

## 37. MINISTRY OF EDUCATION AND HUMAN RESOURCE

- 37.1 The Ministry of Education and Human Resource (MOE & HR) is responsible for providing equitable access to quality pre-primary, primary and secondary education as well as the Special Education Needs (SEN).
- 37.2 Its mission consists, among others, to: create an enabling environment for a higher education system that both generates and equips learners with innovative, cutting-edge knowledge and deep skills for increased competence in a dynamic work environment; and re-engineer the education as well as skills development system to construct a cohesive, inclusive and productive society.
- 37.3 Pre-primary education is dispensed by the Early Childhood Care and Education Authority, a parastatal body which operates under the *aegis* of the MOE & HR. In addition, there are also 11 Parastatal Bodies under its umbrella, involved in educational activities, that contribute to the attainment of its overall objectives. Appropriate recommendations for these organisations have been made in Volume 2 Part II of this Report.
- 37.4 A Senior Chief Executive is the Supervising and Accounting Officer of the Ministry. He is assisted in his functions by officers in the Administrative Cadre and on the technical side, he is supported by the Chief Technical Officer. The latter is responsible to efficiently monitor and evaluate the overall operational procedure, regulatory compliance and service delivery of the whole education sector. The Ministry also operates a Quality Assurance and Inspection Division and a Library Service.
- 37.5 Given that the MOE & HR is in process of preparing a Blueprint for the Transformation of the Mauritian Education Sector following recommendations made during “*Les Assises de l'Éducation 2025*”, we are, in this Report, not bringing any major change to the organisation structure save for the creation of a grade of School Counsellor. We are also making provisions on some specific issues.

### Artificial Intelligence

- 37.6 The rapid advancement of Artificial Intelligence (AI) is transforming various sectors and education is no exception. The use of AI in education includes, *inter alia*, personalised learning platforms which adapt to student needs; administrative tasks like scheduling, attendance, grading and plagiarism checking; and interactive learning tools such as chatbots and virtual assistants for student support. This allows educators to focus more on student development while AI handles repetitive duties. Hence, in view of facilities offered by AI in the education sector, **the Ministry may consider the integration of AI in teaching and learning processes for more efficient and effective teaching and learning.**

## Human Resource Planning

37.7 The Bureau has, in the course of this review, received numerous requests from the staff side for recruitment of additional staff and filling of vacant posts of both teaching and non-teaching staff. It has been highlighted that the lack of staff is hampering the efficient and smooth delivery of services. We are consequently, making an appropriate recommendation thereof.

### Recommendation 1

**37.8 We recommend that the MOE & HR should conduct a Human Resource Planning exercise as per recommendation made in the Chapter Recruitment, Promotion and Retention in Volume 1 of this Report to assess the adequacy of staff at all levels.**

### PRIMARY SCHOOL SECTOR

37.9 At present, there are 220 Primary Schools in Mauritius, 17 in Rodrigues and 2 in Agalega. The Primary Sector is responsible to inculcate knowledge to children from Grade 1 to Grade 6 through teaching and learning. The total primary sector population which stood around 82500 as at March 2021 in Government Primary Schools has dropped to 63686 in July 2025. The drop in total enrolment since the last report is due to demographic factors and increased access to private schools.

37.10 Leading and managing a Primary School in line with national education policies and priorities by making judicious use of resources rests upon the Head Master. He is assisted in his functions by one or more Deputy Head Masters or Deputy Head Teachers (Oriental Languages) while some incumbents in these grades are also assigned full responsibilities of classroom teaching. The teaching personnel comprise of officers in the grades of Primary School Educator, Primary School Educator (Oriental Languages), among others.

37.11 For this Report, the Bureau has received numerous representations from the Ministry, Federations, Unions as well as from individuals forming part of the education sector. The main requests from Unions pertain to, among others, to: alignment of salary with grades in the Secondary Sector, review of salary, allowances and appellation of grades; creation of grades; review the mode of appointment to certain positions; grant of specific allowances; payment of Risk Allowance; setting up of an Educators Service Commission; a reduction in pupil/teacher ratio; harmonisation of teaching hours of Asian Languages with general purpose; and increase in establishment size of several grades.

37.12 All requests were discussed during consultative meetings and stakeholders were apprised that from the array of requests received, many did not fall under the ambit of the Bureau. Several representations were mostly issues to be looked into by the Ministry such as pupil/teacher ratio; establishment size; amendments to schemes of service, among others. Parties were also

provided with appropriate justifications on these requests which, for technical reasons, could not be retained.

- 37.13 As regards the proposal for alignment in the salary scale of the grade of Primary School Educator with that of the grade of Educator (Secondary) on the ground that incumbents are called upon to follow the Bachelor in Education (B.Ed) course, it was noted that not all eligible officers forming part of the teaching personnel have completed the training course. Moreover, the B.Ed cannot be considered as a mandatory qualification for appointment to the grade of Primary School Educator in contrast to Educators (Secondary) where the entry requirement is a Degree. The B.Ed course is, therefore, considered as a development programme for Primary School Educators to upgrade their professional skills. Additionally, from the remuneration perspective, a change in qualifications alone might not necessarily be accompanied by a change in salary.
- 37.14 Management, on the other hand, made proposals, *inter alia*, for the provision of enhanced Conditions of Service to Supply Teachers; and alignment of the salary scale of the grade of Teaching Assistant to that of the grade of Primary School Educator. A further request was received from the Ministry for the payment of a monthly allowance to Primary School Educators and Educators (Secondary) for teaching of Bhojpuri in Primary and Secondary Schools. Same could not be examined in this review exercise for want of information. **Management is, therefore, advised to submit its request to the Bureau through the MPSAR for obtention of the quantum of the allowance to be paid to Educators teaching Bhojpuri.**
- 37.15 After examination of all requests, the Bureau is reiterating those recommendations that are still valid while framing new ones taking into consideration the specificity of the education sector.

## Supervisor

### Assistant Supervisor

- 37.16 Some Unions have averred that Primary School Educators teaching in fields such as Kreol Morisien do not have a supervisory level. They were informed of the provision made by the Bureau in its last Report for the Ministry to consider the advisability of creating supervisory levels for the new fields/subjects at Primary School level. Given its continued relevance, we are maintaining the recommendation.

## Recommendation 2

- 37.17 **We recommend that the Ministry of Education and Human Resource considers the advisability of creating supervisory levels for the new fields/subjects introduced in the curriculum at Primary School level on the basis of its functional and operational needs. The Ministry should**

ensure that any such request is not fraught with implementation problems.

