

31. LAND DRAINAGE AUTHORITY

- 31.1 The Land Drainage Authority (LDA) was established in January 2018 following the promulgation of the LDA Act 2017 to increase resilience of the Republic of Mauritius to flooding through an effective and efficient land drainage system.
- 31.2 It undertakes, *inter alia*, to: formulate and ensure the implementation of a Land Drainage Master Plan for Mauritius to address flood risk in a proactive and holistic manner; conduct and coordinate research and development on land drainage and watershed management; attenuate the impacts of flooding by continuously improving the land drainage system; and ensure a well-maintained land drainage system through sensitisation and awareness raising campaigns.
- 31.3 To enable the LDA to deliver on its mandate and following recommendations of the Standing Committee on Creation of Grades, the Bureau provided, on an *ad hoc* basis, the salary grading of various core grades on its establishment, particularly in the fields of Engineering, Hydrology, Urban Planning, Geographical Information System and Hydraulic Modelling, among others, against the abolition of a few grades, *viz.*, Senior Manager (Hydrology/Modelling), Senior Manager (Urban Planning) and Senior Manager (Civil Engineering/Quantity Surveying/Project Management). For technical reasons, few recommendations made by the Standing Committee on Creation of Grades were kept in abeyance for further study in the context of this Report.
- 31.4 In its memoranda, Management further proposed the provision of a Retention Allowance and duty-free facilities for the technical grades of the Authority. As these matters relate to the general Conditions of Service, they have been addressed in Volume 1 of this Report.
- 31.5 Following an assessment, the structure of the LDA is being consolidated with the creation of a few grades as well as the restyling of certain existing ones to more appropriate appellations. Additionally, due to associated technical implications, limited information and time constraints, other proposals could not be onboarded in this review exercise.

Deputy Director

formerly Assistant Director

- 31.6 The Standing Committee on Creation of Grades recommended that the qualification and duties of the grade of Assistant Director at the LDA be enlarged. Consequently, an amended scheme of service of the grade of Assistant Director was submitted, on an *ad hoc* basis, to the Bureau for salary grading. After examination, it was found that both the qualifications and duties have significantly been upgraded and enlarged, implying an incidence on its salary grading.
- 31.7 In this light, besides agreeing to the proposed changes, the Bureau considers that it would be more appropriate to change the appellation of the grade of Assistant

Director at the LDA to Deputy Director to better reflect the duties that would, now, devolve upon the incumbent.

Recommendation 1

31.8 We recommend that the grade of Assistant Director on the establishment of the LDA be restyled Deputy Director.

31.9 We also recommend that, henceforth, appointment to the grade of Deputy Director *formerly Assistant Director* should be made by selection from among candidates who are registered as a Professional Engineer with the Council of Professional Registered Engineers of Mauritius; possess a Master's Degree in Civil Engineering or Project Management; and reckon at least seven years' post-qualification experience at administrative/managerial level.

31.10 Incumbent would be responsible to the Director to, *inter alia*: execute the functions of the Authority as provided under the LDA Act and such other assignments given to the Director by the Board and the Minister; devise strategies and policies for the proper functioning of the LDA infrastructure; prepare the Land Drainage Master Plan and review same every five years; monitor implementation of measures in relation to Land Drainage Master Plan; and would be required to, among others: deputise the Director, as and when required; act as liaison officer for coordination with other institutions in relation to initiation, design, implementation and monitoring of land drainage measures.

31.11 These elements have been taken into consideration in arriving at the recommended salary of the grade.

Town Planner/Senior Town Planner

formerly Urban Planning Officer/Senior Urban Planning Officer

31.12 Pursuant to the Town Planners' Council Act and in line with what obtains in the Civil Service, we are restyling the grade of Urban Planning Officer/Senior Urban Planning Officer.

Recommendation 2

31.13 We recommend that the grade of Urban Planning Officer/Senior Urban Planning Officer be restyled Town Planner/Senior Town Planner.

