

99. WASTEWATER MANAGEMENT AUTHORITY

- 99.1 The Wastewater Management Authority (WMA) operates under the *aegis* of the Ministry of Energy and Public Utilities. Its main functions remain the collection, treatment and disposal of wastewater throughout Mauritius in order to provide proper sanitation facilities across the country. Besides increasing the percentage of the population connected to the public sewerage network, the WMA also aims to maintain and upgrade the existing sewerage network in order to sustain the economic development of the country.
- 99.2 In view of the nature of the services provided by the WMA, the staff complement under the leadership of a General Manager, comprises professional as well as technical staff who are assisted by employees belonging to General Services grades.
- 99.3 The massive investment in the wastewater sector has compelled the WMA to reconsider its objectives. In short, it aims at rendering the organisation's functioning more efficient and effective. This includes, amongst others, an enhanced communication and coordination for proper administration; more accountability for areas of work and ownership; and the use of updated technology. In order to achieve this goal, the WMA has proposed for an organisational restructure.
- 99.4 In the context of the present review exercise, several representations were made by Management and staff associations. The issues referred mainly to the creation and restyling of grades to be in line with the restructuring. There were discussions regarding upgrading of salary for certain grades as well as requests for allowances. The stakeholders were, as far as possible, apprised of the reasons for not acceding to certain requests. We also provided appropriate justifications thereof.
- 99.5 Following request made by the staff side, the Bureau carried out a site visit for a *constat de visu* of the work environment and the extent of exposure to risks which officers face. Details of same are provided hereafter.
- 99.6 For this Report, to facilitate the restructuring and to enable the organisation meets its objectives of enhancing service delivery, the Bureau is making appropriate recommendations.

Lead Engineer

formerly Works Manager

- 99.7 Proposal for the restyling of few grades was also made in the context of the restructuring at the WMA. After analysing the request, the Bureau refrained from restyling grades with appellations that are not in line with those in the public sector. Hence, restyling of the following grades have been recommended in line with the nomenclature.

Recommendation 1

99.8 We recommend that the grades mentioned hereunder be restyled as follows:

Grade	Restyled to
Works Manager (Civil)	Lead Engineer (Civil)
Works Manager (Mechanical and Electrical)	Lead Engineer (Mechanical and Electrical)

Head, Procurement and Supply (New Grade)

99.9 The Management of the WMA apprised the Bureau of its large procurement propensity and proposed the creation of a grade of Manager, Procurement and Supply. The Bureau examined the request and holds that in view of the current structure and functions devolving on the Procurement and Supply Cadre, a grade of Head, Procurement and Supply be created instead. Appropriate provision is being made accordingly.

Recommendation 2

99.10 **We recommend the creation of a grade of Head, Procurement and Supply. Appointment thereto should be made by selection from among officers on the establishment of the WMA possessing a Degree in Procurement and Supply Management or equivalent qualification acceptable to the Board and reckoning an aggregate of at least 10 years' service in the Procurement and Supply Cadre. In the absence of qualified serving officers, appointment thereto should be made by selection from among candidates possessing the required qualification and experience.**

99.11 Incumbent would be responsible to the Deputy General Manager (Administration) and would be required, *inter alia*, to ensure full compliance of procurement activities in accordance with the Financial Management Kit and regulations made under the Public Procurement Act and manage the entire process in the planning of Procurement and Supply chain activities; organise, supervise and manage procurement and supply operations at the WMA; ensure compliance with Procurement Law and Regulations; and organise and provide training to supporting staff in procurement, supply and stock control activities.

Senior Technical Assistant (Shift)

99.12 Submission was made by Management for the creation of the grades of Senior Technical Assistant (Mechanical) (Shift), Senior Technical Assistant (Electrical) (Shift) and Senior Technical Assistant (Electronic/Instrumentation) (Shift). The proposal was further examined and it was found that the creation of grades in specific fields with similar appellations may have associated implications and repercussions in the future. **The Bureau, therefore, considers that the scheme of service for the grade of Senior Technical Assistant (Shift) be amended such that specific fields of recruitment be mentioned in a common scheme of service for the grade.**

Cashier (New Grade)

99.13 Currently, the WMA has two cash offices. Management proposed for the creation of a dedicated grade to perform cashier duties as the cash offices operate all year round. After duly examining the request, the Bureau found that in view of the functional requirement and the daily collection, the request may be acceded to. The Bureau is recommending accordingly.