### **Salary on promotion to the grade of Head Master**

37.18 Most of the Unions have submitted that on being promoted to the grade of Head Master, Deputy Head Masters are eligible for one increment as salary on promotion whereas when they are assigned duties of the higher grade, they are granted three increments. This has resulted into a situation whereby Deputy Head Masters, who are at the verge of their retirement, are refusing promotion to the grade of Head Master with a view to benefitting from higher pension benefits by virtue of relevant provisions under the Chapter on “Retirement and Retirement Benefits for the Public Sector” in Volume 1 of this Report. Hence, the Unions have sought redress to this situation. After analysing the issue, we are recommending accordingly.

### **Recommendation 3**

37.19 **We recommend that Deputy Head Masters should, upon promotion to the grade of Head Master, join the initial salary of the latter grade or be granted a maximum of three increments worth at the incremental point reached in the salary scale of the grade of Deputy Head Master subject to the top salary of the grade of Head Master in accordance with relevant provisions under Chapter “Salary on Promotion”.**

### **Deputy Head Master**

#### **Deputy Head Teacher (Oriental Languages)**

#### **Health and Physical Education Instructor (Personal)**

37.20 Incumbents in the grades of Deputy Head Master, Deputy Head Teacher (Oriental Languages) and Health and Physical Education Instructor (Personal) possessing a Diploma in Educational Management or Certificate in Educational Management are presently allowed to proceed incrementally beyond the Qualification Bar (QB) in their salary scale. We are maintaining this provision.

### **Recommendation 4**

37.21 **We recommend that officers in the grades of Deputy Head Master, Deputy Head Teacher (Oriental Languages) and Health and Physical Education Instructor (Personal to holder in post as at 31.12.20) possessing the Diploma in Educational Management or Certificate in Educational Management should be allowed to move incrementally beyond the Qualification Bar (QB) in their respective salary scale.**

### **Primary School Educator**

37.22 Currently, incumbents in the grades of Primary School Educator and Primary School Educator (Oriental Languages) (Personal) possessing the Teacher’s Diploma (Primary) are allowed to move incrementally beyond the Qualification

Bar (QB) in their salary scale. The provision which is still valid is being maintained.

### Recommendation 5

**37.23 We recommend that incumbents in the grade of Primary School Educator and Primary School Educator (Oriental Languages) (Personal) possessing the Teacher's Diploma (Primary) should be allowed to move incrementally beyond the Qualification Bar (QB) in their respective salary scale.**

### Support Teacher

37.24 The Ministry informed that with a view to providing an enhanced career opportunity to Support Teachers, approval of Cabinet was obtained for the inclusion of a 'First Intake Note' in the scheme of service of the grade of Primary School Educator to enable Support Teachers to join this grade, after having successfully completed the Top-Up Diploma Course and arrangements are being made with the Mauritius Institute of Education to conduct the Top-Up Diploma Course.

### Teaching Assistant (Personal)

37.25 The Bureau has, in its last Report, recommended that Teaching Assistants (Personal) who have successfully completed the Work Oriented Award Course be allowed to move incrementally in the Master Salary Scale up to salary point Rs 33175. Management has requested for an alignment of the salary of the grade of Teaching Assistant (Personal) with that of the grade of Primary School Educator on the basis that incumbents are called upon to perform similar duties and have been provided with the Teacher's Certificate Primary Course.

37.26 Upon request for information from Management on the number of Teaching Assistants who have completed the said course, the Bureau was informed that as at date, out of 25 Teaching Assistants, 24 have successfully completed the Work Oriented Course. After analysis, it is considered that a complete alignment is not appropriate as the entry qualification of the grade of Primary School Educator differs from that of the grade of Teaching Assistant (Personal). The more so, Primary School Educators are appointed upon completion of the Teacher's Diploma (Primary). However, based on the level of course followed by the Teaching Assistants (Personal), the Bureau is making provision thereon.

### Recommendation 6

**37.27 We recommend that officers in the grade of Teaching Assistant (Personal) who have successfully completed the Teacher's Certificate Primary and Advanced Certificate Education Course should be allowed to progress incrementally in the Master Salary Scale up to salary point Rs 47950.**

**Zones D'Education Prioritaires (ZEP)**

37.28 There are currently 30 Primary Schools classified as ZEP including one in Rodrigues and two in Agalega. The teaching as well as the non-teaching staff of these schools are paid a monthly allowance for the extra effort which they are required to put in for the education of the children. We are revising the quantum of this allowance.

**Recommendation 7**

37.29 We recommend that staff of ZEP schools should be paid a revised monthly ZEP allowance as hereunder:

Grade	Monthly ZEP Allowance (Rs)
Head Master	4190
Mentor (Personal)	3940
Deputy Head Master Deputy Head Teacher (Oriental Languages)	3685
Primary School Educator Primary School Educator (Oriental language) (Personal) Health and Physical Education Instructor (Personal)	3300
Support Teacher	2310
Teaching Assistant (Personal)	2310
ICT Support Officer (Personal)	2035
School Clerk	1155
Ancillary Staff	840

**Allowance to oversee Pre-Primary Schools**

37.30 At present, a monthly allowance of Rs 2000 is payable to Head Masters who are called upon to oversee Pre-Primary Schools operating under the *aegis* of the Early Childhood Care and Education Authority which are found on the premises of Government Primary Schools. We are revising the allowance.

**Recommendation 8**

37.31 We recommend that the monthly allowance payable to Head Masters who are required to oversee Pre-Primary Schools which are on the premises of Government Primary Schools be revised to Rs 2200.

**Bibliobus Project**

37.32 At present, incumbents performing the duties of Animateur in the Bibliobus are paid a monthly allowance of Rs 1260. We are revising its quantum.

**Recommendation 9**

**37.33 We recommend that the monthly allowance being paid to incumbents in the grade of Primary School Educator who are performing duties of Animateur in Bibliobus be revised to Rs 1385.**

**Risk Allowance**

37.34 Teaching staff who are posted in the Prisons Department to dispense teaching classes to detainees in line with the prevailing school curriculum are eligible for the payment of a Risk Allowance. Given its continued relevance, the allowance is being maintained.

**Recommendation 10**

**37.35 We recommend the continued payment of a monthly Risk Allowance equivalent to one and a half increments at the initial of the relevant salary scale to incumbents in the grades of Primary School Educator; Primary School Educator (Oriental Languages) (Personal); Deputy Head Master and Deputy Head Teacher (Oriental Languages) who are posted in the Prisons Department for teaching duties.**

**Refund of travelling by bus to Trainee Primary School Educator**

37.36 Presently, Trainee Primary School Educators are refunded travelling expenses incurred by bus from residence to the place of work/training and back. The provision is being maintained.

