

5. COMMISSION FOR HEALTH, HOUSING, SOCIAL SECURITY, PRISONS AND REFORM INSTITUTIONS, PROBATION AND SOCIAL REHABILITATION

- 5.0.1 The Commission has under its umbrella the portfolios of Health; Housing; Social Security; Prisons and Reform Institutions, Probation and Social Rehabilitation.
- 5.0.2 Some of the key services provided by the Commission *via* these portfolios include: enhancing the quality of health care services in Rodrigues; promoting public health and protecting the population from Non-Communicable and highly infectious diseases; promoting the welfare and wellbeing of the elderly and disabled persons and alleviating poverty by providing efficient social protection schemes as well as re-engineering and modernising the prison system and rehabilitation centres through rehabilitation and re-integration of the detainees.
- 5.0.3 A Departmental Head is at the apex of the Commission and is responsible for its day-to-day administration. He is assisted in his tasks by a complement of professional, technical and supporting staff.

5.1 Health (Administration)

MEDICAL GROUP

- 5.1.1 The medical group in Rodrigues comprises officers in the grades of Health Director; Specialist/Senior Specialist; Community Physician, Medical and Health Officer/Senior Medical and Health Officer (MHO/SMHO) and Dental Surgeon/Senior Dental Surgeon. While a few of these officers belong to the Rodriguan establishment, the others are from the Ministry of Health and Wellness (MOHW) and serve on a tour of service.
- 5.1.2 For this review, proposals were received for the creation of the grades of Emergency Physician and Dental Superintendent. Following examination, we are providing for the grade of Emergency Physician. We are also restyling the grade of MHO/SMHO and extending certain benefits to officers of the Medical Group, in line with what obtains for medical professionals of the MOHW.

General Practitioner

formerly Medical and Health Officer/Senior Medical and Health Officer

- 5.1.3 To align with provision made for the comparable level at the MOHW, we are restyling the grade of MHO/SMHO to General Practitioner.

Recommendation 1

- 5.1.4 **We recommend that the grade of Medical and Health Officer/Senior Medical and Health Officer be restyled General Practitioner.**

Emergency Physician (New Grade)

5.1.5 Both Management and Unions have requested for the creation of a grade of Emergency Physician. In justification, it is submitted that the RRA will soon proceed with the implementation of a SAMU service with a view to providing appropriate and timely treatment to patients as the number of emergency cases has been on the rise during the past years. We are recommending accordingly.

Recommendation 2

5.1.6 We recommend the creation of a grade of Emergency Physician. Appointment thereto should be made by selection from among candidates who are fully registered as Medical Practitioner in accordance with legislation in force in Mauritius, reckon at least three years' experience as a Medical Practitioner in a recognised health Institution and possess a Diploma in Emergency Medicine or an equivalent qualification.

5.1.7 Incumbent would be required, *inter alia*, to: perform clinical work; provide emergency medical care and treatment to patients at their home/site of accident/workplace, during trips to hospitals in the equipped ambulances; participate in the training of health personnel in the field of Emergency Medicine and in research activities and audit for the development and improvement of the Emergency Medical Services.

Medical Superintendent (New Grade)

5.1.8 A request was received to provide the salary grading for the grade of Medical Superintendent. During our visit to Rodrigues, we had the opportunity to discuss certain matters pertaining to the proposed grade with Management. Following these consultations, we are making appropriate provision.

Recommendation 3

5.1.9 We recommend the creation of a grade of Medical Superintendent. Appointment thereto should be made by selection from among officers in the grade of General Practitioner formerly MHO/SMHO reckoning at least eight years' service in a substantive capacity in the grade.

5.1.10 The Medical Superintendent would be required, among others, to: assist the Health Director in the running of the hospital and its annexed health institutions; carry out clinical duties; manage the day-to-day operations of the hospital; exercise supervision and control over the staff and ensure all operations in the hospital and its annexed institutions adhere to the relevant health acts.

Allowance to General Practitioners formerly MHO/SMHOs entrusted with the responsibility of Duty Manager after normal working hours

5.1.11 In the course of this exercise, we have been apprised that in the absence of an authority to oversee and coordinate the activities at the hospital and the two Area Health Centres which offer a 24-hour service, Nursing Supervisors on night duty

are being called upon to manage crises which are outside the scope of their work. Consequently, a request has been made by the staff side for an officer from the Medical Group to assume the functions of Duty Manager as is the case in Mauritius. We are providing for an appropriate mechanism to address the issue.

Recommendation 4

5.1.12 We recommend that the seniormost General Practitioners formerly MHO/SMHOs who provide coverage after normal working hours and assume the function of Duty Manager should be compensated at the normal hourly rate based on the salary point reached in their salary scale, for every additional hour put in.

Allowance to Doctors in Rodrigues

5.1.13 As per existing provision, doctors in Rodrigues are paid an allowance of Rs 350 per case whenever they are called upon to certify the cause of death “à domicile”. We are revising the quantum thereof.

Recommendation 5

5.1.14 We recommend that the allowance payable to doctors in Rodrigues for certifying the cause of death “à domicile” should be revised to Rs 385 per case.

Allowance to Dental Surgeon/Senior Dental Surgeons

5.1.15 Dental Surgeon/Senior Dental Surgeons are required to attend to cases after normal working hours due to a lack of Specialists (Dental Services) on the island. They are presently being remunerated at the normal hourly rate, inclusive of travelling time, for the additional hours put in. This arrangement should continue to prevail.

Recommendation 6

5.1.16 We recommend that in the absence of Specialists (Dental Services), Dental Surgeon/Senior Dental Surgeons in Rodrigues who are called upon to attend to cases after normal working hours should be compensated at the normal hourly rate based on the salary point reached in their salary scale, for every additional hour put in, inclusive of travelling time.

Allowance to seniormost Dental Surgeon/Senior Dental Surgeon

5.1.17 In our previous Report, we introduced the payment of an allowance to the seniormost Dental Surgeon/Senior Dental Surgeon who is called upon to shoulder additional responsibilities such as managing and organising the dental services; managing roster for Dental Surgeon/Senior Dental Surgeons, coordinating and preparing appointment of patients, and managing pre and post specialists' visit date of patients. We are maintaining this provision while revising the quantum of the allowance.

Recommendation 7

5.1.18 We recommend that the monthly allowance payable to the seniormost Dental Surgeon/Senior Dental Surgeon who is required to manage and organise the dental services; prepare roster for Dental Surgeon/Senior Dental Surgeons; coordinate and prepare appointment of patients and manage the pre and post specialists' visit date of patients should be revised to Rs 2200.

Post Mortem/Autopsy Examination

5.1.19 An allowance of Rs 350 per case is presently payable to doctors in Rodrigues for performing post-mortem autopsy examination. We are revising the allowance.

Recommendation 8

5.1.20 We recommend that the allowance paid to doctors in Rodrigues for carrying out post mortem/autopsy examination be revised to Rs 385 per case.

Refund of Unutilised Casual Leave

5.1.21 Presently, General Practitioners *formerly MHO/SMHOs* on the establishment of the RRA are entitled to refund of their unutilised casual leave on account of the specificities and nature of duties performed in the provision/coverage of a 24-hour service to patients. This provision is considered to be still pertinent and is being maintained.

Recommendation 9

5.1.22 We recommend that, until the publication of the next Report, officers in the grade of General Practitioner *formerly MHO/SMHO* should be refunded their untaken casual leave annually at the rate of 1/66 of their last monthly salary per day in the corresponding year.

5.1.23 We further recommend that the unutilised casual leave should be refunded on a *pro rata* basis for the year in which officers proceed on retirement or pass away while in service.

Allowance to acting Specialist/Senior Specialist

5.1.24 The salary of General Practitioners *formerly MHO/SMHOs* at the MOHW who are assigned the duties of the grade of Specialist/Senior Specialist is adjusted upon their appointment in a substantive capacity to the higher level taking into consideration the years of actingship. We are extending this provision to the General Practitioners *formerly MHO/SMHOs* on the Rodriguan establishment.

