

23. FOOD AND AGRICULTURAL RESEARCH AND EXTENSION INSTITUTE (FAREI)

- 23.1 Established under the Food and Agricultural Research and Extension Institute (FAREI) Act 2013, the FAREI is a corporate body operating under the purview of the Ministry of Agro-Industry, Food Security, Blue Economy and Fisheries (Agro-Industry and Food Security Division). Besides coordinating, stimulating and harmonising research activities, it also aims at introducing, developing and promoting innovative technologies in the food and non-sugar agricultural sector.
- 23.2 Its activities are carried out under three Departments namely Crop, Livestock, and Extension and Training. The organisation is headed by a Chief Executive Officer who is assisted by a Director and Assistant Directors. The core functions are carried out by officers in scientific and technical grades, while officers in the General Services Cadre, among others, provide support services. As per the organigram, each Department falls under the responsibility of an Assistant Director, who reports to the Director. The latter in turn is accountable to the Chief Executive Officer.
- 23.3 For this review, the main submissions from the Unions and Management were geared towards: creation/restyling/upgrading of grades; increasing the establishment size of certain grades; setting up of new units/divisions; reviewing upward the qualifications requirement of some positions; and amending schemes of service. Certain grades have been created where found justified, while a few issues should be dealt with administratively.
- 23.4 With regard to requests made for a review of the mode of appointment of a few grades, the Bureau considers that proposed major change(s) that would be brought thereto may best be addressed outside a review exercise, thereby allowing for proper consultations between Management and Unions. In some cases, where deemed essential, the requirement for specific skills and experience in particular areas that would be of relevance to perform the duties of the grade may be included.
- 23.5 A common representation was received from three Unions namely that the salaries of all grades at FAREI should be reviewed upward since its Board has now been classified under Category "A". They were explained that the categorisation of the Board does not have any bearing on the salary of the employees.
- 23.6 Demands were also made towards the revision of the quantum payable in respect of certain allowances and to grant new ones, coupled with an enhancement in the Conditions of Service. These have been examined from a general perspective. For issues that could not be retained, the Union members were provided relevant information thereto related.

- 23.7 Moreover, at the request of Unions/staff, five site visits have been conducted namely, at Curepipe Livestock Research Station, Wooton Crop Research Station, Mushroom Unit and St Pierre and Montagne Longue Extension Units. This exercise enabled the Bureau to take cognisance *de visu* of certain inherent aspects of the work of grades concerned, which normally cannot be easily captured in the Job Description Questionnaires. The findings of these site visits as well as surveys carried out in the context of this Report were also taken on board prior to arriving at the recommendations.
- 23.8 After examining all the proposals, we are, among others, providing for an additional level and new allowances to certain grades, while restyling other positions. These are detailed in the ensuing paragraphs.

Public Relations Officer (New Grade)

- 23.9 Management apprised that following the diversification in the functions of FAREI, the organisation is regularly being requested to address and interact with the media with a view to promoting and marketing the organisation's products and services. In this context, Management advocated for the creation of a grade of Communication Officer to manage internal and external communications. A scrutiny of the nature and level of duties proposed for the grade has shown that an appellation of Public Relations Officer with a diploma as qualification requirement, would be more appropriate. We are, therefore, recommending along these lines.

Recommendation 1

- 23.10 We recommend the creation of a grade of Public Relations Officer. Appointment thereto should be made by selection from among candidates possessing a Diploma in Public Relations or Media and/or Communication or Journalism or an equivalent qualification and reckoning at least two years' experience in the field of media and/or communication.**
- 23.11 Incumbent would be called upon to, *inter alia*: develop and implement an effective communication plan to align with FAREI's mandate; maintain corporate image of FAREI through consistent messaging across all communication channels; create social media content and campaigns for stakeholders and target audiences; develop creative and engaging content for FAREI's website, social media platforms and other digital channels as well as manage external and internal communication, including media relations and press releases.

Manager, Finance

- 23.12 At present, the grade of Manager, Finance is filled by selection from among candidates possessing a pass at the final examination required for admission to membership of one of the accounting bodies and possessing a minimum of five years' experience in management of financial resources. We noted that the qualification requirement is not as stipulated in the Financial Reporting Act, which

requires registration with the Mauritius Institute of Professional Accountants (MIPA). We are, therefore, providing for an amendment accordingly.