Recommendation 3

99.14 We recommend the creation of a grade of Cashier. Appointment thereto should be made by selection from among candidates possessing a Cambridge Higher School Certificate and reckoning at least two years' experience in accounting or cash office duties.

99.15 Incumbents would be required, *inter alia*, to be responsible for receiving payments from the public and for effecting refunds; agreeing daily takings with the cash register; depositing daily in banks or handing over to an authorised collecting agent all monies received; returning daily to Head Office all counter foil receipts; and recording cheques received.

Special Professional Retention Allowance (SPRA)

99.16 Provision was previously made for officers of the Engineering Cadre of the WMA 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.**

Risk and Hazard Allowance to Officers posted in the Warehouses

99.17 In the last Report, the Bureau recommended that a Risk Assessment Exercise should be conducted by the WMA to assess the extent of risk element in the performance of duties of officers who are posted in the warehouses and exposed to chlorine including those in the Procurement and Supply Cadre.

99.18 In this Report, we are providing for a mechanism in respect of risk allowance as referred to in the Conditions of Service – Risk, Insurance and Compensation in Volume 1 of this Report.

Driving Allowance

99.19 Presently, Technical Assistants (Shift) and Senior Technical Assistants (Shift) who are often required to drive the organisation vehicles to attend to different sites of work, are being granted a monthly driving allowance. Management informed that this provision has been effective and is still justified. It is, therefore, being maintained.

Recommendation 4**99.20 We recommend that:**

- (i) Technical Assistants (Shift) and Senior Technical Assistants (Shift) who are required to drive the organisation's vehicle in the performance of their duties to attend different sites of work, should be paid a monthly allowance equivalent to one increment at the initial of their respective salary scale, provided they drive on an average of at least three times per week; and**
- (ii) officers in the grades of Technical Assistant (Shift) and Senior Technical Assistant (Shift), in post as at the eve of the publication of the 2021 Report, drawing a higher quantum of the above allowance, should continue to draw same on a personal basis.**

Retention Allowance

99.21 Currently, the employees of the WMA are being granted a Retention Allowance. Based on the findings of the survey on Recruitment and Retention Problems carried out by the Bureau in the context of this Report, it was found that there is no such problem at the WMA. Therefore, the Bureau believes that this recommendation has outlived its utility. We are, however, in this Report maintaining the payment of the allowance until publication of the next Report.

Recommendation 5

99.22 We recommend that incumbents in the grades listed below, who are regularly exposed to foul odour and raw sewage, be paid a Retention Allowance equivalent to two increments at the salary point reached in their respective salary scale until the publication of the next Report:

- Mechanical Engineer/Senior Mechanical Engineer (Personal)**
- Engineer/Senior Engineer (Civil)**
- Engineer/Senior Engineer (Electrical)**
- Engineer/Senior Engineer (Mechanical)**
- Engineer/Senior Engineer (Mechatronics)**
- Process Engineer/Senior Process Engineer (Wastewater Treatment)**
- Scientific Officer**
- Senior Scientific Officer**
- Land Surveyor**
- Senior Land Surveyor**
- Principal Technical Design Officer**
- Senior Technical Officer (Civil)**
- Chief Works Inspector**
- Senior Works Inspector**

- Senior Technical Design Officer
- Technical Officer (Civil)
- Technical Officer (Mechanical and Electrical)
- Safety and Health Officer/Senior Safety and Health Officer
- Senior Laboratory Technician
- Works Inspector
- Laboratory Technician
- Laboratory Assistant
- Technical Design Officer
- Assistant Works Inspector
- Head Operative
- Head Survey and Field Worker
- Senior Technical Assistant (Shift)
- Technical Assistant (Electrical) (Shift)
- Technical Assistant (Electronic/Instrumentation) (Shift)
- Technical Assistant (Mechanical) (Shift)
- Laboratory Attendant
- Driver (Wastewater Jetting Unit/Tanker)
- Operative
- Field Supervisor
- Driver
- Pipe Cleaner
- Tradesman's Assistant (Personal)
- Survey Field Worker/Senior Survey Field Worker
- Treatment Plant Worker (Shift)
- General Worker
- Divisional Manager
- Lead Engineer (Civil)
formerly Works Manager (Civil)
- Lead Engineer (Mechanical and Electrical)
formerly Works Manager (Mechanical and Electrical)
- Laboratory Manager
- Senior Technical Officer (Mechanical and Electrical)

99.23 We further recommend that officers and employees in the manual grades who leave the service prior to the age at which they may retire without the approval of the Board should refund the totality of the Retention Allowance paid to them. Beneficiaries of this allowance retiring from the service on reaching the age at which they may retire without the approval of the Board or thereafter, should refund only that part of the Retention Allowance which they would have earned under this scheme after reaching the age at which they may retire with the approval of the Board. No refund would have to be effected by an officer who retires as per his compulsory retirement age or on medical ground.