Recommendation 10

5.1.25 We recommend that General Practitioners *formerly MHO/SMHOs* who are assigned the duties of Specialist/Senior Specialist should hypothetically be granted one increment for each completed year of actingship subject to the top salary of the grade, upon their substantive appointment as

Specialist/Senior Specialist. These increments should be used to determine their salary point in their new salary scale.

Incremental Credits for Specialist Qualifications

5.1.26 In line with what obtains for General Practitioner *formerly MHO/SMHOs* at the MOHW, we are making provision for the grant of incremental credits to General Practitioners *formerly MHO/SMHOs* on the establishment of the RRA for specialist qualifications in fields which are considered as scarce by the MOHW.

Recommendation 11

5.1.27 We recommend that:

- (i) **on obtention of a specialist qualification in a field listed as scarce by the MOHW, General Practitioners *formerly MHO/SMHOs*, who are appointed in a substantive capacity, should be granted up to two incremental credits as follows:**
 - (a) **up to two years' study full-time or equivalent - One increment part-time**
 - (b) **above two years' study full-time or equivalent - Two increments part-time**
- (ii) **General Practitioners *formerly MHO/SMHOs* who had already embarked on a course previously listed as scarce but which is subsequently removed from the list, should be entitled to the grant of the incremental credits recommended above; and**
- (iii) **the incremental credits should be payable either as from the date of appointment in the grade or as from the date of confirmation or as from the date the additional qualification has been awarded, whichever is the latest.**

Special Medical Service Allowance

5.1.28 A request has been made to extend the Special Medical Service Allowance, currently granted to doctors at the MOHW to those on the establishment of the RRA. After having examined the arguments brought forward, we are recommending, accordingly.

Recommendation 12

5.1.29 We recommend that, until the next Report, members of the Medical and Dental professions who are not allowed the privilege of private practice should be eligible for the payment of a monthly Special Medical Service Allowance as shown in table hereunder:

Category	Special Medical Service Allowance % of monthly salary
Officers drawing salary in a scale the maximum of which is Rs 97000 and Rs 102500 and: (i) reckoning at least eight years' service as at 01 January 2026; and (ii) reckoning at least seven years' service as at 01 January 2027.	7
Officers drawing salary in a scale the maximum of which is Rs 114000.	7
Officers drawing salary in a scale the maximum of which is between Rs 122000 and Rs 130000.	12
Officers drawing salary more than Rs 130000.	15

Inducement Allowance

5.1.30 An inducement allowance of 50% of the monthly salary in lieu of the Disturbance Allowance is presently paid to Specialist/Senior Specialists in scarce fields whenever they are posted on a tour of service in Rodrigues. In the event the tour of service is of a shorter duration and they are provided with accommodation in fully furnished rent-free quarters/houses, they are paid the allowance on a *pro rata* basis. However, they are not paid the allowance when, for one reason or another, they are provided with board and lodging in hotels. The existing provisions are being retained.

Recommendation 13

5.1.31 We recommend that:

- (i) **Specialist/Senior Specialists in scarce fields posted on a tour of service in Rodrigues should be paid an Inducement Allowance of 50% of the monthly salary, subject to the approval of the MPSAR;**
- (ii) **the payment of the above allowance should be on a *pro rata* basis to those who are posted for a short duration and who are accommodated in fully furnished rent-free quarters; and**
- (iii) **the Inducement Allowance should not be payable to those who, for one reason or another, are provided with board and lodging in hotels.**

Specific Conditions of Service

5.1.32 As per existing provisions, certain Conditions of Service that exist for the Medical and Dental Professionals at the MOHW, are equally applicable to those on the establishment of the RRA. We are maintaining these arrangements.

Recommendation 14

5.1.33 We recommend that the under-mentioned provisions, under the MOHW, should be equally applicable to the members of the Medical and Dental Professions on the establishment of the RRA.

Specific Conditions of Service	Recommendation under the MOHW
Book Allowance/Smart Phones for members of the Medical and Dental professions	Para 23.73 Rec 28
Continuing Professional Development	Para 23.75 Rec 29
Rent Free Telephone and Free Calls	Para 23.83 Rec 33
Special Provision for officers of the Medical and Dental Professions	Para 23.85 Rec 34

NURSING GROUP

5.1.34 Officers of the Nursing Group are responsible for promoting health and providing patient care and other related services. They are from the different cadres namely Nursing Officer, Midwifery, Physiotherapy Assistant and from the grades of Public Health Nursing Officer; Specialised Nurse, Blood Bank Officer and Health Care Assistant/Senior Health Care Assistant (General).

5.1.35 Among the numerous proposals received for this group, there were requests for the creation of levels; restyling and merging of grades; upgrading of salary; provision of new allowances and review of the quantum of existing ones, amendments of qualifications requirement; recruitment of additional staff and provision of training. Concerning refund of Continuing Professional Development (CPD) to the Nurses and Midwives, we consider that the RRA should liaise with the relevant authorities for the mounting of appropriate CPD programme courses for the nursing and midwifery personnel. For proposals deemed justified, appropriate provisions are being made.

Chief Midwife (New Grade)

5.1.36 A request has been made by Management and the staff side for the creation of a level above the Principal Midwife to be responsible for the administration of the midwifery services in the hospital and the Area Health Centres. We are recommending accordingly.

Recommendation 15

5.1.37 We recommend the creation of a grade of Chief Midwife. Appointment thereto should be made by selection from among officers in the grade of Principal Midwife who reckon at least two years' service in a substantive

capacity in the grade and have successfully completed the Hospital Nursing Administration Course.

- 5.1.38 Incumbent would be required, *inter alia* to: plan and implement Community Midwifery policies; organise, supervise and oversee the work of all midwifery staff in the hospital and the regions and ensure the proper staffing of all health institutions wherever there is a midwifery service delivery.

Senior Public Health Nursing Officer (New Grade)

- 5.1.39 We have, in the context of this review, received proposals for the provision of either a new level or a merged position of Public Health Nursing Officer/Senior Public Health Nursing Officer. On the basis of functional justification, we are providing for the higher level to be responsible for the planning, implementation and evaluation of the Community Health Nursing Programmes, among others.

Recommendation 16

- 5.1.40 We recommend the creation of a grade of Senior Public Health Nursing Officer. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Public Health Nursing Officer who reckon at least three years' service in a substantive capacity in the grade and have successfully followed the Hospital Nursing Administration Course.**

- 5.1.41 Incumbent would be, among others, responsible for: assisting in planning, implementing and evaluating Community Health Nursing programmes; carrying out Acute Flaccid Paralysis Surveillance programme; coordinating and supervising the work of all members of the team working in a region; and facilitating all educational programmes and organising preventive and promotive health programmes.

Senior Midwife (Shift) formerly Senior Midwife (Personal)

- 5.1.42 Presently, there exist the grades of Senior Midwife (Shift) and Senior Midwife (Personal) on the establishment of the RRA. Management has made a request for the grade of Senior Midwife (Personal) to be restyled into Senior Midwife (Shift) on the ground that the officers in the grade are working on a shift pattern.
- 5.1.43 In examining this request, we have taken into account the fact that there is no prescribed scheme of service for the grade of Senior Midwife (Shift) which was created in the 2008 PRB Report. As such, incumbents in the grade of Senior Midwife (Personal) could not be appointed to the said grade. We are making appropriate recommendation to address the issue.

Recommendation 17

5.1.44 We recommend that the:

- (i) **grade of Senior Midwife (Personal) be reinstated and restyled Senior Midwife (Shift); and**
- (ii) **officers in the grade of Senior (Midwife) (Shift) formerly Senior Midwife (Personal) be granted three additional increments on conversion, subject to the top salary of the grade.**

Schemes of Service - Nursing Supervisor (Male) Nursing Supervisor (Female)

5.1.45 Provision was made in our last Report for appointment to the grades of Nursing Supervisor (Male) and Nursing Supervisor (Female) at the MOHW to be, as from 01 January 2026, by selection from among officers in the grades of Ward Manager (Male) and Ward Manager (Female) respectively who possess a Degree in Nursing. Recommendation was also made for the scheme of service of the corresponding grades at the RRA to be amended along similar lines as their counterpart in the Civil Service.