**Recommendation 11**

**37.37 We recommend that Trainee Primary School Educators should continue to be refunded travelling expenses incurred by bus from residence to the place of work/training and back.**

**Special Education Needs (SEN) Sector**

37.38 The Ministry of Education and Human Resource has a Special Education Needs sector in its portfolio. It is responsible to ensure equitable access to quality education and holistic development through adapted pedagogies, accommodations, assistive technologies and multi-sectoral support systems for learners with diverse disabilities. There are 12 integrated units in Government Primary Schools to ensure that learning opportunities are accessible to all students with disabilities.

37.39 Incumbents in the grades of Educator (SEN); Deputy Head, Specialised Schools; and Head, Specialised Schools, among others, form part of the SEN Sector.

**Allowance – Special Education Needs**

37.40 Primary School Educators; Primary School Educators (Oriental Languages) (Personal); Deputy Head Masters and Deputy Head Teachers (Oriental Languages) on secondment to specialised schools, penal institutions, probation hostels, rehabilitation centres and shelters for women are eligible for a monthly allowance to teach all subjects as in the mainstream. While maintaining the recommendation, we are revising the quantum of the allowance.

**Recommendation 12**

37.41 **We recommend the payment of a monthly allowance of Rs 3755 to incumbents in the grades of Primary School Educator; Primary School Educator (Oriental Languages) (Personal); Deputy Head Master and Deputy Head Teacher (Oriental Languages) on secondment to serve at the Specialised Schools, Penal Institutions, Probation Hostels, Rehabilitation Centres and Shelters for women.**

37.42 **We also recommend that incumbents in the grades of Primary School Educator and Primary School Educator (Oriental Languages) (Personal) who have successfully completed the training courses and are presently seconded for duty to serve in the SEN Schools should also be considered for appointment to the grade of Educator (SEN).**

37.43 **We further recommend that Primary School Educators and Primary School Educators (Oriental Languages) (Personal) on secondment at the Specialised Schools who are subsequently appointed to the grade of Educator (SEN), should be granted:**

- (i) **EITHER the next incremental salary point obtained on integration of the monthly allowance of Rs 3755 into their salary and the allowance should then lapse OR**
- (ii) **increments in accordance with paragraph 16.8.8 in Volume 1 of this Report; whichever is the higher, subject to the revised top salary of the grade.**

**Recommendation 13**

37.44 **We recommend that Educators (SEN) possessing the Diploma (Special Education Needs) who are subsequently appointed to the grade of Deputy Head, Specialised Schools or Head, Specialised Schools should draw salary in the scale as follows:-**

Salary Code	Salary Scale and Grade
06 060 083	Rs 37290 x 925 – 39140 x 970 – 46900 x 1050 – 49000 x 1100 – 54500 x 1450 – 58850 x 1750 x 62350 x 1850 – 64200  Deputy Head, Specialised Schools
06 067 086	Rs 43990 x 970 – 46900 x 1050 – 46900 x 1050 – 49000 x 1100 – 54500 x 1450 – 58850 x 1750 – 62350 x 1850 – 67900 x 1900 – 69800  Head, Specialised Schools

## SECONDARY SECTOR

- 37.45 A Rector heads a secondary school and is responsible for the implementation of educational policies of the Ministry. He is assisted by a Deputy Rector and supported by officers in different grades performing specific duties according to the role ascribed to them. The core teaching duties devolve upon officers in the grade of Educator (Secondary) while the Senior Educator (Secondary) teaches subject of specialisation and is equally entrusted with administrative duties.
- 37.46 Submissions from Unions representing grades from both the teaching and non-teaching in the Secondary Sector pertain to, *inter alia*, creation of grades; increase in establishment size; and upward review of salary. Unions related to the teaching grades additionally made proposals for a review of the minutes of teaching as well as reduction in class size. Specific requests from non-teaching staff included, among others, change in appellations and refund of casual leave. Management, on the other hand, made requests for the creation of a few specific grades and submitted its views on the representations from both teaching and non-teaching staff.
- 37.47 During discussions, stakeholders were informed that from the array of proposals received, many do not fall to be considered by the Bureau. For instance, several requests were received on schemes of service such as mode of appointment, length of service, among others, and the Unions were informed that such issues normally rest upon Management. Additionally, certain requests were dropped in light of change in policy at the Ministry for example the Extended Stream has been replaced by the Foundation Programme in Literacy and Numeracy Skills (FPLNS).
- 37.48 The existing structure of most cadres is still effective and no change is being brought thereto. We are, however, making provision for a specific grade based on functional needs along with certain particular recommendations for smooth running of operations.

**School Counsellor (New Grade)**

37.49 Request was made by Management for the creation of a dedicated grade to ensure timely support for mental health concerns; facilitate early intervention for emotional and psychological challenges; promote resilience; and mitigate instances of violence within the school environment. The Bureau was apprised that the introduction of this level would act as a proactive measure in addressing behavioural issues. We have examined the proposal and are recommending in that direction.

**Recommendation 14**

**37.50 We recommend the creation of a grade of School Counsellor. Appointment thereto should be made by selection from among candidates possessing a Degree in Counselling or Psychology or Social Work or Education or an equivalent qualification and reckoning at least two years' specialisation in Counselling.**

37.51 Incumbent would be required, *inter alia*, to assist, support and collaborate with Educational Psychologists and Senior Educational Psychologists in providing counselling services to students facing emotional and behavioural challenges; provide support to students with diverse issues including bereavement and loss, transition, eating disorders, self-harm, depression, anger issues, among others; conduct of awareness campaigns on substance abuse and implementation of any prevention programs; and support school initiatives in addressing problems of school violence, absenteeism and drop-outs.

**Senior Educator (Secondary)**

37.52 At present, the mode of appointment to the grade of Senior Educator (Secondary) is by selection from among Educators (Secondary) who reckon at least 24 years' service in a substantive capacity in the grade and who are qualified to cross the QB in their salary scale. There is one Senior Educator (Secondary) posted in each school and incumbent is called upon to perform a combination of teaching and administrative duties. Representations were made by several Unions to review the mode of appointment from selection to promotion and/or to reduce the number of years of service required. Though issues pertaining to scheme of service normally rest with Management, the views of the Ministry were sought and the Bureau was informed that this proposal cannot be entertained as it would not be implementable.

37.53 Request was also made by the staff side to review the current arrangement of having only one Senior Educator (Secondary) per school in view of the increasing workload. It was proposed to post two Senior Educators (Secondary) in each school for teaching duties and for administrative duties respectively. We are making an appropriate provision.

**Recommendation 15**

- 37.54** We recommend that the Ministry of Education and Human Resource should, in consultation with relevant stakeholders, consider the advisability of increasing the establishment size of the grade of Senior Educator (Secondary) and examine implementation issues of posting one Senior Educator (Secondary) entrusted with administrative duties and the other one with teaching duties in each school.

