 In an endeavour to attain its mandate, Management has requested for the creation of a dedicated grade in the primary frontline office of the University to oversee local as well as international students and to implement policies that support the academic pursuits and development of students. The Bureau is agreeable to the submission of Management and is recommending the creation of a grade of Student Affairs Officer/Senior Student Affairs Officer. Further, the Bureau has catered for career earnings in arriving at the recommended salary of the grade. As such, no future request for creation of a supervisory level will be entertained.

Recommendation 4

94.13 We recommend the creation of a grade of Student Affairs Officer/Senior Student Affairs Officer. Appointment, thereto, should be made by selection from among candidates possessing a Degree and reckoning at least five years' post-qualification experience in matters related to students; having a thorough knowledge of electronic information systems; and possessing excellent interpersonal, organisational and communication skills.

94.14 Incumbent would be required, among others, to be responsible for counselling, welfare, social and pastoral aspects of students; assisting in student placement; providing information on labour markets; maintaining and enhancing the overall quality of the student services of the University; developing and managing student database; and keeping record of the University's students' employment destinations.

Technician (New Grade)

94.15 Presently, officers in the grade of Technical Assistants are posted in the science laboratories of the UDM. Management has submitted that there is a need to consolidate the structure of this cadre with the creation of an additional level, especially for engineering courses owing to the nature and level of research conducted by students. In view of the demand, the Bureau considers that it is vital for the organisation to provide such services similar to what obtains in sister organisations. We are, therefore, providing for a grade of Technician.

Recommendation 5

94.16 We recommend the creation of a grade of Technician. Appointment, thereto, should be made by selection from among officers on the permanent and pensionable establishment of the University in the grade of Technical Assistant reckoning at least five years' service in a substantive capacity in the grade and possessing a Cambridge Higher School Certificate with a pass at Principal level in Mathematics or Brevet de Technicien as well as a Diploma in the relevant field or equivalent qualifications acceptable to the Board.

94.17 Incumbent would be required, *inter alia*, to maintain laboratory and workshop equipment; assist in laboratory, field research and practical classes; prepare apparatus and equipment for experiments; assist in the preparation of specifications and

procurement of laboratory and workshop equipment; and keep an inventory of equipment and apparatus.

Electrician (New Grade)

94.18 At present, all repairs pertaining to electrical installations are being performed by an employee in the grade of Handy Worker (Skilled). Management has made proposal for the creation of a grade of Electrician to carry out duties pertaining to the trade. The Bureau is recommending accordingly.

Recommendation 6

94.19 We recommend the creation of a grade of Electrician. Appointment, thereto, should be made by selection from among employees on the permanent and pensionable establishment of the UDM who possess the Certificate of Primary Education and the National Trade Certificate (Level 3) in Electrical Installation Works awarded by the Mauritius Institute of Training and Development or an equivalent qualification acceptable to the Board.

94.20 Incumbent would be required, among others, to carry out complete power and lighting installations of all types in buildings according to regulations including outdoor power and lighting installations; and installation of fire alarm system, call system, lightning prevention system, trunking systems, etc; perform maintenance work on all types of electrical power and lighting installation including yard lighting, fire alarm system, lighting prevention system, trunking system and on electrical equipment; locate and remove faults and carry out repairs on electrical equipment; interpret wiring diagrams/instructions and carry out work according to such diagrams/instructions; give a practical demonstration of and administer first aid treatment in case of electrical shock, whenever required; and prepare estimates for electrical works, including maintenance/repair works.

Surveillant (New Grade)

94.21 To ensure security on the premises of the different campuses of the UDM, Management has made a request for the creation of a dedicated grade. The Bureau is, therefore, providing for the grade of Surveillant as recommended in the ensuing paragraph.

Recommendation 7

94.22 We recommend the creation of a grade of Surveillant. Appointment, thereto, should be made by selection from among employees on the permanent and pensionable establishment of the University who reckon at least three years' experience and who hold a Certificate of Primary Education or Primary School Achievement Certificate or equivalent qualification acceptable to the Board.

94.23 Incumbent would be responsible, *inter alia*, for the security aspects of the University property and premises; watching the buildings and patrolling the campus.

Private Work for Registered Professionals

94.24 Presently, academic staff who are registered professionals are allowed to exercise their profession, provided it is done outside their working hours and is not in conflict with their work at the University. **As this recommendation is appropriate, we recommend that it should continue to prevail.**

Sabbatical Leave Scheme

94.25 In the last Report, the Bureau recommended that the University should consider the advisability of setting up a Sabbatical Leave Scheme for its academic staff. Management has informed that up to now, the scheme has not been set up. As the scheme is considered important, the Bureau is reiterating its recommendation.

Recommendation 8

94.26 We recommend that the Université des Mascareignes considers the advisability of setting up a Sabbatical Leave Scheme for its academic staff.