5.1.46 The requirement for incumbents to possess a Degree in Nursing has been deferred to a later date for the grades at the MOHW as the course has not yet been organised. Similar provisions are, accordingly, being made for the RRA.

Recommendation 18

5.1.47 We recommend that:

- (i) **the schemes of service of the grades of Nursing Supervisor (Male) and Nursing Supervisor (Female) should be amended to reflect the recommendation contained in the 2021 Report for the grades to be filled from Ward Managers (Male) and Ward Managers (Female) respectively possessing a Degree in Nursing; and**
- (ii) **the requirement for a Degree in Nursing for the grades of Nursing Supervisor (Male) and Nursing Supervisor (Female) should take effect as from 01 January 2028.**

Scheme of Service – Specialised Nurse

5.1.48 Presently in Rodrigues, there is only one officer performing the duties of Specialised Nurse in the field of HIV Aids. The staff side has requested for the creation of the grade of Specialised Nurse in other fields such as NCD and Health Promotion. However, we consider that it would be more appropriate to amend the scheme of service of the existing grade of Specialised Nurse to cater for the other fields of speciality.

Recommendation 19

5.1.49 We recommend that the scheme of service of the grade of Specialised Nurse be amended such that, henceforth, it is filled by selection from among officers in the grade of Nursing Officer who:

- (i) reckon at least 10 years' service in a substantive capacity in the grade including at least five years' experience in General Nursing and at least two years' working experience in the relevant field of speciality; and**
- (ii) have received training of at least one year in the relevant field of speciality.**

Assignment of duties as Specialised Nurse

5.1.50 As per current arrangement, the Nursing Officer who is assigned the duties of Specialised Nurse is paid an allowance equivalent to three increments at the salary point reached. We are maintaining the existing provision.

Recommendation 20

5.1.51 We recommend that the Nursing Officer who has been assigned the duties of Specialised Nurse should continue to be paid an allowance equivalent to three increments at the salary point reached in the salary scale.

Phlebotomist***formerly Blood Bank Assistant/Senior Blood Bank Assistant***

5.1.52 To better reflect the duties devolving upon incumbents in the grade of Blood Bank Assistant/Senior Blood Bank Assistant, we are restyling the grade to a more appropriate appellation.

Recommendation 21

5.1.53 We recommend that the grade of Blood Bank Assistant/Senior Blood Bank Assistant be restyled Phlebotomist.

Allowance to Blood Bank Officer

5.1.54 The Blood Bank Officer is presently entitled to an allowance for performing additional duties such as organising and delivering educational meetings and talks, lectures and sensitisation campaigns on blood donation/collection related issues after normal office hours, during Weekends and Public Holidays. As this arrangement would continue in the future, we are maintaining this provision while revising the quantum of the allowance.

Recommendation 22

5.1.55 We recommend that the monthly allowance payable to the Blood Bank Officer for organising and delivering educational meetings and talks, lectures and sensitisation campaigns on blood donation/collection related

issues after normal office hours, during Weekends and Public Holidays should be revised to Rs 2750.

Bank Schemes

5.1.56 To alleviate the shortage of staff at the level of Health Care Assistant/Senior Health Care Assistant (General), Nursing Officer and Midwife at the different health institutions, a bank system has been put in place whereby officers who provide their services on a sessional basis are paid an All-inclusive Allowance. With a view to ensuring a smooth delivery of service, the present arrangement should continue to apply. Hence, we are revising the quantum of the All-inclusive Allowance payable to the eligible officers.

Recommendation 23

5.1.57 We recommend that the All-inclusive Allowance (excluding travelling) payable to the different category of officers operating under the Bank Schemes be revised as follows:

- (i) Rs 845 per session of four hours for day duty and Rs 970 per session of four hours for night duty to serving Nursing Officers, Charge Nurses, Ward Managers, Nursing Supervisors and Nursing Administrators employed on sessional basis under the Bank Scheme for Nurses;
- (ii) Rs 585 per session of four hours for day duty and Rs 670 per session of four hours for night duty to Health Care Assistant/Senior Health Care Assistants (General) employed on sessional basis in Government Health Institutions; and
- (iii) Rs 845 per day session of four hours and Rs 970 per night session of four hours to Midwives, Senior Midwives and Principal Midwives employed on sessional basis under the Bank Scheme for Midwives.

5.1.58 We further recommend that the allowances under the Bank Schemes should be paid on a *pro rata* basis whenever the officers are required to work for more or less than the specified number of hours.

Allowance to Nursing Officers attending Prison on a daily basis

5.1.59 As per prevailing arrangement, an All-inclusive Allowance of Rs 770 per session of four hours is paid to Nursing Officers who dispense medication to detainees at the Rodrigues Prison during their days off. This provision is being maintained until the filling of the new post of Prisons Health Service Officer.

Recommendation 24

5.1.60 We recommend that:

- (i) Nursing Officers who are required to attend the Rodrigues Prison during their days off to dispense medication to detainees should be paid an All-inclusive Allowance (excluding travelling) of Rs 845 per session of four hours;

- (ii) **the allowance should be paid on a *pro rata* basis whenever the officers are required to work for more or less than the specified number of hours; and**
- (iii) **the payment of the allowance should lapse with the filling of the grade of Prisons Health Service Officer.**

Retention Allowance

5.1.61 Provision had previously been made for certain officers of the Nursing Group to benefit from the Retention Allowance up to December 2016. The last PRB Report introduced a provision exempting officers who retire or leave the service before their compulsory retirement age from refunding the Retention Allowance. **This provision remains in force.**

Night Duty Allowance

5.1.62 A Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours to 0500 hours including up to a maximum of two hours' lying-in period is presently paid to officers of the Nursing Group who effectively work on night shift. As regards the Nursing Officer Cadre; Trainee Midwives, Midwives, Senior Midwives and Health Care Assistant/Senior Health Care Assistants (General), the allowance is exceptionally computed at the rate of 25% on the basis of eight hours in respect of the present night shift of 13½ hours. We are maintaining the existing provisions.

Recommendation 25

5.1.63 **We recommend that:**

- (i) **officers in the Nursing Group who effectively work on night shift be paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours including up to a maximum of two hours lying-in period; and**
- (ii) **Notwithstanding the provision at paragraph (i) above, the Night Duty Allowance should be computed exceptionally at the rate of 25% on the basis of eight hours in respect of the present night shift of 13½ hours for officers in the Nursing Officer Cadre and officers in the grades of Health Care Assistant/Senior Health Care Assistant (General), Senior Midwife, Midwife and Trainee Midwife.**

Night Attendance Bonus

5.1.64 In addition to the Night Duty Allowance, Trainee Nurses, Nursing Officers, Charge Nurses, Nursing Supervisors, Midwives, Senior Midwives and Health Care Assistant/Senior Health Care Assistants (General) are paid a monthly Night Attendance Bonus provided that they attend duty on all scheduled night shifts during the month. We are recommending the continued payment of this allowance.

Recommendation 26

5.1.65 We recommend that incumbents in the grades listed below should be paid a monthly Night Attendance Bonus provided they attend duty on all scheduled night shifts during the month.

Grade	Night Attendance Bonus (Rs)
Trainee Nurse	335
Trainee Midwife	335
Nursing Officer:	
Up to 10 years' service	675
Over 10 years' service	840
Charge Nurse:	
Up to 5 years' service	845
Over 5 years' service	1010
Nursing Supervisor	1270
Midwife:	
Up to 10 years' service	475
Over 10 years' service	675
Senior Midwife:	
Up to 5 years' service	675
Over 5 years' service	840
Health Care Assistant/Senior Health Care Assistant (General)	
Up to 10 years' service	380
Over 10 years' service	550

Refund of Vacation and Casual Leave**Recommendation 27**

5.1.66 The recommendations made at paragraph 23.197 (i) to (iv) of Volume 2 Part I of this Report should also apply to officers of the Nursing Officer Cadre at the RRA.

