

98. VALLÉE D'OSTERLOG ENDEMIC GARDEN FOUNDATION

- 98.1 The Vallée D'Osterlog Endemic Garden Foundation (VOGF), operating under the *aegis* of the Attorney-General's Office, Ministry of Agro-Industry and Food Security is responsible to manage, administer, conserve, maintain and develop the endemic garden which covers an area of 275 hectares of pristine forest. The Foundation aims at making the garden a major eco-tourism site and is committed to contribute to the preservation and protection of endemic flora and fauna within.
- 98.2 The Director of VOGF is responsible for the day-to-day management of the organisation and is assisted in his functions by officers of the administrative, finance and technical sections, staff of the General Services and employees in the Workmen's Group.
- 98.3 In the context of this review exercise, no proposals were received from the staff side at the outset. Management on its part made representations to: review the salary of the Director taking into account the scope of activities of the organisation; merge the grade of General Worker with the grade of General/Handy Worker (Roster); and provide loan facilities to purchase motorcycles/autocycles for incumbents in the grade of Park Assistant (Roster), Driver/ Messenger (Roster) and Security Guards who are required to attend duty or leave site during odd hours and walk for a long distance from the nearest bus stop to attend the site of work.
- 98.4 During consultations with Management, the Bureau was apprised that the Foundation is also working towards the preservation and conservation of endemic birds, along with organising eco-tourism activities. Stakeholder was informed that salary would be looked into holistically and their requests would be studied accordingly.
- 98.5 At the request of Management, officers of the Bureau carried out a site visit at the VOGF in December 2019 for a better understanding of the working environment, conditions as well as problems being encountered by the officers. During the visit, the staff of VOGF requested for the payment of appropriate allowances taking into consideration the topography of the site of work, bad condition of the access road; the use of quad bike by Park Assistant (Roster) and the area daily covered on foot by incumbent; and regular driving of vehicles above 3.5 tons by Drivers.
- 98.6 After considering all the proposals including the findings of the site visit among others, the Bureau is making its recommendations.

General Worker

General/ Handy Worker (Roster)

- 98.7 To ensure availability of staff so that the VOGF can operate on a seven days' basis, Management has expressed the need to strengthen its staff complement by merging and restyling both grades of General Worker and General/Handy Worker (Roster). The Bureau upon perusal of the Job Description Questionnaires noted that the work pattern of the two grades differs. However, in view of the distinct activities of the

organisation, the Bureau considers that there is need for adequate staff complement every day for a smooth service delivery. We are making appropriate provision.

Recommendation 1

98.8 We recommend that:

- (i) the grade of General/Handy Worker (Roster) be restyled General Worker/General Handy Worker (Roster); and**
- (ii) consequential amendments be brought to the scheme of service of the restyled grade of General Worker/General Handy Worker (Roster) to include the duties of General Worker. The foregoing changes have been taken into consideration in determining the salary recommended for the grade.**

98.9 We further recommend that:

- (i) incumbents in the grade of General Worker be given the option to join the grade of General Worker/ General Handy Worker (Roster) and on joining be granted one additional increment in all subject to the top salary of the grade; and**
- (ii) the grade of General Worker be made evanescent.**

Loan Facilities for the purchase of Autocycle/Motorcycle

98.10 Incumbents in the grade of Park Assistant (Roster), Driver/Messenger (Roster) and Surveillant *formerly Security Guard* have to travel long distance in their own vehicle to have access the VOGF, the moreso public transport is not readily available. The Bureau is addressing the issue and recommending accordingly.

Recommendation 2

98.11 We recommend that Park Assistants (Roster), Drivers/Messengers (Roster) and Surveillants *formerly Security Guards*, holding a substantive appointment, be granted loan facilities to purchase a motorcycle or an autocycle with engine capacity of up to 125 cc at interest rate of 3% per annum, refundable in 84 monthly instalments and be refunded mileage as per provision made at paragraph 16.2.68 (No 6 & 7) of Volume 1 of this Report.