**Educator (Secondary)****Educator (Secondary) (Physical Education)**

- 37.55 Educators (Secondary) are required to teach one or more subjects relating to their academic qualifications for approximately 1190 minutes in a week. Several Unions have requested for a reduction of the teaching time including form period and replacement classes in the minutes of teaching and amending length of a period, among others. The views of the Ministry were sought on this matter and the Bureau has been apprised that any change will impede on work organisation and, therefore, the current arrangements are appropriate and should be maintained. We are recommending accordingly.

**Recommendation 16**

- 37.56** We recommend that Educators (Secondary) should continue to teach for approximately 1190 minutes in a week, one or more subjects relating to their academic qualifications.

- 37.57** We also recommend that the 1190 minutes should be inclusive of activity periods. Heads of Departments should continue to ensure that a proper programme is submitted.

- 37.58 The term “approximately” for the above recommendation is deemed to mean a few minutes less or few minutes more but not a period less or a period more. It has been used because of divisibility as the duration of a period may differ in different schools/colleges.

- 37.59 Specific provisions for the grades of Educator (Secondary), Educator (Secondary) (Physical Education) and Educator (Secondary) (Prevocational) (Personal) which are still effective are being maintained.

**Recommendation 17**

- 37.60** We recommend that candidates possessing a post ‘A’ Level Degree should, upon appointment as Educator (Secondary) or Educator (Secondary) (Physical Education) join the recommended salary scale at the salary point Rs 37290.

- 37.61** We also recommend that incumbents in the grades of Educator (Secondary), Educator (Secondary) (Physical Education) and Educator (Secondary) (Prevocational) (Personal), who possess a post ‘A’ level

**Diploma or a post Cambridge School Certificate Degree and drawing salary which is less than Rs 37290 should, on obtention of the qualifications required to cross the QB, be allowed to join the recommended salary scale at salary point Rs 37290.**

**37.62 We further recommend that incumbents in the grades of Educator (Secondary), Educator (Secondary) (Physical Education) and Educator (Secondary) (Prevocational) (Personal) who satisfy the requirements to cross the QB in the respective salary scale should, on reaching the top salary point of Rs 77750 be allowed to move incrementally in the Master Salary Scale up to salary point Rs 84500 provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.**

### **Head of Department**

37.63 Educators (Secondary) assigned duties of Head of Department are required to teach subjects of specialisation for approximately 840 minutes weekly against the payment of a monthly allowance. Both the Unions and Management have requested for a reduction of the teaching time along with an upward review of the allowance. The issue of reducing minutes of teaching rests upon the Ministry. We are, however, revising the quantum of the allowance.

### **Recommendation 18**

**37.64 We recommend that Educators (Secondary) assigned the duties of Head of Department on the basis of seniority should teach subjects of specialisation for approximately 840 minutes weekly.**

37.65 The term “approximately” for the above Recommendation is deemed to mean a few minutes less or a few minutes more but not a period less or a period more. It has been used because of divisibility as the duration of a period may differ in different schools/colleges.

**37.66 We also recommend that Educators (Secondary), assigned the duties of Head of Department, should be paid a monthly allowance of Rs 2200.**

### **Allowance**

37.67 A monthly allowance is currently paid to Educators (Secondary) who do not possess the qualifications required to cross QB and are called upon to teach Grade 12 and Grade 13 subjects in scarcity areas for at least eight periods per week. We are revising the quantum of the allowance.

**Recommendation 19**

**37.68 We recommend that:**

- (i) the monthly allowance paid to Educators (Secondary) who do not possess the qualifications required to cross the QB and who are called upon to teach Grade 12 and Grade 13 subjects in scarcity areas for at least eight periods weekly, be revised to Rs 2730; and
- (ii) on obtention of the qualifications required to cross the QB, these Educators (Secondary) would be eligible to:
  - (a) a salary point arrived at after adding the allowance to the basic salary; OR
  - (b) draw the higher salary point where the sum thus obtained is between two salary points and would draw the new determined salary or Rs 37290, whichever is higher.

**Section Leader**

37.69 Unions requested for the introduction of Section Leader in state secondary schools with a view to have additional resources to, among others, tackle the problems of indiscipline and misconduct. We are recommending accordingly.

**Recommendation 20**

**37.70 We recommend that assignment of duties of Section Leader should be made from among officers in the grade of Educator (Secondary) with a view to tackle problems of indiscipline and misconduct in secondary schools.**

**37.71 We also recommend that incumbents assigned the duties of Section Leader be paid a monthly allowance equivalent to one increment at the salary point reached in the respective salary scale.**

**Educator (Secondary) (Prevocational) (Personal)****Teacher (Secondary) (Prevocational) (Personal)**

37.72 With the phasing out of the Prevocational Stream at the end of the 2019 Academic Year, the grades of Educator (Secondary) (Prevocational) and Teacher (Secondary) (Prevocational), among others, were made evanescent. In the context of the 2021 PRB Report, the Ministry had submitted proposals to absorb officers in these grades in the regular stream. The setting up of an Implementing Committee at the level of the Ministry was, thus, recommended by the Bureau.

37.73 For this review, Unions made several proposals for, *inter alia*, redeployment; review of salary; and provision of specific courses. The views of Management were sought for these grades and the Bureau was informed that the scheme of service of the grade of Educator (Secondary) would be amended to include a 'First Intake Note' with respect to these grades.

## Provision for Books

- 37.74 Almost all Unions pointed out that there is lack of books available for teaching staff to use in classrooms. Hence, request was made for the payment of a Book Allowance. We have examined the request and consider that the payment of a Book Allowance cannot be entertained. However, we are of the view that teaching staff should be provided with adequate resources to perform their duties.
- 37.75 The Head, Library Cadre submitted proposals for a Centralised Provision of Hardcopy Reference Books in school libraries such that each secondary school library is equipped with a curated collection of reference books as per subject which would be available to Educators on short-term loan. As such, in some countries, there are digital platforms in which E-textbooks are provided. After analysing proposals of all parties, we are making an appropriate provision.