Consultancy Services

94.27 The UDM also provides consultancy services to various stakeholders and engages in research projects on a contractual basis against payment. As per existing provision, the distribution ratio of the net income between academics and supporting staff and the University is as follows:

- (i) 2:1 for Research and Consultancy; and
- (ii) 4:1 for short courses, seminars and workshops.

94.28 As the distribution ratio is considered to be appropriate, **this provision should be maintained.**

Allowance to Head of Department and Dean of Faculty

94.29 At present, academics who are assigned the duties of Head of Department or Dean of Faculty are eligible for a monthly allowance of Rs 1525 and Rs 1830 respectively. As this arrangement is fit for its purpose, we are revising the quantum of the allowances.

Recommendation 9

94.30 We recommend that academics who have been assigned the duties of Head of Department and Dean of Faculty should be paid a revised monthly allowance of Rs 2000 and Rs 2200 respectively.

Special Provision for Academics

94.31 As per existing provision, Lecturers, Senior Lecturers and Associate Professors are allowed to move by two increments in the Master Salary Scale subject to certain conditions. This provision is being maintained while the salary points are being revised.

Recommendation 10

94.32 We recommend that academics in the grades of Lecturer, Senior Lecturer and Associate Professor drawing salary in a scale the maximum of which is not less than Rs 69800 and not more than Rs 97625 should be allowed to move incrementally up to a maximum of two increments in the Master Salary Scale provided they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

Academic Attainment

94.33 At present, provision exists for the grant of additional increments to academics for academic attainment through published research, teaching, administrative contributions and publications subject to satisfying certain conditions. Prior to the publication of this Report, the Higher Education Commission came up with a Framework to clarify certain issues regarding the implementation of the said provision, whereby criteria and guidelines for payment of the additional increments for academic attainment have been set. Resultantly, we are revisiting the existing provision as well as certain criteria.

Recommendation 11

94.34 We recommend that as from year 2024, Lecturers, Senior Lecturers and Associate Professors holding a PhD and reckoning academic attainment through teaching, research and publications, and administrative contributions and having stayed on top of their revised salary scales for at least 12 months should be allowed to move incrementally up to a maximum of two increments to be read from the Master Salary Scale.

94.35 For an effective and uniform implementation of the above recommendation in all Higher Education Institutions, the following should serve as guidelines when assessing academic attainment:

- (i) Management should initiate action for the grant of additional increments upon receipt of written request from eligible officers;**
- (ii) academics in the grades of Lecturer, Senior Lecturer and Associate Professor should be assessed on all the three measures of academic attainment i.e teaching, research and publications, and administrative contributions as per the criteria for assessment recommended by the Higher Education Commission, to be eligible for the grant of additional increments;**
- (iii) for the purpose of earning increments, academic attainment in one grade shall not be transferable on promotion to a higher grade in the same cadre; and**
- (iv) Management should decide whether the assessment should be quantitative or qualitative or a combination of both quantitative and qualitative, and the decision should be communicated to the academics well before the conduct of the assessment exercise. In this regard, the**

Higher Education Commission should ensure a consistent implementation thereof in all the Higher Education Institutions.

94.36 We additionally recommend that:

- (i) pending the implementation of the recommendation made at paragraph 94.34 above in year 2024, the provision on academic attainment made at paragraph 87.21 of the 2016 PRB Report (Volume 2 Part II), should continue to prevail and guidelines at paragraph 94.35 above should apply to determine such attainment; and**
- (ii) for implementation of the recommendations on academic attainment, the new salary point reached by virtue of the provision made at paragraph 94.32 above shall deem to be the new top salary.**

Duty Free Facilities for Senior Lecturers

94.37 Currently, provision exists for Senior Lecturers reckoning at least 14 years' service in the Cadre to be entitled to car benefits though drawing salary in a scale the maximum of which is less than Rs 86000. We are maintaining the current provision whilst reflecting the revised salary point.

Recommendation 12

94.38 We recommend that Senior Lecturers reckoning at least 14 years' service in the Cadre should be entitled to car benefits as per provision at paragraph 16.2.15 (No. 2) of Volume 1 though drawing salary in a scale the maximum of which is less than Rs 94500.

Movement for Administrative Officer

94.39 Administrative Officers who have stayed on top of their revised salary scale for one year are allowed to move incrementally up to salary point Rs 62950 provided they have been consistently efficient and effective in their performance, as evidenced by their Performance Appraisal Report, during the preceding two years and have not been adversely reported upon on ground of conduct. We are upholding the provision with the revised salary point.

Recommendation 13

94.40 We recommend that officers in the grade of Administrative Officer should be allowed to move incrementally up to the salary point of Rs 69800 provided they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.

Political Activities

94.41 Currently, full-time employees of the UDM are not allowed to participate in active politics with a view to ensuring a smooth running in the operations of the University. This provision is being maintained.