Allowance to Charge Nurses and Nursing Officers for performing duties of ECG Technician

5.1.67 Nursing Officers and Charge Nurses posted at the Accident and Emergency Department are called upon to perform the duties of ECG Technician at night, on Saturdays, Sundays and Public Holidays against payment of an allowance. Similar provision exists for the Nursing Officers, Charge Nurses and Health Care

Assistant/Senior Health Care Assistants who are required to perform such duties during the day, on Sundays and Public Holidays at the Area Health Centres/Community Health Centres. We are maintaining the existing provisions.

Recommendation 28

5.1.68 We recommend the payment of an allowance of Rs 160 per night/Sunday/Public Holiday and Rs 85 for Saturday from 1200 hours to 1800 hours to Charge Nurses and Nursing Officers who are posted at the Accident and Emergency Department and are required to perform the duties of ECG Technician at night, on Saturdays, Sundays and Public Holidays.

5.1.69 We also recommend the payment of an allowance of Rs 160 per night/Sunday/Public Holiday to Charge Nurses, Nursing Officers and Health Care Assistant/Senior Health Care Assistants (General) who are posted to Area Health Centres/Community Health Centres and are required to perform the duties of ECG Technician during the day, at night, on Sundays and Public Holidays.

Allowance to Nursing Officers posted to the Operation Theatre

5.1.70 As per current arrangement, Nursing Officers who are posted to the operation theatres and are required to stay beyond their normal working hours until the completion of the surgeries are paid an allowance as recommended under the Bank Scheme. **As this provision is still valid, we recommend that it should continue to prevail.**

Risk Allowance

Recommendation 29

5.1.71 We recommend the continued payment of a Risk Allowance equivalent to one and a half increments at the initial of the salary scale to officers of the Nursing Officer and Midwifery Cadres posted to the pre-natal, labour and post-natal wards.

5.1.72 We further recommend the payment of a Risk Allowance equivalent to one and a half increments at the initial of the salary scale to Health Care Assistant/Senior Health Care Assistants (General) posted to the pre-natal and post-natal wards.

On-Call Allowance to Nursing Officers and Charge Nurses at the Renal Dialysis Unit

5.1.73 Presently, Nursing Officers and Charge Nurses at the Renal Dialysis Unit who are required to be on-call to cater for patients who may attend the Unit after normal working hours to receive the required care, are eligible for the payment of On-Call and In-attendance Allowances. As the present arrangement would continue to be in force, we are maintaining the existing provision.

Recommendation 30**5.1.74 We recommend that:**

- (i) an On-call Allowance of Rs 275 be paid to one Nursing Officer or one Charge Nurse who is posted to the Renal Dialysis Unit and is required to be on-call on Monday, Wednesday, Friday and Saturday from 1800 hours to 0730 hours the following day; Rs 275 from 2100 hours to 0730 hours the following day on Tuesday and Thursday and Rs 790 from 0730 hours to 0730 hours the following day on Sundays and Public Holidays;
- (ii) when attending duty while being on-call, the Nursing Officer or Charge Nurse should be paid an In-attendance Allowance of Rs 320 per hour, inclusive of travelling time; and
- (iii) the allowance should be paid on a *pro rata* basis whenever the officer is required to work more or less than the specified number of hours.

Other Recommendations

5.1.75 The Nursing Group at the RRA is governed by certain conditions/provisions similar to what exist for their counterpart at the MOHW and such should continue to be the case.

Recommendation 31

5.1.76 We recommend that the following provisions under the Ministry of Health and Wellness in Volume 2 Part I of this Report, as reproduced in the table hereunder, should continue to be applicable to officers on the establishment of the RRA.

Conditions/Allowances	Paragraph	Recommendation
Diploma in General Nursing	23.138	52
Notional Time	23.153	60
Compensation for work on Public Holidays falling on Night Shift	23.198	80
X Ray of Dead Bodies	23.270	105
Specific conditions of Service for Health Sector	23.399	140

PHARMACY GROUP

5.1.77 The responsibility for overseeing pharmacy services on the island rests upon officers of the Pharmacy Group which comprises the grade of Pharmacist/Senior Pharmacist and the Pharmacy Technician Cadre. Proposals in the context of this review exercise were geared towards creation of grades, provision of new allowances and review of the quantum of existing ones; upgrading of the entry

requirements of the grade of Pharmacy Technician; and provision of enhanced benefits.

- 5.1.78 The staff side also requested for the establishment of a dedicated Island Supply Unit for indenting, centralised storage and distribution across the island, among others. This issue does not fall under our remit and we urge Management to give due consideration to the request. As regards the creation of a grade of Head, Pharmacy Technician, the request was not acceded to. However, we consider that the RRA should carry out a proper Human Resource Planning exercise with a view to determining the number of posts required at all levels in the Pharmacy Technician Cadre to ensure an efficient delivery of pharmacy services in all the health institutions including the Community Health Centres. We are, in this review, maintaining the existing structure while introducing a few allowances for the Pharmacist/Senior Pharmacist and Senior Pharmacy Technicians.

Inspection of private pharmacies and clearance of parcels

- 5.1.79 A request was made for the payment of an allowance to the Pharmacist/Senior Pharmacist for inspection of private pharmacies and clearance of parcels. After examination, we are making appropriate recommendation to that effect.

Recommendation 32

- 5.1.80 We recommend the payment of an allowance of Rs 600 to the Pharmacist/Senior Pharmacists for each inspection carried out in private pharmacies outside office hours which may involve submission of a report and/or legal proceeding and for each visit effected at the parcel post office, airport and seaport.**

Allowance to Senior Pharmacy Technicians

- 5.1.81 The staff side has requested for the provision of an allowance to the seniormost officer in the grade of Senior Pharmacy Technician for taking charge of the pharmacy and shouldering higher responsibilities after normal working hours in the absence of a Principal Pharmacy Technician and Pharmacist/Senior Pharmacist. We are recommending accordingly.

Recommendation 33

- 5.1.82 We recommend that the seniormost Senior Pharmacy Technician, who is called upon to take charge of the pharmacy and shoulder higher responsibilities after normal working hours in the absence of a Principal Pharmacy Technician and Pharmacist/Senior Pharmacist, should be paid a monthly allowance equivalent to one increment at the salary point reached in the salary scale.**

Allowance to Pharmacy Technician and Senior Pharmacy Technician

- 5.1.83 Pharmacy Technicians and Senior Pharmacy Technicians who are regularly required to work outside their normal working hours for continuity of service

delivery, are presently compensated at appropriate rate for the extra hours put in. As the existing arrangement has proven to be effective, we are recommending its continued payment.

Recommendation 34

5.1.84 We recommend that Pharmacy Technicians and Senior Pharmacy Technicians who are required to work beyond their normal working hours should be compensated at the normal hourly rate computed on the salary point reached in their respective salary scale, for the additional hours put in.

Loan facilities to the Pharmacy Technician Cadre

5.1.85 Due to transport problems encountered by officers in the Pharmacy Technician Cadre posted at the Queen Elizabeth Hospital at the end of their shift at 22 00 hours, provision exists for Management to consider the advisability of granting loan facilities to these officers for the purchase of an auto cycle/motorcycle. **In view of its relevance, this arrangement should continue to prevail.**

MEDICAL SUPPORT GROUP

5.1.86 The Medical Support Group consists of those grades/cadres that provide support to professional and paramedical groups. These include the Medical Imaging Assistant Cadre; Dental Assistant Cadre and the grades of Community Health Care Officer; Community Health Rehabilitation Officer and Linen Health Officer. In the context of this review, request pertaining to creation of grades were received and duly examined.