Risk and Hazard Allowance

99.24 Presently, certain employees who are regularly exposed to insalubrious and risky conditions are being paid a Risk and Hazard Allowance equivalent to two increments at the salary point reached in their respective salary scale. The staff side requested for the said allowance to be paid to all grades. Management views were sought on same but there was no response.

99.25 An official site visit was carried out at different sites of the WMA in order to observe and take note of the conditions of work of grades posted on those sites. It was found that, subject to their nature of duties, employees who are posted permanently at Pumping Stations and Treatment Plants as well as officers who perform regular site visits for long durations are mostly affected. To this end, the Bureau is maintaining the Risk and Hazard Allowance for eligible grades.

Recommendation 6

99.26 We recommend that incumbents in the grade of Driver, posted in sub offices, who regularly convey tools and equipment and have contact with raw sewage be paid a Risk and Hazard Allowance equivalent to one and a half increments at the initial of their salary scale.

99.27 We further recommend that employees in the grades listed hereunder, who are regularly exposed to insalubrious and risky conditions which may adversely affect their health should continue to be paid over and above the Retention Allowance, a Risk and Hazard Allowance equivalent to two increments at the salary point reached in their respective salary scale:

- **Technical Assistant (Electrical) (Shift)**
- **Technical Assistant (Electronic/Instrumentation) (Shift)**
- **Technical Assistant (Mechanical) (Shift)**
- **Driver (Wastewater Jetting Unit/Tanker)**
- **Field Supervisor**
- **Operative (incumbent in the grade of Plant and Equipment Operator as at 30.12.12)**
- **Pipe Cleaner**
- **Treatment Plant Worker (Shift)**
- **General Worker**

Night Duty Allowance

99.28 Technical Assistants and Treatment Plant Workers working on shift are presently paid a night duty allowance. The continued payment of this allowance is being recommended for these grades and we are extending same to incumbents in the grade of Senior Technical Assistant who are also required to work on shift.

Recommendation 7

99.29 We recommend the payment of a monthly Night Duty Allowance equivalent to 25% of the normal rate per hour for hours between 2300 hours and 0500 hours including a maximum of two hours lying-in period to Technical Assistants, Senior Technical Assistants and Treatment Plant Workers who effectively perform night shift.

99. WASTEWATER MANAGEMENT AUTHORITY**SALARY SCHEDULE**

WMA 1	:	Rs 17045 x 260 – 17565 Trainee Technical Design Officer
WMA 2	:	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
WMA 3	:	Rs 13285 x 230 – 13975 x 250 – 15225 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 Treatment Plant Worker (Shift)
WMA 4	:	Rs 10600 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 – 21850 General Worker (Roster – Day and Night)
WMA 5	:	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
WMA 6	:	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

99. WASTEWATER MANAGEMENT AUTHORITY (Contd)

- WMA 7 :** Rs 15485 x 260 – 17825 x 275 – 18925 x 300 – 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050
Pipe Cleaner
- WMA 8 :** 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
- WMA 9 :** 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
- WMA 10 :** 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
- WMA 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 – 28225
Senior/Head Office Attendant
- WMA 12 :** 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
- WMA 13 :** Rs 16265 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
Operative
- WMA 14 :** 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 (Wastewater Jetting Unit/Tanker)
- WMA 15 :** Rs 26050 x 675 – 27400 x 825 – 28225
Trainee Engineer
- WMA 16 :** 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

99. WASTEWATER MANAGEMENT AUTHORITY (Contd)

- WMA 17 :** **Rs 19525 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 33175**
Head Survey and Field Worker
- WMA 18 :** **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
- WMA 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 – 34825**
Clerk (Revenue Collection) (Personal to officers in post as at 30.06.08)
- WMA 20 :** **Rs 21150 x 325 – 21475 x 375 – 22225 x 400 – 23425 x 525 – 26050 x 675 – 27400 x 825 – 34825**
Head Operative
- WMA 21 :** **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 – 35650 x 900 – 36550**
Technical Assistant (Electrical) (Shift)
Technical Assistant (Electronic/Instrumentation) (Shift)
Technical Assistant (Mechanical) (Shift)
- WMA 22 :** **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 – 36550**
Land Survey Technician
- WMA 23 :** **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 Works Inspector
Laboratory Assistant
- WMA 24 :** **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