## Recommendation 21

- 37.76 **We recommend that the Ministry should consider the setting up of a Centralised Provision of Hardcopy Reference Books in school libraries so as to ensure that a sufficient number of books are available for the teaching personnel.**
- 37.77 **We also recommend that the Ministry of Education and Human Resource should, in collaboration with the Ministry of Information Technology, Communication and Innovation, consider the possibility of introducing E-textbooks or PDF formats for teaching personnel.**

## Scarcity Areas

- 37.78 Appointment to the grade of Educator (Secondary) is made from among candidates who possess a recognised degree but do not possess the prescribed qualifications at School Certificate or GCE 'A' Level for certain subjects falling in scarcity areas. **This arrangement should prevail.**

## Restyling of Grades

### Recommendation 22

- 37.79 **We recommend that the grades of Senior Educational Psychologist and Educational Psychologist be restyled as hereunder:**

Grade	Restyled to
Senior Educational Psychologist	Senior Psychologist (Education)
Educational Psychologist	Psychologist (Education)

**Psychologist (Education)  
formerly Educational Psychologist**

37.80 Requests were received from the staff side for the payment of an allowance for debriefing. Upon examination, it is considered that financial compensation for this issue may not be sustainable. We are, however, making an appropriate provision to that effect.

**Recommendation 23**

**37.81 We recommend that the Ministry of Education and Human Resource should consider the advisability of making arrangements for debriefing sessions for officers in the grade of Psychologist (Education) formerly Educational Psychologist.**

**Risk Allowance to Educational Social Workers**

37.82 Officers in the grade of Educational Social Worker are presently paid a monthly Risk Allowance. This arrangement should continue to prevail.

**Recommendation 24**

**37.83 We recommend that incumbents in the grade of Educational Social Worker, who by nature of their work, are exposed to risky situations/environment, should continue to be paid a monthly Risk Allowance equivalent to one and a half increments at the initial of their salary scale.**

**Director (Health and Wellness)**

**Assistant Director (Health and Wellness)**

**Recommendation 25**

**37.84 We recommend that the provisions set out at paragraphs 23.73 and 23.75 in the Chapter Ministry of Health and Wellness of this Volume should be applicable to incumbents in the grades of Director (Health and Wellness) and Assistant Director (Health and Wellness).**

**QUALITY ASSURANCE AND INSPECTION DIVISION**

37.85 The Quality Assurance and Inspection Division acts as an interface between the Ministry, the State Secondary Schools and other stakeholders in the education sector. Its main purpose is to ensure that the vision and objectives of the Ministry are achieved.

37.86 Presently, the Quality Assurance and Inspection Division is headed by a Director, Quality Assurance who is assisted by officers in the grades of Assistant Director, Quality Assurance and Quality Assurance Officer/Senior Quality Assurance Officer.

37.87 Request for this Division was mainly for a review of salary scales taking into consideration the level of duties and responsibilities. The relevant grades have been re-assessed based on information submitted in the freshly written Job Description Questionnaires. **All these elements have been taken into consideration in arriving at the salary recommended for the respective grade.**

#### Recommendation 26

37.88 **We recommend that:**

- (i) **the grade of Quality Assurance Officer/Senior Quality Assurance Officer be made evanescent and incumbent be granted a personal salary; and**
- (ii) **a grade of Quality Assurance Officer (Future Holder) be established. Appointment thereto should be made by selection from among candidates possessing a post 'A' level Degree; a Master's Degree and reckoning at least three years' post-qualification experience in Teaching or Teacher Training or Curriculum Development or School Development/Inspection in a large institution/department in the Education Sector.**

### LIBRARY SERVICES

37.89 The Library Services of the Ministry of Education and Human Resource is responsible for the administration and management of school libraries (Primary, State Secondary Schools and State Colleges), documentation centres of Ministries and public libraries. Its main functions are, *inter alia*, to: advise on policies, legislation and development in the library sector; ensure proper staffing of libraries including the deployment and placement of officers in the Library Cadre; and ensure optimum use of library resources through the organisation of activities.

37.90 The Head, Library Cadre is at the apex of the Library Services. The latter is supported in her functions by officers in the professional/technical grades and other ancillary staff.

37.91 Submissions of Unions and Management mainly related to the creation/restyling of grades; review of mode of appointment of existing grades; increase in number of posts; and eligibility of enhanced Conditions of Service.

37.92 After examining the proposals, we consider that the present structure of the Library Cadre is adequate to meet the objectives of the Library Services. We are reiterating existing provisions as they are still valid.

#### Movement for Library Officer

37.93 Library Officers of the Ministry of Education and Human Resource in post prior to the publication date of the 2021 PRB Report, are presently allowed to move

incrementally in the salary scale of the grade of Senior Library Officer up to a certain salary point. We are maintaining this provision whilst revising the salary point.

### **Recommendation 27**

**37.94** We recommend that officers in the grade of Library Officer of the Ministry of Education and Human Resource in post as at the eve of the publication of the 2021 Report, that is, 13 October 2021, should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 66050 on a personal basis, on the prevailing conditions, provided that they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

### **Public Libraries**

37.95 At present, officers in the grade of Library Officer, Library Clerk/Senior Library Clerk and Library Auxiliary/Senior Library Auxiliary, posted in public libraries, are paid a monthly allowance for working beyond normal working hours. We are recommending the continued payment of the allowance.

### **Recommendation 28**

**37.96** We recommend that officers in the grade of Library Officer, Library Clerk/Senior Library Clerk and Library Auxiliary/Senior Library Auxiliary, should be paid a monthly allowance equivalent to one increment at the salary point reached in their respective salary scale, for working beyond normal working hours in public libraries.

### **Administrative Support Unit**

37.97 The School Clerk Cadre is composed of the grades of School Superintendent, Assistant School Superintendent and School Clerk.

37.98 For this review exercise, the main representations from the staff side were: upgrading of salary; restyling of the grade of Assistant School Superintendent; amending the mode of appointment of the grade of School Superintendent; reviewing the hours of work and inclusion in the list of grades eligible for 70% duty free car. A few issues could not be considered for technical reasons and the Union was so informed.

37.99 After examining the evolution in the functions devolving on officers in this Cadre, we consider that the current structure is suitable for its intended purpose.

### **School Management Course**

37.100 Currently provision exists for School Superintendents and Assistant School Superintendents to be provided with a work related Certificate course in School Management. School Superintendents have apprised the Bureau that modules in the courses dispensed to both School Superintendents and

Assistant School Superintendents are the same. Upon query, Management has informed that the issue was being addressed with the then Civil Service College for the modules of the course for School Superintendent to be updated.

37.101 The Bureau was also apprised that for lack of sufficient officers in the respective grades to follow the relevant courses, same could not be run. Given the importance of the course, the Bureau considers that Management should make alternative arrangement for mounting of the course and is making appropriate recommendation in that direction.