Recommendation 2

23.13 We recommend that the grade of Manager, Finance should be filled by selection from among candidates possessing a pass at the final examination required for admission to membership of one of the professional accounting bodies and who are registered with the Mauritius Institute of Professional Accountants, in accordance with Section 51 of the Financial Reporting Act.

Office Management Assistant

23.14 While perusing the scheme of service of different grades, we observed that the mode of appointment to the grade of Office Management Assistant is not in line with the recommendation made by the Bureau.

23.15 We, therefore, urge Management to review the mode of appointment of the grade of Office Management Assistant as per the recommendation made in the Chapter on Observations and General Provisions of this Volume.

Incremental Movement in the Master Salary Scale

23.16 At present, officers in the grades of Procurement and Supply Officer/Senior Procurement and Supply Officer and Human Resource Officer/Senior Human Resource Officer are allowed to move incrementally beyond their top salary in the Master Salary Scale, subject to satisfying certain conditions. **Recommendation related thereto has been made in the Chapter on Observations and General Provisions of this Volume.**

Extension Support Officer Cadre *formerly Extension Assistant Cadre*

23.17 Both Union and Management requested for a restyling of the grades of the Extension Assistant Cadre to reflect more appropriately the duties devolving upon incumbents. Management further proposed for a restructuring of the Extension Assistant Cadre involving the merging of the grades of Extension Assistant and Senior Extension Assistant, while shifting the duties devolving on the latter to other grades, coupled with the abolition of the position of Principal Extension Assistant. The Bureau was apprised that the latter grade has never been filled and its duties are no longer relevant.

23.18 Given the various implications of such a restructuring and for harmonious industrial relations, we deem it more prudent for Management to consult the relevant stakeholders prior to embarking on the proposed restructuring and they were advised accordingly. We are, however, restyling the grades of the Extension Assistant Cadre.

Recommendation 3

23.19 We recommend that the grades of the Extension Assistant Cadre be restyled as per the table below:

From	To
Extension Assistant	Extension Support Officer
Senior Extension Assistant	Senior Extension Support Officer
Principal Extension Assistant	Principal Extension Support Officer

Senior Livestock Attendant
formerly Senior Stockman

Livestock Attendant (Roster)
formerly Stockman (Roster)

23.20 A common representation was made by Union and Management to restyle the grades of the Stockman (Roster) Cadre in attunement with the duties being performed by incumbents. After duly examining the request, we are reviewing the job appellations, taking into consideration what obtains for their counterparts in other quarters. Moreover, at the request of the Union, we conducted a site visit at the Curepipe Livestock Research Station, where we took cognisance of the particular conditions in which the Stockmen operate on a daily basis. **This element has been considered in arriving at the revised salaries of the grades concerned.**

Recommendation 4

23.21 We recommend that the grades of the Stockman Cadre be restyled as below:

From	To
Stockman (Roster)	Livestock Attendant (Roster)
Senior Stockman	Senior Livestock Attendant

Movement for Extension Support Officers *formerly Extension Assistants* and Research Support Officers

23.22 Extension Support Officers *formerly Extension Assistants* and Research Support Officers in post as at the eve of the publication of the 2021 PRB Report, are allowed to move incrementally in the Master Salary Scale up to salary point Rs 43500 on a personal basis, on the conditions prevailing previously, and upon satisfying set performance criteria. This provision is being maintained while the salary point revised.

Recommendation 5

23.23 We recommend that Extension Support Officers formerly Extension Assistants and Research Support Officers in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 55950 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.

Movement for Assistant Research Scientists

23.24 Assistant Research Scientists, in post as at the eve of the publication of the 2021 PRB Report, who possess a Degree in Agriculture or an equivalent qualification are allowed to move incrementally up to salary point Rs 61000 on a personal basis and those who joined the grade after the publication of the 2021 Report are allowed to move by one increment in the Master Salary Scale, subject to satisfying certain set performance criteria.