31.14 We also recommend that, henceforth, appointment to the grade of Town Planner/Senior Town Planner *formerly Urban Planning Officer/Senior Urban Planning Officer* should be made by selection from among candidates who are registered as Town Planners with the Town Planners' Council.

31.15 This element has been taken into consideration in arriving at the salary recommended for this grade.

**Land Surveyor/Senior Land Surveyor
formerly Land Drainage Officer (Land Surveying)**

- 31.16 The current structure of the LDA includes the grade of Land Drainage Officer (Land Surveying), which is presently occupied by two officers. A request was submitted to the Standing Committee on Creation of Grades for the establishment of a Land Surveyor Cadre comprising three positions: Land Surveyor, Senior Land Surveyor, and Principal Land Surveyor.
- 31.17 Following a thorough review, the Bureau recommended to the Committee that the existing grade of Land Drainage Officer (Land Surveying) be reclassified under a merged appellation. This was based on the observation that the qualifications and duties of the proposed grade of Land Surveyor align with those of the existing grade on the establishment of the LDA. Moreover, a merged title is intended to enhance the attraction and retention of professionals in the field. Accordingly, we put forward the following recommendation.

Recommendation 3

- 31.18 We recommend that the grade of Land Drainage Officer (Land Surveying) be restyled Land Surveyor/Senior Land Surveyor.**
- 31.19 Incumbent in this grade would, henceforth, be responsible to the Director or any other officer designated by him to, *inter alia*: carry out field surveys on existing pre-identified flooding areas and on main existing drainage facilities, surveys of private property in conformity with existing laws, conventions and rules; prepare terms of reference for topographic measures on main drainage infrastructure, zoning maps and criteria; provide technical assistance and training to staff; collaborate with concerned stakeholders and advise on the appropriate data and coordinate system to be used for GIS data sets generation and maps production; be in charge of all survey works, as may be assigned; and make an appraisal of all lands that should be surveyed.
- 31.20 These elements have been taken into consideration in arriving at the salary recommended for the grade.**

Lead Engineer (Civil) (New Grade)**Principal Geographic Information System Officer (New Grade)****Principal Land Surveyor (New Grade)****Principal Town Planner (New Grade)**

- 31.21 As mentioned earlier, the Bureau was tasked with establishing a promotional framework for professional grades within the Authority to support recruitment and retention efforts. In line with this, we are introducing a principal professional level for a few grades, created on *ad hoc* basis.

Recommendation 4

- 31.22 We recommend the creation of a grade of Lead Engineer (Civil). Appointment thereto, should be made by selection from among officers in the grades of Engineer/Senior Engineer (Civil) and Hydraulic Modeller/Senior Hydraulic Modeller reckoning at least four years' service in a substantive capacity in the grades.**
- 31.23 Incumbent would be responsible to the Director or any other officer designated by him and be, *inter alia*, required to: assist the Director in the implementation of the Land Drainage Master Plan; coordinate the work of Consultants on drain projects and review their reports; prepare and submit monthly progress reports to the Director; ensure the provisions of appropriate legislation are enforced; assist in the preparation of budget estimates; supervise, coordinate and monitor work of staff working under his responsibility; and participate in the preparation of bidding documents and evaluation of bids. The aforementioned duties would pertain to either Engineering or Hydrology, based on the specific Department to which the incumbent would be posted.

Recommendation 5

- 31.24 We recommend the creation of a grade of Principal Geographic Information System Officer. Appointment thereto, should be made by selection from among officers in the grade of Geographic Information System Officer/Senior Geographic Information System Officer reckoning at least five years' service in a substantive capacity in the grade.**
- 31.25 Incumbent would be required, among others, to be responsible to the Director or any officer designated by him to: plan and organise as well as integrate various Geographic Information and other Information Systems in watershed Management and flood mitigation related projects; manage and control quality standards for system applications; develop: tools for load/transferring Geographic Information System (GIS) data and datasets among different systems; internet applications to present GIS data and tools on corporate websites; work plans for complex projects; an effective management system for geospatial database and aerial photography; and applications for geo-referencing; supervise, coordinate and monitor work of staff working under his responsibility; and to interpret GIS data and datasets, advise and make appropriate recommendations.