### **Recommendation 29**

**37.102 We recommend that the Ministry of Education and Human Resource, should seek the collaboration of relevant institutions for the mounting of relevant work related Certificate course in School Management for School Superintendents and Assistant School Superintendents.**

**37.103 We further recommend that:**

- (i) incumbents in the grade of School Superintendent, who have successfully completed the work related course Certificate in School Management should be allowed to proceed beyond the QB inserted in the salary scale.**
- (ii) School Superintendents who have successfully completed the Certificate course and who have attained compulsory retirement age or have attained compulsory retirement age while opting to cash their accumulated Vacation Leave in full before reaching the top salary of the scale should be granted an additional increment at the salary point reached for the computation of their pensionable emoluments; and**
- (iii) Assistant School Superintendents who have successfully completed the Certificate course and who have attained compulsory retirement age or have attained compulsory retirement age while opting to cash their accumulated Vacation Leave in full should be granted an additional increment at the salary point reached, subject to the top salary of the grade, for the computation of their pensionable emoluments.**

### **Inspectorate Cadre**

37.104 During consultative meeting, members of the Inspectorate Cadre raised several key concerns, including the filling of vacant positions, shortage of staff, eligibility for car loans and refund of mileage, payment of a Risk Allowance, and the need for specialised training. These matters were discussed with Management who provided further clarifications regarding staffing and training matters, indicating that necessary measures are being undertaken to resolve same. **After a comprehensive assessment, broad provisions concerning**

**the Inspectorate Cadre have been made under the heading: Inspectorate Cadre at the Ministry of National Infrastructure of this Volume.**

### **Draughtsman's Assistant**

37.105 Management has submitted two key requests concerning the grade of Draughtsman's Assistant which pertained to: a change in appellation and review of salary. These demands stemmed from the role these officers play in assisting Registered Professionals on project-related tasks. After an assessment, the Bureau is of the view that the current appellation is appropriate. In this regard, Management is advised to continue with its present arrangement.

### **E-Government Unit**

37.106 The E-Government Unit oversees the management, execution, monitoring and advancement of all ICT related initiatives within the Ministry, encompassing both primary and secondary schools. The proposals of the parties for the creation and restyling of grades could not be retained as we consider the present set up to be appropriate.

### **Workshop Assistant Cadre**

37.107 As an incentive to compensate Workshop Assistant/Senior Workshop Assistants for the evolution in their work complexity, provision was made in the last Report for incumbents in the said grade to move beyond the top salary by one increment. In a spirit of fairness, we are extending this provision to the grade of Head Workshop Assistant.

### **Recommendation 30**

**37.108 We recommend that employees in the grades of Head Workshop Assistant and Workshop Assistant/Senior Workshop Assistant who have reached the top salary in their respective salary scale should be allowed to move incrementally in the Master Salary Scale by one increment.**

**37.109 This provision is also applicable to corresponding grades in the Public Sector.**

## **SPECIFIC CONDITIONS (EDUCATION)**

### **Vacation Leave**

37.110 This section should be read in conjunction with the Chapter on Leave in Volume 1 of this Report.

37.111 Teaching personnel are governed by specific provisions for vacation leave and casual leave due to the specificities of the Education Sector. Proposals from staff side were mainly to remove all conditions attached to the grant of vacation leave during any term time; allow members of the teaching personnel

to cash any excess accumulated vacation leave beyond the ceiling; and further broaden the conditions attached to the grant of vacation leave by including local medical treatment/intervention and demise of a close relative such as spouse, child or parent.

37.112 Management, on the other hand, requested for amendments in the eligibility criteria for vacation leave exceeding 19 days during term time to the teaching personnel such as medical treatment overseas for self or to accompany an immediate member of the family for treatment abroad in urgent and critical cases only; convalescence purposes; after maternity leave; and attending one's own graduation ceremony or that of an immediate member of the family abroad.

37.113 After analysing all proposals, we are maintaining those provisions that are valid while further bringing enhancement wherever possible.

### **Recommendation 31**

**37.114 We recommend that the teaching personnel:**

- (a) subject to the exigencies of service, may be granted a maximum of up to 19 days' vacation leave during term time; and**
- (b) who do not take advantage of the annual vacation leave entitlement during term time in a calendar year should be allowed to accumulate up to the normal vacation leave ceiling. Additionally, the maximum vacation leave which may be accumulated over and above the vacation leave ceiling should not exceed 50% of the maximum accumulated vacation leave entitlement for the incumbent. Such leave may be taken as leave prior to retirement. If the services of the officer are required during the leave prior to retirement, they should be refunded the accumulated vacation leave at the rate of 1/30 of the last monthly salary per day at the time of retirement.**

**37.115 We also recommend that notwithstanding provision at paragraph 37.114(a) above, vacation leave exceeding 19 days during term time should be granted, subject to the exigencies of the service, to officers for:**

- (i) medical treatment overseas for self or to accompany an immediate member of the family for treatment abroad when such treatment cannot be dispensed locally;**
- (ii) convalescence purposes;**
- (iii) after maternity leave;**
- (iv) attending to one's own graduation ceremony or that of an immediate member of the family abroad;**
- (v) the wedding of the officer or the officer's children;**

- (vi) proceeding on pre-retirement leave;
- (vii) a male officer, following his wife's confinement;
- (viii) demise of a close relative such as child, parent or spouse; and
- (ix) any other case, (1) once for officers reckoning less than 20 years' service; and (2) not more than twice for those reckoning over 20 years' service inclusive of (1) above.

**37.116 We further recommend that vacation leave may be granted only for reasons specified at paragraph 37.115 above during third term.**

37.117 The term "immediate member of the family", for the purpose of paragraph 37.115 above is deemed to mean the officer's father, mother, brother, sister, husband, wife, son, daughter, father-in-law and mother-in-law.

**37.118 We also recommend that members of the teaching personnel should attend to training courses/seminars, talks and workshops organised during school vacation.**

#### **Vacation Leave taken as on and off**

37.119 Some Unions have averred that the grant of vacation leave as on and off to the teaching personnel varies across different zones. In this context, the Bureau has conducted a survey on vacation leave granted as on and off to members of the teaching personnel during term time. The survey findings revealed that around 1.25 % officers have availed of at least one-day vacation leave as on and off during the first term whilst for the second and third term, the average was 3.19 % and 13.62 % respectively. The Bureau was apprised that vacation leave as on and off were granted to teaching personnel in all zones uniformly. Given that vacation leave taken as on and off is vacation leave and during third term vacation leave may be granted only for reasons mentioned at paragraph 37.115 above, **Management should exercise due diligence when examining request of teaching personnel to avail of vacation leave as on and off, while also taking into account the best interests of the pupils.**

#### **Casual Leave (Education)**

37.120 Teaching personnel, eligible to 11 working days of casual leave annually, are allowed to a yearly refund of unutilised casual leave up to a maximum of 10 days at the rate of 1/66 of their last monthly salary per day in the corresponding year provided that they are assigned full responsibility of classroom teaching during a whole calendar year and effectively perform teaching duties.