Recommendation 6

23.25 We recommend that officers in the grade of Assistant Research Scientist who:

- (i) were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, and possessed a Degree in Agriculture or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 75500 on a personal basis; and**
- (ii) were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, and obtained the above mentioned qualification after that date AND those who joined the grade as from the date of publication of the 2021 PRB Report, that is, 14 October 2021, and possess the additional qualification, should be allowed to move incrementally in the Master Salary Scale by one increment,**

provided that they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

Movement for Internal Audit Officer/Senior Internal Audit Officers formerly Internal Control Officer/Senior Internal Control Officers

23.26 Officers in the grade of Internal Audit Officer/Senior Internal Audit Officer formerly Internal Control Officer/Senior Internal Control Officer are allowed to move incrementally beyond their top salary in the Master Salary Scale, subject to satisfying certain conditions. **Recommendation related thereto has been made in the Chapter on Observations and General Provisions of this Volume.**

Continuous Professional Development (CPD)

- 23.27 The Union pointed out during consultations and the site visit effected at Wooton Crop Research Station, that officers of the Research Scientist Cadre are actively involved in research and development and therefore, need to keep abreast of the latest developments in their respective field. They averred that no incentive is given to incumbents with respect thereto. Request was, therefore, made for this category of officers to be refunded expenses incurred in their professional development and provided additional incentives to further research at the FAREI.
- 23.28 With a view to improving the research capabilities of FAREI and to be attuned with Government's objective to further research on a national level, we are providing an incentive through a CPD scheme to officers who are actively involved in carrying out research.

Recommendation 7

- 23.29 We recommend that officers who are actively involved in carrying out research should be:**
- (i) **paid an allowance of Rs 9240 annually, to be able to meet expenses towards their professional development. This allowance is payable on presentation of documentary evidence and is cumulative over a maximum period of three years; and**
 - (ii) **granted special leave of 10 days annually, subject to exigencies of service, to enable them to take advantage of professional development programmes, either locally or abroad. The special leave may be combined with other types of leave whenever the number of days of leave required exceeds 10.**

Bad Road Allowance

- 23.30 Union requested for the payment of a Bad Road Allowance to officers of the Extension Unit as they use their own vehicle/motorcycle on bad roads regularly, in the performance of their duties. During the site visit at the Montagne Longue Extension Unit, we were able to note *de visu*, the types of roads namely, untarred, uneven, rough, and in some instances, muddy, that the officers are called upon to use to access their sites of work (fields). It has been averred that the condition of these roads in turn lead to a higher wear and tear/maintenance cost of their vehicle.
- 23.31 In the given circumstances, we hold that there is ground for the payment of a Bad Road Allowance to officers of the Extension Unit. We are providing accordingly.

Recommendation 8

- 23.32 We recommend that employees of the Extension Unit who regularly use their vehicles on bad roads in the performance of their duties, should be paid a monthly Bad Road Allowance as per the following table:**

Grade	Monthly Bad Road Allowance
Extension Officer/Senior Extension Officer Principal Extension Officer	Rs 970 for using their cars; Rs 415 for using their motorcycles; and Rs 275 for using their autocycles
Extension Support Officer <i>formerly Extension Assistant</i> Senior Extension Support Officer <i>formerly Senior Extension Assistant</i> Principal Extension Support Officer <i>formerly Principal Extension Assistant</i>	Rs 415 for using their motorcycles; and Rs 275 for using their autocycles

23.33 We further recommend that officers of the Extension Support Officer Cadre formerly Extension Assistant Cadre would on reaching the salary point Rs 43020, be also eligible for Bad Road Allowance for regularly using their cars to perform field duties.

Allowance to General Workers

23.34 As per existing provision, General Workers posted at the Mushroom Unit are paid an allowance equivalent to one and a half increments at the initial of their salary scale for performing certain duties of rather technical nature. Since this practice is ongoing, payment of this allowance should continue. Moreover, while examining the Job Description Questionnaires of General Workers, we observed that a few of them are being called upon to perform additional duties namely, messengerial duties, on a regular basis and in turn, are being granted time-off. We consider that this mode of compensation may not be appropriate as these higher additional duties are being carried out almost daily. We are, in turn, providing a different mode of compensation to these employees.