Senior Linen Health Officer (New Grade)

5.1.87 Both the staff side and Management have submitted that there is need for the creation of a grade of Senior Linen Health Officer to organise, supervise and exercise control on the work in the Laundry Section. We are making appropriate recommendation in that direction.

Recommendation 35

5.1.88 We recommend the creation of a grade of Senior Linen Health Officer. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Linen Health Officer who reckon at least five years' service in a substantive capacity in the grade.

5.1.89 Incumbent would be responsible to organise and control the work in the Linen Room; supervise and train junior staff; and perform the duties of a Linen Health Officer, as and when required.

Health Surveillance Officer (New Grade)

5.1.90 Request was made for the salary grading of the grades of Health Surveillance Officer and Senior Health Surveillance Officer. Presently, these services are provided by officers from the establishment of the MOHW. In view of the need to monitor disease trends, detect outbreaks and strengthen public health surveillance, we are providing for the first level at this stage. Concerning the grade of Senior Health Surveillance Officer, the present arrangement should continue.

Recommendation 36

5.1.91 We recommend the creation of a grade of Health Surveillance Officer. Appointment thereto should be made by selection from among candidates possessing a Cambridge School Certificate with credit in English Language, French and either Biology or Human and Social Biology or Chemistry or Physics obtained on one Certificate or an equivalent qualification.

5.1.92 Incumbent would be required, among others, to: visit households, incoming passengers, schools, health institutions and other places; take blood smears and collect specimens; report any public nuisance he may come across during his visit; exercise control over the Insecticide Sprayer Operator; and perform duties including field duties in connection with vectors of medical importance in Rodrigues.

MEDICAL TECHNICIAN, TECHNOLOGIST AND PARAMEDIC GROUP

5.1.93 The Medical Technician, Technologist and Paramedic Group comprises several Cadres namely Medical Laboratory Technologist, Medical Imaging Technologist and Physiotherapist; as well as officers belonging to the grade of ECG Technician. For this review exercise, proposals relate mainly to creation of grades. All the requests have been examined and the Bureau is making appropriate recommendations.

Medical Laboratory Services**Coverage during Nights, Weekends and Public Holidays**

5.1.94 Medical Laboratory Technologist/Senior Medical Laboratory Technologists who provide coverage during nights, weekends and public holidays according to operational requirements of the Medical Laboratory Services are compensated by way of an allowance. Management has reported that due to shortage of staff, the shift system has not yet been implemented. Pending the implementation of the shift system, the existing provision should continue to prevail.

Recommendation 37

5.1.95 We recommend that Medical Laboratory Technologist/Senior Medical Laboratory Technologists who are effectively required to work beyond their normal working hours in order to provide a 24-hour service and attend to emergencies during nights, Weekends and Public Holidays should continue

to be compensated at the normal hourly rate at the salary point reached in their respective salary scale, for every hour put in.

Physiotherapist/Senior Physiotherapist

5.1.96 Further to a request from staff side for the creation of a grade of Physiotherapist/Senior Physiotherapist to serve the Commission for Youth and Others, the Bureau reiterates that **Management should increase the establishment size of the grade for onward posting to other Departments.**

Radiography Unit

Principal Medical Imaging Technologist (New Grade)

5.1.97 Both Union and Management have stressed on the need for the creation of a grade of Principal Medical Imaging Technologist for the effective and efficient running of the Medical Imaging Unit. We are making a provision to this effect.

Recommendation 38

5.1.98 **We recommend the creation of a grade of Principal Medical Imaging Technologist. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Senior Medical Imaging Technologist who reckon at least four years' service in a substantive capacity in the grade.**

5.1.99 Incumbents would be called upon, *inter alia*, to: be responsible to the head of the hospital for the effective and efficient running of the Unit; take charge of the X-Ray Unit of the main hospital; perform radiation protection duties; keep records of leave for officers under his responsibility; prepare and submit lists of annual requirement of X-Ray films, drugs, chemical and other supplies for the X-Ray Unit, within the budgetary limits to Procurement and Supply Section; and to ensure proper storage of exposed films and disposal of used chemical solutions.

Coverage during Nights, Weekends and Public Holidays

5.1.100 Officers in the grade of Medical Imaging Technologist and Senior Medical Imaging Technologist posted at the Radiography Unit who effectively provide their services beyond their normal working hours are presently paid an allowance for providing coverage during nights, weekends and public holidays. As the shift system has not yet been implemented, we are maintaining the existing provision.

Recommendation 39

5.1.101 **We recommend that officers in the grades of Medical Imaging Technologist and Senior Medical Imaging Technologist who are effectively required to work beyond their normal working hours in order to provide a 24-hour service and attend to emergencies during nights, Weekends and Public Holidays should continue to be compensated at the normal hourly rate at the salary point reached in their respective salary scale, for every additional hour put in.**

Screening Allowance

5.1.102 In the absence of a Radiologist, Medical Imaging Staff who perform screening examinations are paid an allowance of Rs 120 per case. We are revising the quantum.

Recommendation 40

5.1.103 We recommend that officers of the Medical Imaging Technologist Cadre who, in the absence of a Radiologist, perform screening examinations should be paid a revised allowance of Rs 130 per case.

Night Duty Allowance

5.1.104 Officers of the Medical Laboratory Technologist Cadre and Medical Imaging Technologist Cadre who work on night shift are, exceptionally, paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours including up to a maximum of two hours lying-in period. **As this provision is appropriate, we recommend that it should continue to prevail.**

Shift Work

5.1.105 To provide a 24-hour coverage, officers in the grades of Medical Laboratory Technologist/Senior Medical Laboratory Technologist, Medical Imaging Technologist and Senior Medical Imaging Technologist are required to operate on a shift system. **This factor has been taken into account in arriving at the recommended salaries of these grades.**

Medical Social Service

Medical Social Worker (New Grade)

5.1.106 In the context of this Report, Management has emphasised on the need for a dedicated grade in the field of Medical Social Service to ensure proper follow ups of patients. The Bureau has examined the request and is making appropriate provision.

Recommendation 41

5.1.107 We recommend the creation of a grade of Medical Social Worker. Appointment thereto should be made by selection from among candidates who possess a Diploma in Social Work or an equivalent qualification. Candidates should also possess experience in casework with patients.

5.1.108 Incumbents would be required, *inter alia*, to: undertake social casework as an aid to diagnosis and treatment and rehabilitation of patients, including psychiatric ones; undertake psychosocial and biomedical studies and related research work; assist patients and immediate relatives in assessing and overcoming social/personal consequences of diseases; provide the necessary support to patients to enable their adaptation and adjustment in their immediate environment;

and advise patients and/or their relatives on institutional services available for rehabilitation.

5.1.109 We further recommend that officers in the grade of Social Worker, Rodrigues Regional Assembly (Personal) in post as at 31 December 2025 should be given the option to join the new grade of Medical Social Worker in line with recommendation made at paragraph 2.1.58 of this Volume.

HEALTH RECORDS GROUP

5.1.110 Officers of the Health Records Group are the first contact for patients attending public health institutions and provide a 24-hour service. The Health Records Unit is serviced by officers of the Health Records Group namely, in the grades of Health Records Officer, Senior Health Records Clerk, Higher Health Records Clerk and Health Records Clerk.

Night Duty Allowance

5.1.111 Officers in the grade of Health Records Clerk and Higher Health Records Clerk are required to provide a 24-hour service and operate on a shift pattern of work. Though the element of shift has already been taken into consideration in salary determination, the Bureau, in its last review exercise, recommended that officers in these grades who effectively work on a night shift should be paid a Night Duty Allowance for working during the unsocial hours between 2300 hours and 0500 hours. In view of its importance, we are upholding this provision.

Recommendation 42

5.1.112 We recommend that officers in the grades of Health Records Clerk and Higher Health Records Clerk who effectively work on a night shift should continue to be paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours, including up to a maximum of two hours lying-in period.