37.121 For this review exercise, several Unions have requested to revise the rate at which the unutilised casual leave is refunded and that all unutilised casual leaves be refunded in toto. We consider the existing provisions to be adequate and are maintaining same.

### Recommendation 32

- 37.122** We recommend that members of the teaching personnel who, during a whole calendar year are assigned full responsibility of classroom teaching and who effectively perform teaching duties, should continue to be refunded annually their unutilised casual leave up to a maximum of 10 days at the rate of 1/66 of their last monthly salary per day in the corresponding year.
- 37.123** We further recommend that up to a maximum of 10 days of unutilised casual leave in respect of those members of teaching personnel who proceed on retirement or pass away while in service should be refunded on a *pro rata* basis in that particular year.

### Loan Facilities to purchase Laptop/PC

- 37.124** In the last Report to enable teaching personnel to perform their pedagogical duties through the use of different techniques, provisions were made for the grant of loan facilities for the purchase of a laptop/PC so that they may avail of the proper tools and equipment. Given its continued relevance, we are recommending accordingly.

### Recommendation 33

- 37.125** We recommend that teaching personnel should continue to be provided with loan facilities of up to a maximum of Rs 25000 at an interest rate of 2% per annum for a duration of 24 months for the purchase of a Laptop/PC, as appropriate.

For the purpose of this section on SPECIFIC CONDITIONS (EDUCATION), the term “teaching personnel” is deemed to be officers in the following grades:

- (i) Primary School Educator;
- (ii) Primary School Educator (Oriental Languages) (Personal);
- (iii) Deputy Head Teacher (Oriental Languages);
- (iv) Deputy Head Master (assigned full responsibility of classroom teaching and who effectively perform teaching duties during a whole calendar year);
- (v) Mentor (Personal);
- (vi) Health and Physical Education Instructor (Personal);
- (vii) Educator (SEN);
- (viii) Senior Educator (Secondary);
- (ix) Educator (Secondary);
- (x) Educator (Secondary) (Physical Education);
- (xi) Educator (Secondary) (Prevocational) (Personal);

- (xii) Teacher (Secondary) (Prevocational) (Personal);
- (xiii) Support Teacher; and
- (xiv) Teaching Assistant (Personal).

### Discipline

- 37.126 The grade of Discipline Master has been created at the Ministry. However, the Bureau considers that, though creation of this dedicated grade, **the maintenance of discipline within the school compound remains the concern of each and every member of both teaching and non-teaching staff.** Every member should participate actively to continuously maintain the highest level of discipline at school. They should act proactively and collectively to restore discipline immediately in any situation of unruliness and disorderliness.
- 37.127 On this issue, a request was submitted by the Ministry for the creation of a grade of Discipline Master in a few Parastatal Bodies under its purview. However, this request could not be acceded to for want of information despite several follow-ups thereon.

### Hours of Attendance

#### Recommendation 34

- 37.128 **We recommend that the hours of attendance for the teaching profession and other staff members should continue to be determined by the Responsible Officer of the Ministry.**

### Health Surveillance

- 37.129 In accordance with existing provisions, officers in IT grades who are required to work continuously on computer screens are provided with regular health check-ups. This arrangement should continue.

#### Recommendation 35

- 37.130 **We recommend that the Ministry of Education and Human Resource should continue to make necessary arrangements with Health Authorities, for its employees in IT grades to undergo a Health Surveillance, including regular health check-ups.**

## MINISTRY OF EDUCATION AND HUMAN RESOURCE

## SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 122	<b>Rs 206000</b> Senior Chief Executive
02 000 116	<b>Rs 166000</b> Permanent Secretary
06 000 112	<b>Rs 150000</b> Chief Technical Officer (Education)
06 000 109	<b>Rs 138000</b> Director Director, Quality Assurance
09 000 109	<b>Rs 138000</b> Director (Health and Wellness)
06 093 104	<b>Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000</b> Assistant Director Assistant Director (Primary) Principal Physical Education Organiser
09 093 104	<b>Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000</b> Assistant Director (Health and Wellness)
06 087 103	<b>Rs 71700 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 114000</b> Assistant Director (Quality Assurance)
06 084 100	<b>Rs 66050 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500</b> Administrator (Education) Rector

Salary Code	Salary Scale and Grade
06 082 098	<p><b>Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000</b></p> <p>Head, National Education Counselling Service Principal School Inspector Senior Physical Education Organiser</p>
06 074 096	<p><b>Rs 51200 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750</b></p> <p>Deputy Rector Quality Assurance Officer/Senior Quality Assurance Officer (Personal to officers in post as at 31.12.25)</p>
06 075 094	<p><b>Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750</b></p> <p>Music Organiser Physical Education Organiser Senior Educator (Secondary) Senior Psychologist (Education) <i>formerly Senior Educational Psychologist</i></p>
06 074 092	<p><b>Rs 51200 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 82250</b></p> <p>Senior Inspector, Specialised Schools/Day Care Centres Senior School Inspector Senior Supervisor Oriental Languages</p>
06 061 090	<p><b>Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750</b></p> <p>Analyst (Education) Business Development Officer (Ex-SMEDA) (Personal) Psychologist (Education) <i>formerly Educational Psychologist</i></p>
06 060 090	<p><b>Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750</b></p> <p>Quality Assurance Officer (Future Holder) School Counsellor (New Grade)</p>

Salary Code	Salary Scale and Grade
06 049 090	<p><b>Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 QB 66050 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750</b></p> <p>Educator (Secondary) (Personal) Educator (Secondary) (Physical Education) (Personal to holder in post as at 30.06.03)</p>
06 049 090	<p><b>Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400 QB 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750</b></p> <p>Educator (Secondary) Educator (Secondary) (Physical Education) Educator (Secondary) (Prevocational) (Personal to holder in post as at 31.12.20)</p>
06 070 089	<p><b>Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500</b></p> <p>Inspector Specialised Schools/Day Care Centres School Inspector Supervisor Oriental Languages Supervisor (The Arts)</p>
06 067 087	<p><b>Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 71700</b></p> <p>Head Master (possessing Advanced Certificate in Educational Management or Diploma in Educational Management) Head, SEN Resource Centres (possessing Advanced Certificate in Educational Management or Diploma in Educational Management) Head Specialised Schools (possessing Advanced Certificate in Educational Management or Diploma in Educational Management)</p>
06 067 086	<p><b>Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 69800</b></p> <p>Head, Specialised Schools [possessing Diploma (SEN)] Head, SEN Resource Centres [Possessing Diploma (SEN)]</p>
06 049 086	<p><b>Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 69800</b></p> <p>Liaison Officer/Senior Liaison Officer</p>

