

## 39. MINISTRY OF PUBLIC SERVICE AND ADMINISTRATIVE REFORMS

- 39.1 The Ministry of Public Service and Administrative Reforms (MPSAR) is responsible for the formulation and implementation of strategies and policies ensuring the Public Service is staffed with skilled and competent Human Resource for the implementation of Government policies and programmes, and a safe and healthy work environment.
- 39.2 Activities of the MPSAR are organised under six main Divisions, namely: General Administration; Human Resource Management; Safety and Health; Public Sector Business Transformation Bureau; Administrative Reforms; and Human Resource Development.
- 39.3 Being at the helm of the Ministry, the Secretary for Public Service is the Accounting Officer as well as the administrative head. The latter is assisted by professional, technical, administrative and General Services staff and supported by employees of the Workmen's Group.
- 39.4 In the context of this review exercise, requests have been made for, among others, the provision of training; enhancement of Conditions of Service and upgrading of salaries.
- 39.5 Upon examination of all requests, the Bureau is, in the ensuing paragraphs, making appropriate recommendations regarding those proposals that were retained along with reiterating those prevailing provisions that are still relevant.

### Secretary for Public Service

- 39.6 The position of Secretary for Public Service is normally filled on an assignment basis from an officer in the position of Senior Chief Executive, subject to the concurrence of the Prime Minister under Section 89(4) of the Constitution. Incumbent is responsible, among others, to advise and assist the Secretary to Cabinet and Head of the Civil Service on all human resource policies.
- 39.7 For this review exercise, proposal was made for appointment to the position to be made in a substantive capacity. Considering the sensitive nature of the responsibilities devolving upon the position, we consider that it would be more appropriate to maintain the present mode of appointment.

### Recommendation 1

- 39.8 **We recommend that:**
- (a) **the position of Secretary for Public Service should be filled on an assignment basis, by an officer in the position of Senior Chief Executive, subject to the concurrence of the Prime Minister, under Section 89(4) of the Constitution;**
  - (b) **an officer who has been assigned the duties of Secretary for Public Service should continue to be granted an allowance equivalent to**

the difference between his salary and that of the Secretary for Public Service; and

(c) in the event the officer retires in the capacity of Secretary for Public Service or is reverted to his substantive post, the allowance becomes pensionable provided that he has:

- (i) successfully served for a period of not less than 12 months;
- (ii) not been reverted to his substantive post on ground of inefficiency or inability to perform at the higher level or on ground of misconduct or not been reverted at his own request; and
- (iii) reached the age of 55 years at the time of his retirement/reversion and he was still assigned the duties of the higher office;

or

successfully served for a minimum period of six months and reached compulsory retirement age or attained compulsory retirement age while opting to cash his accumulated Vacation Leave in full.

## **Human Resource Management Cadre**

### **Allowance for coordinating and monitoring**

39.9 Both Management and Union have requested for the creation of a level of Assistant Director, Human Resources, to be posted in large Ministries/Departments and be responsible for coordinating the duties of Managers, Human Resources and ensuring that Human Resource policies, practices and business rules are correctly interpreted and consistently applied. However, in view of major overlapping of duties with the existing grades of Deputy Director, Human Resources and Manager, Human Resources, it was not technically correct to accede to the request.

39.10 The Bureau, however, considers that in large Ministries/Departments, where there are at least three Managers, Human Resources, there may be need for proper coordination of activities among them, thus, ensuring efficiency. We are, therefore, recommending accordingly.

### **Recommendation 2**

39.11 We recommend that in Ministries where there are at least three Managers, Human Resources and no other higher levels in the Cadre, the seniormost Manager, Human Resources should be assigned the responsibility to coordinate, control and monitor the work of the other Managers, against payment of a monthly allowance of Rs 4500.

### **Specific provision for Assistant Managers, Human Resources and Human Resource Executives**

39.12 Assistant Managers, Human Resources and Human Resource Executives are allowed to move beyond the top of their respective salary scale subject to satisfying certain criteria. We are maintaining the present arrangement while providing the revised salary points.