Health Inspectorate Unit

Head, Health Inspectorate Unit (New Grade)

5.1.113 Request was made for the creation of a grade for the proper administration, supervision and technical control of the work of officers in the Health Inspectorate Cadre. In view of the justifications submitted, we are recommending accordingly.

Recommendation 43

5.1.114 We recommend the creation of a grade of Head, Health Inspectorate Unit. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Principal Inspector (Health and Food Safety) who reckon at least two years' service in a substantive capacity in the grade.

5.1.115 Incumbent would be required to, among others, be responsible for the proper administration of the Health Inspectorate Unit; supervise the work and activities of the officers in the Unit; organise and supervise environmental health and food inspections; and advise on the preparation of public health and food legislations.

On-call Allowance/Issue of Cremation Permit

5.1.116 Inspectors (Health and Food Safety) who are required to remain on-call on Saturdays, Sundays and Public Holidays from noon to 1700 hours are paid an On-call Allowance along with an Attendance Allowance including travelling expenses, for the issue of cremation permit.

5.1.117 We are revising the quantum of the allowance.

Recommendation 44

5.1.118 We recommend that officers in the grade of Inspector (Health and Food Safety) who are required to be on-call on Saturdays, Sundays and Public Holidays from noon to 1700 hours, for issue of cremation permit, be paid an On-call Allowance and Attendance Allowance as hereunder:

Grade	On-call Allowance for being on-call on Saturdays, Sundays and Public Holidays from noon to 1700 hours	Attendance Allowance inclusive of travelling for issue of cremation permit
Inspector (Health and Food Safety)	Rs 275	Rs 525

5.1.119 As per established working programme, the Inspectors (Health and Food Safety) are required to attend duty on Sundays and Public Holidays as from 0900 hours to noon against the grant of time-off during the week. **The present arrangement should continue to prevail.**

In-Attendance Allowance for officers posted at the Airport and Port

Recommendation 45

5.1.120 We recommend that Inspectors (Health and Food Safety), Senior Inspectors (Health and Food Safety) and Principal Inspectors (Health and Food Safety) be paid an In-Attendance Allowance of Rs 175; Rs 250; and Rs 305 per hour respectively for work performed outside normal working hours on a regular basis at the Airport and Port.

Hospital Administration Cadre

5.1.121 The Hospital Administrator oversees the day-to-day administration of the hospital and annexed institutions. He is assisted by a team of officers of different cadres alongside the Hospital Administrative Assistant. The health institution comprises the main hospital, two Area Health Centres situated at Mont Lubin and La Ferme

respectively as well as other support services responsible for public health care. To provide a better health service to the Rodriguan population, both Management and staff side requested for the reinforcement of the existing structure with the creation of the grades of Health Services Administrator and Hospital Executive Assistant (on shift). After examining the proposal, we are providing a grade of Hospital Executive Assistant (on shift).

Hospital Executive Assistant (on shift) (New Grade)

Recommendation 46

5.1.122 We recommend the creation of a grade of Hospital Executive Assistant (on shift). Appointment thereto should be made by selection from among serving officers drawing salary in a scale the maximum of which is not less than Rs 43020 monthly in their substantive appointment and who possess a Cambridge School Certificate with credit in at least five subjects including English Language, French and Mathematics or Principles of Accounts obtained on one certificate or an equivalent qualification.

5.1.123 Incumbent would, *inter alia*, be required to: assist the Hospital Administrative Assistant generally in the performance of his duties; ensure that stores items and equipment received are of required quantity and quality; keep in safe custody the valuable of inpatients; organise, plan and supervise the work of the staff working under his responsibility and prepare their roster of work. Incumbent should also ensure: proper cleanliness and upkeep of hospital yards and annexed institutions; that existing rules and regulations are complied with in the performance of his duties; and that efficient and effective use is made of human and material resources under his responsibility.

5.1.124 Incumbent would be required to work on a shift basis, covering a 24-hour service including night duty, Sundays and Public Holidays. **This element has been taken into consideration in determining the salary of the grade.**

Catering Unit

5.1.125 The Head Catering Unit is at the apex of the Catering Unit and is responsible for its day-to-day running. He is assisted by the Catering Supervisor and supported by employees of the Workmen's Group. Representations from staff side pertain to: reviewing of salary, restyling and upgrading of the grade of Head Catering Unit and the creation of a higher level in its structure. After examination of the proposals, we consider it more appropriate to reinforce the existing structure through the provision of a new level. We are recommending in that direction.

Assistant Head Catering Unit (New Grade)

Recommendation 47

5.1.126 We recommend the creation of a grade of Assistant Head Catering Unit. Appointment thereto should be made by promotion, on the basis of

experience and merit, of Catering Supervisor who reckon at least four years' service in a substantive capacity in the grade.

5.1.127 Incumbent would be required to assist the Head Catering Unit in the organisation and control of the day-to-day work of the Catering Unit and training of kitchen staff. He would also be responsible for: ordering, receiving and distributing provisions and foodstuffs; maintaining a high level of cleanliness and hygiene in the preparation and handling of food and in the kitchen; ensuring that the kitchen equipment is maintained in good condition; and submitting reports and statistics, as and when required, among others.

5.1.128 The Assistant Head Catering Unit would be required to work outside normal working hours including Saturdays, Sundays, Public Holidays and officially declared cyclone days. **This element has been taken into consideration while determining the salary of the grade.**

Head Catering Unit

5.1.129 With the creation of the grade of Assistant Head Catering Unit, there is need to bring consequential amendments to the qualifications requirement and duties of the grade of Head Catering Unit. We are recommending accordingly.

Recommendation 48

5.1.130 We recommend that, henceforth, appointment to the grade of Head Catering Unit should be made by selection from among officers in the grade of Assistant Head Catering Unit who reckon at least three years' service in a substantive capacity in the grade.

5.1.131 Incumbent in the grade of Head Catering Unit would also be required to: supervise the work of Assistant Head Catering Unit; make sure that efficient and effective use is made of human, financial and material resources; ensure the timely food distribution in conformity with established dietary requirements; and to be conversant with relevant provisions of Stores and Financial Regulations. **These elements have been taken into consideration in determining the salary of the grade.**

Operations Support Services

Supervisor, Operations Support Services (on shift) (New Grade)

5.1.132 Management has made a request for a new grade of Supervisor, Operations Support Services (on shift) who would be responsible for making transport arrangement in hospitals and other health institutions. The Bureau is recommending, accordingly.

Recommendation 49

5.1.133 We recommend the creation of a grade of Supervisor, Operations Support Services (on shift). Appointment thereto should be made by selection from among serving officers possessing a Cambridge Higher School Certificate,

reckoning at least four years' service in a substantive capacity in their respective grade and possessing a valid driving licence (manual gear) to drive cars.

- 5.1.134 Incumbent would be responsible to the Hospital Administrator or any officer responsible for Transport activities and would, among others, be required to make transport arrangement for patients; fill and control log books of all vehicles; prepare daily and weekly schedule of work for Drivers posted in hospitals and other health institutions while ensuring fair distribution of work; ensure that all vehicles attached to the hospitals and health institutions are in proper running condition; and operate the Fleet Management System.

Nutrition Unit

- 5.1.135 The Nutrition Unit focuses on a range of activities aimed at improving the nutritional status and health of the population on the island. These include planning, organising, coordinating and evaluating nutrition projects and programmes, among others. It is currently staffed by officers in the grade of Nutritionist/Senior Nutritionist.
- 5.1.136 Request was made by both staff side and Management for the creation of a grade of Principal Nutritionist to plan, monitor and supervise the work of Nutritionist/Senior Nutritionists further to an increase in activities. Since there is functional need for this level, we are recommending accordingly.