Recommendation 6

- 31.26 We recommend the creation of a grade of Principal Land Surveyor. Appointment thereto, should be made by selection from among officers in the grade of Land Surveyor/Senior Land Surveyor formerly Land Drainage Officer (Land Surveying) reckoning at least four years' service in a substantive capacity in the grade.**
- 31.27 Incumbent would be required, *inter alia*, to be responsible to the Director or any officer designated by him for the management of the Survey Department and have

to: assist in the implementation of the Land Drainage Master Plan; supervise, coordinate and monitor work of staff working under his responsibility; be in charge of all surveys of lands to be purchased by Government at national level related to drain projects; deal with all wayleave agreements and ensure that all conditions approved by Government appear in the deeds; deal with acquisition and exchange of lands and with the grant of wayleaves; and keep up to date all relevant maps covering the area under his responsibility and to supply control points for mapping purposes.

Recommendation 7

31.28 We recommend the creation of a grade of Principal Town Planner. Appointment thereto, should be made by selection from among officers in the grade of Town Planner/Senior Town Planner formerly Urban Planning Officer/Senior Urban Planning Officer reckoning at least five years' service in a substantive capacity in the grade.

31.29 Incumbent would be required, among others, to be responsible to the Director or any officer designated by him to: periodically review the Land Drainage Master Plan; monitor the implementation of measures in relation to the Land Drainage Master Plan; ensure a routine and periodic upgrading and maintenance of drainage infrastructure; elaborate guidelines for management of storm water taking on board social and environmental safeguard measures; investigate and develop proposals for outline schemes; carry out mapping of major land development and monitor changes in land use; supervise, coordinate and monitor work of staff working under his responsibility; and prepare and review zoning maps and zoning criteria for Mauritius.

Land Drainage Officer (Engineering) (Personal)

31.30 Upon Management's request, **we are making the grade of Land Draining Officer (Engineering) evanescent.**

31. LAND DRAINAGE AUTHORITY SALARY SCHEDULE

LDA 1	:	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 <i>formerly Office Attendant</i>
LDA 2	:	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290
		Driver
LDA 3	:	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
		Receptionist/Telephone Operator

31. LAND DRAINAGE AUTHORITY (Contd)

- LDA 4 : 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
- LDA 5 : 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
- LDA 6 : 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
- LDA 7 : 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 - 52300**
Technical Design Officer
- LDA 8 : 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
- LDA 9 : Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Procurement and Supply Officer
- LDA 10 : 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**
Communication Officer
ICT Technician
Land Drainage Inspector
- LDA 11 : Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 QB 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
Accounting Technician
- LDA 12 : 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**
Administrative Officer

31. LAND DRAINAGE AUTHORITY (Contd)

- LDA 13 : 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**
 Geographic Information System Database Officer
 Land Drainage Officer (Engineering) (Personal)
 Land Drainage Officer (Geographic Information System) (Personal)
- LDA 14 : 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 Management Officer
- LDA 15 : 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**
 Geographic Information System Officer/Senior Geographic Information System Officer
 Land Surveyor/Senior Land Surveyor
formerly Land Drainage Officer (Land Surveying)
- LDA 16 : 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**
 Hydrological Officer/Senior Hydrological Officer
- LDA 17 : 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**
 Engineer/Senior Engineer (Civil)
 Town Planner/Senior Town Planner
formerly Urban Planning Officer/Senior Urban Planning Officer
- LDA 18 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
 Hydraulic Modeller/Senior Hydraulic Modeller
- LDA 19 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000**
 Principal Geographic Information System Officer (New Grade)
 Principal Land Surveyor (New Grade)
 Principal Town Planner (New Grade)
- LDA 20 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500**
 Lead Engineer (Civil) (New Grade)

31. LAND DRAINAGE AUTHORITY (Contd)

LDA 21 : Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000

Deputy Director
formerly Assistant Director

LDA 22 : Rs 138000

Director