99. WASTEWATER MANAGEMENT AUTHORITY (Contd)

- WMA 25 :** **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
Assistant Procurement and Supply Officer
Cashier (New Grade)
- WMA 26 :** **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**
Laboratory Technician
Technical Design Officer
- WMA 27 :** **Rs 23425 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250**
Works Inspector
- WMA 28 :** **Rs 24475 x 525 – 26050 x 675 – 27400 x 825 – 35650 x 900 – 37450 x 950 – 41250**
Senior Technical Assistant (Shift)
- WMA 29 :** **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
- WMA 30 :** **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
- WMA 31 :** **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**
Customer Care Officer
- WMA 32 :** **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
- WMA 33 :** **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

99. WASTEWATER MANAGEMENT AUTHORITY (Contd)

- WMA 34 : Rs 27400 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 44800**
Senior Laboratory Technician
- WMA 35 : 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**
Human Resource Officer
ICT Technician
formerly IT Support Officer
Technical Officer (Civil)
Technical Officer (Mechanical and Electrical)
- WMA 36 : Rs 29050 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 47675**
Senior Technical Design Officer
Senior Works Inspector
- WMA 37 : Rs 29875 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250**
Principal Laboratory Technician
- WMA 38 : Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250**
Senior Financial Operations Officer
formerly Senior Financial Officer
Senior Internal Control Officer
Senior Procurement and Supply Officer
- WMA 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 x 1575 – 49250 x 1650 – 50900**
Safety and Health Officer/Senior Safety and Health Officer
- WMA 40 : Rs 29875 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 52550**
Office Superintendent
- WMA 41 : Rs 22625 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**
Planning and Transport Coordinator

99. WASTEWATER MANAGEMENT AUTHORITY (Contd)

WMA 42 : Rs 33175 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200

Chief Works Inspector
Senior Technical Officer (Civil)
Senior Technical Officer (Mechanical and Electrical)

WMA 43 : Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 55900

Superintendent, Procurement and Supply

WMA 44 : 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

WMA 45 : Rs 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 61000

Head, Procurement and Supply (New Grade)

WMA 46 : 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
Legal Officer
Public Relations Coordinator
Public Relations and Customer Care Officer

WMA 47 : Rs 28225 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700

IT Analyst
Land Surveyor
Scientific Officer
Systems Administrator

WMA 48 : Rs 30700 x 825 – 35650 x 900 – 37450 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 62700

Accountant
Human Resource Management Officer

WMA 49 : 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

Internal Auditor/Senior Internal Auditor
formerly Internal Auditor

99. WASTEWATER MANAGEMENT AUTHORITY (Contd)

WMA 50 : 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

Engineer/Senior Engineer (Civil)
Engineer/Senior Engineer (Electrical)
Engineer/Senior Engineer (Mechanical)
Engineer/Senior Engineer (Mechatronics)
Mechanical Engineer/Senior Mechanical Engineer (Personal to officers in post as at 30.06.08)
Process Engineer/Senior Process Engineer (Wastewater Treatment)

WMA 51 : Rs 40300 x 950 – 42200 x 1300 – 46100 x 1575 – 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800

Secretary to the Board
Senior Accountant
Senior Land Surveyor
Senior Scientific Officer

WMA 52 : Rs 49250 x 1650 – 54200 x 1700 – 64400 x 1800 – 69800 x 2000 – 75800 x 2150 – 77950

Administrative and Human Resource Manager
Financial Manager
Information Technology Manager
Laboratory Manager

WMA 53 : Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250

Lead Engineer (Civil)
formerly Works Manager (Civil)
Lead Engineer (Mechanical and Electrical)
formerly Works Manager (Mechanical and Electrical)

WMA 54 : Rs 68000 x 1800 – 69800 x 2000 – 75800 x 2150 – 82250 x 3000 – 88250 x 3125 – 94500

Divisional Manager

WMA 55 : Rs 94500 x 3125 – 103875

Deputy General Manager (Administration)
Deputy General Manager (Technical)

WMA 56 : Rs 119500

General Manager