23.35 Additionally, during the site visit effected at the Curepipe Livestock Research Station, we observed that the General Worker posted at the Milk Room is required to perform duties which do not strictly fall within the normal ones of a General Worker. We consider that there is need for an additional compensation. We are, therefore, recommending for an appropriate quantum. **Any allowance presently being paid to incumbent in this respect should, therefore, lapse with this Report.**

Recommendation 9

23.36 We recommend that General Workers who are called upon to perform additional duties should be paid allowances as per the table below:

Eligibility	Monthly Allowance (Rs)
Those posted at the Mushroom Unit who are called upon to perform duties of rather technical nature.	1 ½ increments at the initial of their salary scale.
Those who perform effectively office attendant duties on a regular basis	1 ½ increments at the initial of their salary scale.
For performing additional duties at the Milk Room	Rs 1075

Allowance to Handy Workers

23.37 Both Union and Management requested for the creation of an intermediate level between the grade of Handy Worker and Handy Worker (Skilled) on account of the fact that certain Handy Workers, though not possessing the required trade test certificate, are effectively being called upon, on a regular basis, to perform tasks which require certain skills and competencies in different trades.

23.38 In view of the existing structure and in line with the general framework of the Bureau, we consider that it would not be appropriate to create the proposed intermediate level. Instead, **we consider that the concerned employees may have recourse to Recognition of Prior Learning (RPL), so that they may become eligible for the grade of Handy Worker (Skilled).** In parallel, we are recommending for a compensation to these employees for using their skills and knowledge in the different trades to carry out certain duties befalling a Handy Worker (Skilled).

Recommendation 10

23.39 We recommend that Handy Workers who are regularly and effectively performing duties which require specific skills/competencies/knowledge in a particular trade(s), be paid a monthly allowance equivalent to one and a half increments at the initial of their salary scale.

Allowances

23.40 A few allowances are being paid to certain employees of different grades for performing additional duties. Since we consider payment of these allowances to be still valid, we are maintaining same, but with a revised quantum.

Recommendation 11

23.41 We recommend that eligible officers should be paid an allowance as per the table below:

Grade	Eligibility	Recommended Revised Quantum
Research Support Officer Senior Research Support Officer	Those of the Livestock Section posted in outstations on a roster basis for performing additional duties such as ensuring that procedures regarding milking, feeding of livestock and maintaining of sheds in appropriate hygienic conditions are properly adhered to.	Research Support Officer: Rs 550 Senior Research Support Officer: Rs 675 per month
Research Support Officer	Whenever required to perform duties of Transport Organiser.	Rs 120 per day
Handy Worker (Skilled)	For performing additional duties pertaining to other trades.	Rs 665 per month
Driver	Those Drivers who are required to drive on a regular basis vehicles of more than 3.5 tons but less than 5 tons.	Rs 470 per month

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SALARY SCHEDULE

FAREI 1 : 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

General Worker

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EXTENSION INSTITUTE (FAREI) (Contd)**

- FAREI 2 : Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765**
Handy Worker
- FAREI 3 : Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615**
Stores Attendant
- FAREI 4 : Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**
Gardener/Nursery Attendant
Chemical Sprayer Operator
formerly Insecticide Sprayer Operator
Research Facility Attendant
- FAREI 5 : Rs 23645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34160**
Irrigation/Pump Operator (Roster)
- FAREI 6 : Rs 23645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720**
Livestock Attendant (Roster)
formerly Stockman (Roster)
- FAREI 7 : Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720**
Senior Gardener/Nursery Attendant
- FAREI 8 : Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280**
Office Auxiliary/Senior Office Auxiliary
formerly Office Attendant/Caretaker
- FAREI 9 : Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290**
Driver
- FAREI 10 : Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290**
Field Supervisor

23. FOOD AND AGRICULTURAL RESEARCH AND EXTENSION INSTITUTE (FAREI) (Contd)

- FAREI 11 :** 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
Handy Worker (Skilled)
- FAREI 12 :** Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560
- 35840 x 725 - 37290 x 925 - 38215
Head Gardener/Nursery Attendant
Head Office Auxiliary
formerly Senior/Head Office Attendant
- FAREI 13:** Rs 26045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425
- 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140
Senior Livestock Attendant
formerly Senior Stockman
- FAREI 14 :** Rs 23945 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
Telephonist/Receptionist
- FAREI 15 :** 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
Driver (Heavy Vehicles > 5 tons)
- FAREI 16 :** 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 - 41080
Implement Operator
- FAREI 17 :** 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
Laboratory Auxiliary
formerly Laboratory Attendant
- FAREI 18 :** 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 - 45930
Field Support Assistant (Ex-NFYFC) (Personal)
- FAREI 19 :** 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
Clerk/Word Processing Operator
- FAREI 20 :** 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
Clerk/Senior Clerk (Ex-FSC) (Personal)