Recommendation 14

94.42 We recommend that full time employees of the UDM should not be allowed to participate in active politics.

94. UNIVERSITE DES MASCAREIGNES

SALARY SCHEDULE

UDM 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

UDM 2 : Rs 13745 x 230 – 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225

Handyworker

UDM 3 : 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

UDM 4 : Rs 14475 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425

Surveillant (New Grade)

UDM 5 : 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

Gardener
Library Attendant
Office Attendant
Workshop Assistant (Personal)

UDM 6 : 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

UDM 7 : 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

Binder
Electrician (New Grade)
Handyworker (Skilled)

94. UNIVERSITE DES MASCAREIGNES (Contd)

- UDM 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
- UDM 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 – 31525**
Computer Laboratory Attendant
- UDM 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
- UDM 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
Library Clerk
- UDM 12 : 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**
Technical Assistant
- UDM 13 : 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
- UDM 14 : Rs 19850 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450**
Assistant Financial Operations Officer
formerly Assistant Financial Officer (Personal)
Assistant Procurement and Supply Officer
formerly Assistant Procurement and Supply Officer (Personal)
- UDM 15 : Rs 20825 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**
Usher (Personal)
- UDM 16 : 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

94. UNIVERSITE DES MASCAREIGNES (Contd)

- UDM 17 : 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 – 43500**
Technician (New Grade)
- UDM 18 : 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
Procurement and Supply Officer (New Grade)
- UDM 19 : 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
Library Officer
Maintenance Officer
- UDM 20 : 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
- UDM 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 – 49250 x 1650 – 50900 QB 52550 x 1650 – 54200 x 1700 – 62700**
Trainer (Personal)
- UDM 22 : 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
Examinations Officer
Human Resource Management Officer
Public Relations Officer
Quality Assurance Officer
Sports Officer
- UDM 23 : Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**
IT Officer/Systems Administrator
- UDM 24 : Rs 29875 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**
Systems Engineer

94. UNIVERSITE DES MASCAREIGNES (Contd)

- UDM 25 : 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
formerly Accountant
Internal Auditor/Senior Internal Auditor
formerly Internal Auditor
Student Affairs Officer/Senior Student Affairs Officer (New Grade)
- UDM 26 : Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800**
Lecturer
- UDM 27 : Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 77950**
Assistant Manager (Personal)
- UDM 28 : 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 – 82250**
Assistant Registrar
- UDM 29 : Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250**
Head of Finance
Head of Information Services
Head of International Affairs, Student Welfare and Support
Head of Projects, Estates and Endowment
Head of Quality Assurance
Head of Research, Consultancy and Innovation
Senior Lecturer
- UDM 30 : Rs 55900 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250**
Manager (Personal)
- UDM 31 : Rs 68000 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500**
Registrar
- UDM 32 : Rs 68000 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 97625**
Associate Professor

94. UNIVERSITE DES MASCAREIGNES (Contd)

UDM 33 : Rs 111685
Deputy Director-General

UDM 34 : Rs 119500
Director-General

EX-INSTITUT SUPERIEUR DE TECHNOLOGIE

SALARY SCHEDULE

IST 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 (Personal)

IST 2 : 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

Library Attendant (Personal)

Office Attendant (Personal)

IST 3 : 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 (Personal)

Library Clerk (Personal)

IST 4 : 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

Technical Assistant (Personal)

IST 5 : Rs 19850 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450

Assistant Procurement and Supply Officer (Personal)

Assistant Financial Operations Officer (Personal)

IST 6 : Rs 20825 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

Usher (Personal)

IST 7 : 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 (Personal)

EX-INSTITUT SUPERIEUR DE TECHNOLOGIE (Contd)

IST 8 : Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500

Financial Operations Officer (Personal)

IST 9 : 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 (Personal)

IST 10 : Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800

Assistant Lecturer/Lecturer (Personal)

IST 11 : Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 77950

Assistant Manager (Personal)

IST 12 : Rs 55900 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250

Manager (Personal)

EX-SWAMI DAYANAND INSTITUTE OF MANAGEMENT

SALARY SCHEDULE

SDIM 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 (Personal)

SDIM 2 : 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

Library Attendant (Personal)

Workshop Assistant (Personal)

SDIM 3 : 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/Receptionist (Personal)

SDIM 4 : 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 (Personal)

EX-SWAMI DAYANAND INSTITUTE OF MANAGEMENT (Contd)

SDIM 5 : Rs 19850 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450

Assistant Financial Operations Officer (Personal)
Assistant Procurement and Supply Officer (Personal)

SDIM 6 : Rs 20825 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

Usher (Personal)

SDIM 7 : 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 (Personal)

SDIM 8 : Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500

Financial Operations Officer (Personal)

SDIM 9 : 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 (Personal)

SDIM 10 : 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 QB 52550 x 1650 – 54200 x 1700 – 62700

Trainer (Personal)

SDIM 11 : Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800

Assistant Lecturer/Lecturer (Personal)

SDIM 12 : Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 77950

Assistant Manager (Personal)

SDIM 13 : Rs 55900 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250

Manager (Personal)