Principal Nutritionist (New Grade)

Recommendation 50

- 5.1.137 We recommend the creation of a grade of Principal Nutritionist. Appointment thereto should be made by selection from among officers in the grade of Nutritionist/Senior Nutritionist reckoning at least seven years' service in a substantive capacity in the grade.**
- 5.1.138 Incumbent would be responsible, among others, for: organising, co-ordinating and supervising the activities of the Nutrition Unit; assisting in the formulation of health nutrition policies; planning, co-ordinating, monitoring and evaluating nutrition projects and programmes; and planning and conducting training programmes, research and surveys on nutrition-related problems.

Psychologist

- 5.1.139 Request was made for the grade of Psychologist (Clinical) to be restyled to Clinical Psychologist. However, we noted that the grade of Psychologist (Clinical) does not exist on the establishment of the RRA, but, there is a grade of Psychologist at the Commission for Women's Affairs, which is vacant and a Psychologist/Senior Psychologist from the Ministry of Gender Equality and Family Welfare is posted on a tour of service there to provide psychological services. We have been apprised

that the Commission for Health is having recourse to the latter's services, whenever required.

5.1.140 Notwithstanding the above arrangement, we consider that there is need for a dedicated grade to provide psychological service at the Commission for Health, particularly considering its mandate to dispense health services. We are recommending to that end.

Psychologist (Clinical) (New Grade)

Recommendation 51

5.1.141 We recommend the creation of a grade of Psychologist (Clinical). Appointment thereto should be made from among candidates possessing a Master's Degree in Clinical Psychology or Psychotherapy or Counselling Psychology or Psychology or an equivalent qualification.

5.1.142 Incumbent would be required, among others, to: provide psychological assessment and treatment services; make referral, where appropriate, to other specialists, institutions or support services, as necessary; and administer psychological tests and preparing psychological reports.

NON-COMMUNICABLE DISEASES AND HEALTH PROMOTION

5.1.143 The Non-Communicable Diseases (NCD) and Health Promotion Unit is mandated to raise awareness among the population on a range of health-related issues through a variety of initiatives and activities. As per existing arrangement, a Charge Nurse is assigned the duties of Officer in Charge of the unit and he is assisted by officers in the grades of Nursing Officer and Health Care Assistant/Senior Health Care Assistant.

5.1.144 For this review exercise, both Union and Management requested for the creation of the grade of Health Promotion Coordinator to be responsible for the NCD and Health Promotion Unit. However, the Bureau considers that a grade of Health Information, Education and Communication Officer at operational level would be more suitable to meet the current needs of the organisation. We are accordingly providing for the grade against abolition of the grade of Communication Officer, which is vacant.

Health Information, Education and Communication Officer (New Grade)

Recommendation 52

5.1.145 We recommend:

- (i) the creation of a grade of Health Information, Education and Communication Officer. Appointment thereto should be made by selection from among candidates possessing a Diploma in Health Education or Communication Studies from a recognised institution or an equivalent qualification and reckoning at least two years' experience**

in health education or social work or information and communication activities; and

(ii) that the grade of Communication Officer be abolished.

5.1.146 Incumbent in the grade of Health Information, Education and Communication Officer would be required, *inter alia*, to be responsible to carry out health promotion including health activities; prepare and disseminate information on health issues; give support to health personnel in their health promotion and health education activities; encourage community participation in health activities and promote healthy lifestyles; assist in carrying out research and surveys in the field of health promotion and health education; and monitor and evaluate health promotion and health education activities.

Biomedical Engineering Unit

5.1.147 The Biomedical Engineering Unit is responsible, among others, for installing, commissioning, maintaining and repairing of all biomedical equipment. Its structure comprises the grades of Biomedical Engineer/Senior Biomedical Engineer (Health) and Biomedical Engineering Technician. At present, the professional grade is vacant and has not been filled since its creation.

5.1.148 Management proposed for the establishment of a grade of Trainee Biomedical Engineer. The Union on its side requested for the Biomedical Engineering Technicians to be paid an allowance in line with the recommendation made at paragraph 5.1.99 of the 2021 PRB Report for the RRA, as incumbents are performing additional higher duties without compensation. The Bureau has been apprised that the said recommendation could not be implemented as the scheme of service of the grade of Biomedical Engineering Technician is still under review.

5.1.149 We have examined the submissions and consider that there is justification for the creation of a grade of Trainee Biomedical Engineer (Health) and a review of the mode of appointment to the grade of Biomedical Engineer/Senior Biomedical Engineer (Health). Moreover, we consider that until the recruitment of a Biomedical Engineer/Senior Biomedical Engineer (Health), it is more appropriate to maintain the existing recommendation regarding the payment of an allowance to the Biomedical Engineering Technicians.

Trainee Biomedical Engineer (Health) (New Grade)

Recommendation 53

5.1.150 We recommend the creation of a position of Trainee Biomedical Engineer (Health). Appointment thereto should be made by selection from among candidates possessing a Degree in Biomedical Engineering or Electrical and Electronic Engineering which is recognised by the Council of Registered Professional Engineers of Mauritius as qualifying for registration as a Registered Professional Engineers of Mauritius under Section 13 of the

Registered Professional Engineer Council Act No. 49 of 1965 or an equivalent qualification.

5.1.151 On being registered as a Registered Professional Engineer of Mauritius with the Council of Registered Professional Engineers of Mauritius and on successful completion of the training, the Trainee Biomedical Engineer (Health) will be considered for appointment to the grade of Biomedical Engineer/Senior Biomedical Engineer (Health).

5.1.152 We further recommend that consequential amendments be brought to the mode of appointment of the grade of Biomedical Engineer/Senior Biomedical Engineer (Health).

Allowance to Biomedical Engineering Technician

Recommendation 54

5.1.153 We recommend that Management should:

- (i) expedite the review of the scheme of service of the grade of Biomedical Engineering Technician in line with what obtains for its counterpart at the Ministry of Health and Wellness; and
- (ii) after the review of the scheme of service of the grade of Biomedical Engineering Technician, consider the payment of an allowance to incumbent for performing additional higher duties until the filling of the grade of Biomedical Engineer/Senior Biomedical Engineer (Health).

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	MEDICAL AND HEALTH (Administration)
02 000 109	Rs 138000 Departmental Head
09 000 108	Rs 134000 Health Director
09 093 107	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 130000 Medical Superintendent (New Grade)

Salary Code	Salary Scale and Grade
09 091 107	<p>Rs 80000 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 130000</p> <p>Specialist/Senior Specialist</p>
09 081 103	<p>Rs 60600 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 114000</p> <p>Community Physician Emergency Physician (New Grade)</p>
09 076 100	<p>Rs 53400 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500</p> <p>General Practitioner <i>formerly Medical and Health Officer/Senior Medical and Health Officer</i></p>
09 075 098	<p>Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000</p> <p>Dental Surgeon/Senior Dental Surgeon</p>
09 065 094	<p>Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750</p> <p>Pharmacist/Senior Pharmacist</p>
09 071 087	<p>Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 71700</p> <p>Principal Pharmacy Technician</p>
09 066 084	<p>Rs 43020 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050</p> <p>Pharmacy Stores Manager</p>
09 057 082	<p>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</p> <p>Senior Pharmacy Technician</p>
09 042 079	<p>Rs 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 - 53400 QB 54500 x 1450 - 57400</p> <p>Pharmacy Technician</p>

Salary Code	Salary Scale and Grade
09 031 033	Rs 25445 x 300 - 26045 Trainee Pharmacy Technician
09 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Nursing Administrator (Female) Nursing Administrator (Male)
09 069 090	Rs 45930 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 73600 QB 75500 x 2250 - 77750 Nursing Supervisor (Female) Nursing Supervisor (Male)
09 064 084	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050 Ward Manager (Female) Ward Manager (Male)
09 057 082	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 Charge Nurse (Female) Charge Nurse (Male)
09 063 084	Rs 40110 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050 Senior Public Health Nursing Officer (New Grade)
09 055 082	Rs 34160 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 Public Health Nursing Officer
09 043 079	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 - 53400 QB 54500 x 1450 - 57400 Nursing Officer