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EXTENSION INSTITUTE (FAREI) (Contd)**

**FAREI 21 : Rs 28225 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**

Management Support Officer

**FAREI 22 : 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**

Accounts Clerk

Assistant Procurement and Supply Officer

**FAREI 23 : Rs 27585 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**

Extension Support Officer

formerly Extension Assistant

Research Support Officer

**FAREI 24 : Rs 28545 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
- 52300**

Laboratory Technician

Transport Organiser

**FAREI 25 : Rs 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**

Confidential Secretary

**FAREI 26 : Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x
1050 - 49000 x 1100 - 54500 x 1450 - 55950**

Senior Extension Support Officer

formerly Senior Extension Assistant

Senior Research Support Officer

**FAREI 27 : Rs 32615 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970
- 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400**

Office Management Assistant

**FAREI 28 : 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 x 1100 - 54500 x
1450 - 58850**

Internal Audit Officer/Senior Internal Audit Officer

formerly Internal Control Officer/Senior Internal Control Officer

23. FOOD AND AGRICULTURAL RESEARCH AND EXTENSION INSTITUTE (FAREI) (Contd)

- FAREI 29:** Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850
Human Resource Officer /Senior Human Resource Officer
Procurement and Supply Officer/Senior Procurement and Supply Officer
- FAREI 30 :** 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
ICT Technician
Maintenance Officer
Public Relations Officer (New Grade)
- FAREI 31 :** Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600
Principal Extension Support Officer
formerly Principal Extension Assistant
Principal Research Support Officer
- FAREI 32 :** Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350
Accounts Officer/Senior Accounts Officer
- FAREI 33 :** 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
Safety and Health Officer/Senior Safety and Health Officer
- FAREI 34:** Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050
Office Superintendent
- FAREI 35 :** 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
Assistant Research Scientist
- FAREI 36 :** Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 69800
Stores Superintendent
- FAREI 37 :** 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
Maintenance Officer (Personal)

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FAREI 38 : 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

Business Development Officer
Librarian

FAREI 39 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750

Accountant
Human Resource Officer (Personal)

FAREI 40 : 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

Economist/Senior Economist

FAREI 41 : 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 - 86750

Biometrician/Senior Biometrician
Extension Officer/Senior Extension Officer
IT Analyst/Senior IT Analyst
formerly IT Officer/Systems Administrator
Research Scientist/Senior Research Scientist (Animal Health)
Research Scientist/Senior Research Scientist (Crops)
Research Scientist/Senior Research Scientist (Entomology)
Research Scientist/Senior Research Scientist (Livestock Research)
Research Scientist/Senior Research Scientist (Plant Pathology)
Station/Laboratory Manager

FAREI 42 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750

Administrative Manager
HR Manager
Internal Auditor/Senior Internal Auditor

FAREI 43 : Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750

Agricultural Engineer/Senior Agricultural Engineer

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EXTENSION INSTITUTE (FAREI) (Contd)**

**FAREI 44 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900
x 1900 - 75500 x 2250 - 86750**

Manager, Finance

**FAREI 45 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250
x 2750 - 99750**

Agricultural Coordinator
Business Development Manager
Principal Biometrician
Principal Extension Officer
Principal Research Scientist (Animal Health)
Principal Research Scientist (Livestock Research)
Principal Research Scientist (Crops)
Principal Research Scientist (Entomology)
Principal Research Scientist (Plant Pathology)

**FAREI 46 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250
x 2750 - 102500**

Principal Agricultural Engineer

FAREI 47 : Rs 71700 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500

Laboratory and Nursery Manager (Ex-FARC) (Personal)

**FAREI 48 : Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000
x 4000 - 118000**

Assistant Director (Crops)
Assistant Director (Extension and Training)
Assistant Director (Livestock)

FAREI 49 : Rs 138000

Director

FAREI 50 : Rs 150000

Chief Executive Officer