### **Recommendation 3**

**39.13 We recommend that:**

- (i) Assistant Managers, Human Resources possessing a Degree in Human Resource Management or a Degree with Human Resource Management as a major component, should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 80000; and**
- (ii) Human Resource Executives possessing a Diploma in Human Resource Management or a Diploma with Human Resource Management as a major component or an equivalent qualification, should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 60600,**

**provided they meet the performance criteria outlined in the Chapter on Observations and General Provisions of this Volume.**

### **Scheme of Service**

39.14 In the course of this review exercise, a few discrepancies have been noted in the schemes of service, particularly in relation to the aggregate number of years of experience required for certain grades. To this effect, appropriate provision has been made in the Chapter Review of Schemes of Service and Qualifications in Volume 1 of this Report, which Ministries/Departments/Organisations should apply.

### **General Services**

39.15 The General Services comprises three groups, namely: Executive; Clerical and Secretarial. Officers in the General Services grades are on the establishment of MPSAR and are posted across the whole Civil Service. Their services are vital for the general administration of public sector organisations.

### **Clerical Group**

39.16 In a bid to restore the internal parity of the first level in the cadre responsible for clerical duties *vis-à-vis* other comparable grades and also reflect the market rate of such type of labour, the Bureau recommended the creation of a grade, Management Support Assistant (MSA), in the clerical group. As the first level MSA was also expected to serve as a feeder grade for various other grades in the Civil Service. This recommendation has as at date not been implemented and the MPSAR has continued to recruit Management Support

Officers based on the scheme of service dated 2014. During consultations, the MPSAR has anew informed that they are not in favour of the creation of the grade of MSA and has requested that same be abolished. **In the given circumstances, we are abolishing the grade of Management Support Assistant.**

#### **Higher Executive Officer (Personal)**

39.17 In Departments where neither an Assistant Permanent Secretary, now restyled Assistant Secretary nor an Office Superintendent nor an Office Management Executive is posted, Higher Executive Officers (Personal) are paid a monthly allowance of Rs 1680 for organising official functions and welfare activities; and providing proper office accommodation, furniture and equipment, among others. Additionally, the Higher Executive Officers (Personal), who have successfully completed the Advanced Course in Effective Office Management and Supervision are allowed to move incrementally in the Master Salary Scale up to salary point Rs 47675. The present arrangements being still valid are being reproduced with the revised quantum of allowance and salary point.

#### **Recommendation 4**

39.18 **We recommend that a monthly revised allowance of Rs 1850 be paid to officers in the grade of Higher Executive Officer (Personal) for organising official functions and welfare activities, providing proper office accommodation, furniture and equipment; ensuring the effective use and maintenance of office equipment; monitoring the use of Government vehicles and organising transport for official purposes, and ensuring that the workplace is kept clean and tidy and ensuring that safety and health norms are observed in Departments where neither an Assistant Secretary *formerly Assistant Permanent Secretary* nor an Office Superintendent or Office Management Executive is posted.**

39.19 **We further recommend that officers in the grade of Higher Executive Officer (Personal) who have successfully completed the Advanced Course in Effective Office Management and Supervision should be allowed, on reaching the top of their scale, to move incrementally up to salary point Rs 60600 in the Master Salary Scale provided that they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.**

#### **Office Management Assistant**

##### **Advanced Course in Effective Office Management and Supervision**

39.20 Officers in the grade of Office Management Assistant, who have successfully completed the Advanced Course in Effective Office Management and Supervision, are granted one increment. We are maintaining this provision.

**Recommendation 5**

- 39.21** We recommend that Office Management Assistants, on successful completion of the Advanced Course in Effective Office Management and Supervision should be granted one increment, at salary point reached, subject to the top salary of the grade.

**SECRETARIAL CADRE****Advanced Secretarial Course for Confidential Secretary**

- 39.22** Presently, officers in the grade of Confidential Secretary who have successfully completed the Advanced Secretarial Course are granted one increment. On the basis of its relevance, the provision is being maintained.

**Recommendation 6**

- 39.23** We recommend that Confidential Secretaries, on successful completion of the Advanced Secretarial Course, should be granted one increment, at salary point reached, subject to the top salary of the grade.

**Posting of Confidential Secretaries**

- 39.24** The services of Confidential Secretaries are generally provided to Deputy Permanent Secretary and officers in grades above this level. Confidential Secretaries are also allocated to other officers holding office at the level of Deputy Permanent Secretary, on a needs basis or are alternatively attached to a pool of officers as may be decided by the Supervising Officer with the approval of the MPSAR. The Bureau is reiterating this provision.