Salary Code	Salary Scale and Grade
09 031 033	Rs 25445 x 300 - 26045 Trainee Nurse
09 057 082	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 Specialised Nurse
09 063 084	Rs 40110 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050 Chief Midwife (New Grade)
09 060 082	Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 Principal Midwife
09 052 079	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 - 55950 QB 57400 Senior Midwife (Shift) <i>formerly Senior Midwife (Personal)</i>
09 038 075	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 QB 51200 x 1100 - 52300 Midwife
09 031 033	Rs 25445 x 300 - 26045 Trainee Midwife
09 033 073	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 x 970 - 46900 x 1050 - 49000 x 1100 - 50100 Health Care Assistant/Senior Health Care Assistant (General)
09 047 080	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 QB 57400 x 1450 - 58850 Blood Bank Officer

Salary Code	Salary Scale and Grade
09 032 073	<p>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 x 1100 - 50100</p> <p>Phlebotomist <i>formerly Blood Bank Assistant/Senior Blood Bank Assistant</i></p>
09 045 074	<p>Rs 29915 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 - 51200</p> <p>Senior Physiotherapy Assistant</p>
09 031 069	<p>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</p> <p>Physiotherapy Assistant</p>
09 045 071	<p>Rs 29915 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 47950</p> <p>Senior Medical Imaging Assistant</p>
09 029 067	<p>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 x 970 - 43990</p> <p>Medical Imaging Assistant</p>
09 043 072	<p>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</p> <p>Senior Community Health Care Officer</p>
09 032 069	<p>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</p> <p>Community Health Care Officer</p>
09 034 072	<p>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 - 49000</p> <p>Community Health Rehabilitation Officer</p>
09 024 065	<p>Rs 23345 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</p> <p>Health Surveillance Officer (New Grade)</p>

Salary Code	Salary Scale and Grade
09 048 071	<p>Rs 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 47950</p> <p>Senior Dental Assistant</p>
09 031 069	<p>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</p> <p>Dental Assistant</p>
09 040 069	<p>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 - 45930</p> <p>Senior Linen Health Officer (New Grade)</p>
09 024 065	<p>Rs 23345 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</p> <p>Linen Health Officer</p>
09 061 094	<p>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</p> <p>Physiotherapist/Senior Physiotherapist</p>
09 071 091	<p>Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 QB 77750 x 2250 - 80000</p> <p>Principal Medical Laboratory Technologist</p>
09 049 086	<p>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</p> <p>Medical Laboratory Technologist/Senior Medical Laboratory Technologist</p>
09 033 036	<p>Rs 26045 x 300 - 26945</p> <p>Trainee Medical Laboratory Technologist</p>
09 070 088	<p>Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 73600</p> <p>Principal Medical Imaging Technologist (New Grade)</p>

Salary Code	Salary Scale and Grade
09 064 086	<p>Rs 41080 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 - 69800</p> <p>Senior Medical Imaging Technologist</p>
09 047 081	<p>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 QB 57400 x 1450 - 58850 x 1750 - 60600</p> <p>Medical Imaging Technologist</p>
09 033 036	<p>Rs 26045 x 300 - 26945</p> <p>Trainee Medical Imaging Technologist</p>
09 039 079	<p>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</p> <p>Medical Social Worker (New Grade)</p>
09 034 071	<p>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</p> <p>ECG Technician (Female) ECG Technician (Male)</p>
09 053 079	<p>Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400</p> <p>Health Records Officer</p>
09 051 077	<p>Rs 32190 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500</p> <p>Senior Health Records Clerk</p>
09 049 074	<p>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 - 51200</p> <p>Higher Health Records Clerk</p>

Salary Code	Salary Scale and Grade
09 035 072	<p>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</p> <p>Health Records Clerk</p>
18 074 092	<p>Rs 51200 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 82250</p> <p>Head, Health Inspectorate Unit (New Grade)</p>
18 067 087	<p>Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 71700</p> <p>Principal Inspector (Health and Food Safety)</p>
18 060 083	<p>Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200</p> <p>Senior Inspector (Health and Food Safety)</p>
18 049 080	<p>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</p> <p>Inspector (Health and Food Safety)</p>
11 061 090	<p>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</p> <p>Hospital Administrator</p>
11 062 081	<p>Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600</p> <p>Hospital Administrative Assistant</p>
11 046 075	<p>Rs 30265 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</p> <p>Hospital Executive Assistant (on shift) (New Grade)</p>
11 043 072	<p>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</p> <p>Executive Officer (Health Services) (Non Shift)</p>

Salary Code	Salary Scale and Grade
11 053 079	<p>Rs 33040 x 560 – 35840 x 725 – 37290 x 925 – 39140 x 970 – 46900 x 1050 – 49000 x 1100 – 54500 x 1450 - 57400</p> <p>Head Catering Unit</p>
11 038 072	<p>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</p> <p>Assistant Head Catering Unit (New Grade)</p>
11 035 069	<p>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 - 45930</p> <p>Catering Supervisor</p>
26 037 074	<p>Rs 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 - 51200</p> <p>Supervisor, Operations Support Services (on shift) (New Grade)</p>
19 036 071	<p>Rs 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</p> <p>Pathological Laboratory Technician</p>
19 082 098	<p>Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000</p> <p>Principal Nutritionist (New Grade)</p>
19 061 094	<p>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</p> <p>Nutritionist/Senior Nutritionist</p>
19 065 090	<p>Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750</p> <p>Psychologist (Clinical) (New Grade)</p>
10 049 079	<p>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</p> <p>Health Information, Education and Communication Officer (New Grade)</p>

Salary Code	Salary Scale and Grade
22 071 094	<p>Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750</p> <p>Biomedical Engineer/Senior Biomedical Engineer (Health)</p>
22 035 071	<p>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 - 47950</p> <p>Biomedical Engineering Technician</p>
22 058 061	<p>Rs 35840 x 725 - 37290 x 925 - 38215</p> <p>Trainee Biomedical Engineer (Health) (New Grade)</p>
20 043 072	<p>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</p> <p>Statistical Officer</p>
22 029 066	<p>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 x 970 - 43020</p> <p>Telephonist</p>
08 027 065	<p>Rs 24245 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</p> <p>Receptionist (Health Services)</p>
24 045 070	<p>Rs 29915 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900</p> <p>Senior Health Laboratory Auxiliary</p>
24 028 065	<p>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</p> <p>Health Laboratory Auxiliary</p>
24 036 066	<p>Rs 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 43020</p> <p>Ambulance Driver (on shift)</p>
24 036 062	<p>Rs 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140</p> <p>Senior Cook</p>

Salary Code	Salary Scale and Grade
24 028 061	<p>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</p> <p>Incinerator Operator Mortuary Attendant (on roster)</p>
24 028 060	<p>Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290</p> <p>Health Sterile Services Assistant Senior Attendant (Hospital Services) (on shift)</p>
24 029 059	<p>Rs 24845 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 36565</p> <p>Cook (on roster)</p>
24 027 056	<p>Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720</p> <p>Ambulance Care Attendant (on shift) Attendant (Hospital Services) (on shift)</p>
24 023 053	<p>Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040</p> <p>Laundry Attendant (on roster)</p>
25 046 069	<p>Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930</p> <p>Foreman</p>
25 029 062	<p>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</p> <p>Orthopaedic Appliance Maker (Seamstress)</p>
25 028 061	<p>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</p> <p>Carpenter Diesel Fitter Mechanic Electrician Mason Painter Plumber and Pipe Fitter Tinsmith</p>

Salary Code	Salary Scale and Grade
25 021 051	<p>Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190</p> <p>Tradesman's Assistant</p> <p style="text-align: center;">FAMILY PLANNING, MATERNAL AND CHILD HEALTH SERVICES</p>
09 076 100	<p>Rs 53400 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500</p> <p>General Practitioner <i>formerly Medical and Health Officer/Senior Medical and Health Officer</i></p>
09 043 079	<p>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 - 53400 QB 54500 x 1450 - 57400</p> <p>Nursing Officer</p>