Salary Code	Salary Scale and Grade
06 065 085	<p><b>Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900</b></p> <p>Assistant Supervisor (Oriental Languages) Head Master Head, Specialised Schools Head, SEN Resource Centre</p>
06 058 084	<p><b>Rs 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050</b></p> <p>Assistant Supervisor (The Arts)</p>
06 060 083	<p><b>Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200</b></p> <p>Deputy Head, Specialised Schools (possessing Diploma SEN)</p>
06 057 082	<p><b>Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 QB 60600 x 1750 - 62350</b></p> <p>Deputy Head Master Deputy Head Teacher (Oriental Languages) Health and Physical Education Instructor (Personal to holder in post as at 31.12.20)</p>
06 053 082	<p><b>Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 QB 60600 x 1750 - 62350</b></p> <p>Deputy Head, Specialised Schools</p>
06 051 082	<p><b>Rs 32190 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350</b></p> <p>Mentor (Personal to holder in post as at 31.12.20)</p>
06 049 081	<p><b>Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600</b></p> <p>Coordinator Health and Anti-Drug Educator (SEN)</p>

Salary Code	Salary Scale and Grade
06 049 079	<p><b>Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 52300 QB 53400 x 1100 - 54500 x 1450 - 57400</b></p> <p>Primary School Educator Primary School Educator (Oriental Languages) (Personal)</p>
06 057 081	<p><b>Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600</b></p> <p>Senior Educational Social Worker</p>
06 039 079	<p><b>Rs 27905 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400</b></p> <p>Educational Social Worker</p>
06 036 073	<p><b>Rs 26945: 27265 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 50100</b></p> <p>Teacher (Secondary) (Prevocational) (Personal to holder in post as at 31.12.20)</p>
06 035 073	<p><b>Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 50100</b></p> <p>Discipline Master</p>
06 032 071	<p><b>Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 47950</b></p> <p>Support Teacher</p>
06 030 071	<p><b>Rs 25145 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 47950</b></p> <p>Teaching Assistant (Personal to officers in post as at 31.12.15)</p>
06 033 035	<p><b>Rs 26045 x 300 - 26645</b></p> <p>Trainee Primary School Educator</p>

Salary Code	Salary Scale and Grade
04 082 098	<b>Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000</b> Manager (ICT)
04 075 094	<b>Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750</b> Assistant Manager (ICT)
04 073 090	<b>Rs 50100 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750</b> Principal ICT Technician
04 049 085	<b>Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900</b> ICT Technician/Senior ICT Technician
04 035 073	<b>Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 50100</b> ICT Support Officer (Personal to officers in post as at 31.12.20)
16 028 061	<b>Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215</b> Printing Machine Operator
<b>HUMAN RESOURCE DEVELOPMENT</b>	
02 102 105	<b>Rs 110000 x 4000 - 122000</b> Director, Human Resource Development
02 082 098	<b>Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000</b> Principal Human Resource Analyst
02 060 094	<b>Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750</b> Human Resource Analyst /Senior Human Resource Analyst

Salary Code	Salary Scale and Grade
24 027 060	<b>Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290</b> Driver
<b>CAREERS GUIDANCE SERVICE</b>	
18 082 098	<b>Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000</b> Principal Careers Counsellor
18 075 094	<b>Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750</b> Senior Careers Counsellor
18 061 090	<b>Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750</b> Careers Counsellor
<b>LIBRARY SERVICES</b>	
05 084 100	<b>Rs 66050 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500</b> Head, Library Cadre
05 075 094	<b>Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750</b> Senior Librarian
05 061 090	<b>Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750</b> Librarian
05 062 085	<b>Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900</b> Senior Library Officer

Salary Code	Salary Scale and Grade
05 049 081	<b>Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600</b> Library Officer
05 032 072	<b>Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000</b> Library Clerk/Senior Library Clerk
05 029 031	<b>Rs 24845 x 300 - 25445</b> Trainee Library Clerk
08 063 084	<b>Rs 40110 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 QB 64200 x 1850 - 66050</b> School Superintendent
08 043 072	<b>Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000</b> Assistant School Superintendent
08 032 069	<b>Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930</b> School Clerk
08 031 068	<b>Rs 25445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 44960</b> Word Processing Operator (Oriental Language)
11 047 078	<b>Rs 30615 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950</b> Usher/Senior Usher (Education) (Female) (Personal) Usher/Senior Usher (Education) (Male) (Personal)

Salary Code	Salary Scale and Grade
10 049 081	<b>Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600</b> Communication Officer
26 062 081	<b>Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600</b> Senior Inspector of Works
26 053 076	<b>Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400</b> Inspector of Works
26 034 071	<b>Rs 26345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 47950</b> Assistant Inspector of Works (Personal) Draughtsman's Assistant
26 029 031	<b>Rs 24845 x 300 - 25445</b> Trainee Inspector of Works (New Grade)
16 049 081	<b>Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600</b> Graphic Artist
16 030 072	<b>Rs 25145 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 40110 QB 41080 x 970 - 46900 x 1050 - 49000</b> Print Finishing/Book Binding Operator (Roster)
25 046 069	<b>Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930</b> Foreman

Salary Code	Salary Scale and Grade
25 028 061	<b>Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215</b> Cabinet Maker Carpenter Electrician General Assistant Mason Painter Plumber and Pipe Fitter Rattaner Welder
25 021 051	<b>Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190</b> Tradesman's Assistant
24 045 070	<b>Rs 29915 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900</b> Senior ICT Laboratory Auxiliary Senior Laboratory Auxiliary
24 028 065	<b>Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 42050</b> ICT Laboratory Auxiliary Laboratory Auxiliary
24 035 063	<b>Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 40110</b> Driver (Bibliobuses) Driver (Heavy Vehicles above 5 tons)
24 042 062	<b>Rs 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140</b> Head, Workshop Assistant
24 029 062	<b>Rs 24845 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140</b> Driver (roster – day and night) (Personal)

Salary Code	Salary Scale and Grade
24 032 061	<b>Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215</b> Senior/Head School Caretaker
24 028 061	<b>Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215</b> Driver (on roster)
24 027 060	<b>Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290</b> Driver
24 025 058	<b>Rs 23645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840</b> Workshop Assistant/Senior Workshop Assistant
24 024 057	<b>Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280</b> Home Economics Attendant Library Auxiliary/Senior Library Auxiliary
24 024 054	<b>Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600</b> Gardener/Nursery Attendant Physical Education Attendant (New Grade) School Caretaker
24 023 053	<b>Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040</b> Surveillant
24 021 052	<b>Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615</b> Stores Attendant
24 020 050	<b>Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765</b> Handy Worker

Salary Code	Salary Scale and Grade
24 020 049	<b>Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365</b> Cloakroom Attendant Lorry Attendant <i>formerly Lorry Loader</i>
24 001 047	<b>Rs 17975 x 175 - 18500 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30615</b> General Worker General Worker (Ex-SPI) (Personal)