Walking Allowance

98.12 At present, the officers of the VOGF are benefitting from a walking allowance of Rs 600 as they have to walk a distance of more than six kilometres daily to and from the site of work. We are revising the quantum of the allowance.

Recommendation 3

98.13 We recommend that the employees of the Vallée D'Osterlog Endemic Garden Foundation who are not provided with any means of transport or have not benefitted from any loan facilities and duty exemption and have to cover a

distance of more than six kilometres daily to and from their site of work, should be paid a Walking Allowance of Rs 630 a month.

Park Assistant (Roster)

98.14 Currently, incumbents in the grade of Park Assistant (Roster) are required, during the performance of their routine daily work to repeatedly ascend and descend the rocky and steep walking/trekking track having high elevation. These officers are also called upon to make use of a quad bike while checking the bike track or while supervising the work of employees in the Worksmen's Group.

98.15 The Bureau has observed during the site visit conducted, the mountainous topography of the site, extension of trekking track underway, new activities being introduced and the use of quad bike by Park Assistant (Roster) on a repeated basis for which, additional compensation has been claimed. The Bureau is, therefore, addressing the issue.

Recommendation 4

98.16 We recommend that the use of quad bike be included in the scheme of service of the grade of Park Assistant (Roster).

98.17 We further recommend that officers in the grade of Park Assistant (Roster) in post as at the eve of the publication of the 2021 Report be granted one additional increment at salary point reached in the salary scale, subject to the top salary of the grade.

Bad Road Allowance

98.18 The Management of VOGF has, during consultation with the Bureau, informed of the road conditions from the main road leading to the Garden. During the site visit conducted by the Bureau, it has been noticed that out of around 3.5 km walking distance from the main road, only 1 km track road exist and the rest of the road is untarred, uneven and rough.

Recommendation 5

98.19 We recommend that officers in the grades of Park Assistant (Roster), Driver/Messenger (Roster) and Surveillant *formerly Security Guards*, benefitting from loan facilities as per paragraph 98.11 above should be paid a monthly Bad Road Allowance as below:

(i) Rs 375 for using their motorcycle; or

(ii) Rs 250 for using their autocycle,

for official travelling to and from their site of work.

Allowance to Driver/Messenger

98.20 The nature of activities conducted by the VOGF requires incumbents in the grades of Driver/Messenger (Roster) and Driver/Office Attendant to transport visitors on a regular basis in the vehicles of the organisation for sightseeing at the viewpoint.

98.21 Request has been received from incumbents for the payment of an appropriate allowance to perform such duties which are over and above normal ones.

Recommendation 6

98.22 We recommend that incumbents in the grades of Driver/Messenger (Roster) and Driver/Office Attendant who are required to drive, on a regular basis, vehicle of more than 5 tons for transportation of visitors for sightseeing be paid a monthly non-pensionable allowance of Rs 425.

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SALARY SCHEDULE

VOGF 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)

VOGF 2 : Rs 10425 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 – 21475 x 375 – 22225 x 400 – 22625

General Worker/General Handy Worker (Roster)
formerly General/Handy Worker (Roster)

VOGF 3 : 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

VOGF 4 : 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/Nursery Attendant

VOGF 5 : Rs 15485 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 25000

Senior Gardener/Nursery Attendant

VOGF 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/Office Attendant

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- VOGF 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**
Field Supervisor
- VOGF 8 : 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**
Driver/Messenger (Roster)
- VOGF 9 : 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
- VOGF 10 : 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 x 900 – 37450**
Park Assistant (Roster)
- VOGF 11 : 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
- VOGF 12 : Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 43500**
Accounts Officer
Accounts Officer (ex-Tobacco Board) (Personal)
Human Resource Officer
- VOGF 13 : 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 – 54200**
Technical Officer/Senior Technical Officer
- VOGF 14 : Rs 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**
Publications and Liaison Officer
- VOGF 15 : Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700**
Scientific Officer

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VOGF 16 : 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

Administrative Manager
Technical Manager

VOGF 17 : Rs 82250 x 3000 – 88250 x 3125 – 91375

Director