**Recommendation 7**

- 39.25** We recommend that:
- (i)** Deputy Permanent Secretaries and officers in grades above this level should continue, by virtue of their duties, to be provided with the services of a Confidential Secretary; and
  - (ii)** officers at the level of Deputy Permanent Secretary should be provided with the services of a Confidential Secretary on a needs basis or one Confidential Secretary attached to a pool of such officers as may be decided by the Supervising Officer, with the approval of the MPSAR.

**Ad hoc Allowance to Confidential Secretaries**

- 39.26** Confidential Secretaries, who are regularly required to work beyond their normal working hours are eligible for the payment of an *ad hoc* allowance as determined by the MPSAR:
- (i)** Rs 2250 when posted to the office of Ministers, Speaker, Leader of the Opposition, Chief Government Whip, Parliamentary Private Secretaries, and Deputy Speaker; and

- (ii) Rs 1890 when posted with Supervising Officers at the level of Permanent Secretary and above and who are also Accounting and Responsible Officers of Ministries/Departments and at the Cabinet's Office.

39.27 Furthermore, Confidential Secretaries posted with officers at the level of Permanent Secretary and above and who are not Accounting and Responsible Officers, are allowed to claim overtime, subject to a maximum of Rs 1890 monthly. In the context of this review exercise, representation has been made regarding the maximum amount that may be claimed as overtime. Given that these Confidential Secretaries unlike their counterparts who are posted with Supervising Officers at the level of Permanent Secretary and above and who are also Accounting and Responsible Officers are in receipt of only overtime allowance, the MPSAR should review the ceiling for overtime allowance to a fairer quantum and seek the approval to the High Powered Committee.

39.28 The payment of the monthly *ad hoc* allowance has been extended to Confidential Secretaries attached to Junior Ministers as their Confidential Secretaries are regularly called upon to work beyond normal working hours. Since the above provisions are still of relevance, the quantum should continue to be determined by the MPSAR to avoid any abuse.

### Recommendation 8

**39.29 We recommend that, subject to the approval of the MPSAR, Confidential Secretaries posted with Ministers, Speaker, Leader of the Opposition, Chief Government Whip, Junior Ministers, Deputy Speaker, Supervising Officers at the level of Permanent Secretary and above who are also the Accounting and Responsible Officers and at the Cabinet's Office who have to regularly work over and above their normal working hours should continue to be paid an *ad hoc* allowance as determined by the Ministry.**

**39.30 We further recommend that high officials should be advised not to unnecessarily retain their Confidential Secretaries in office for long hours after their normal hours of work, except where their presence in office is absolutely essential and may, if required, be justified.**

### Allowance for performing additional duties

39.31 By virtue of their posting, some Confidential Secretaries are required, in addition to their normal duties to, *inter alia*, perform general administrative work and manage the office. Subject to the approval of High Powered Committee, they are paid a Responsibility Allowance equivalent to three increments at the point reached in their salary scale. We are maintaining this provision.

**Recommendation 9**

- 39.32** We recommend that the approval of the High Powered Committee should continue to be sought for the payment of an allowance to incumbents in the grade of Confidential Secretary posted to the office of Ministers, Speaker, Leader of the Opposition, Chief Government Whip, Junior Ministers, Deputy Speaker and Senior Chief Executives and above, and who are required, in addition to their normal duties, to perform general administrative work, manage the office and meet deadlines.
- 39.33** We additionally recommend that this allowance may be reckoned as pensionable emoluments, subject to the approval of the High Powered Committee, on the condition that the incumbents have:
- (i) performed in that position for a continuous period of five years;
  - (ii) not been the subject of disciplinary proceedings on ground of inefficiency or inability to perform at that position or on ground of misconduct; and
  - (iii) reached the age of 55 years at the time of retirement/change in posting.

**Special Allowances**

- 39.34** Officers, other than Transcribers, are paid an allowance whenever they are called upon to service Commissions of Enquiry and for other similar tasks consisting of taking notes of proceedings in shorthand and for transcribing same in longhand. The present arrangement is being maintained while the quantum of allowance is being revised.

**Recommendation 10**

- 39.35** We recommend that an allowance of Rs 5.30 per folio of 90 words for taking notes of proceedings in shorthand and Rs 3.15 per folio of 90 words for transcribing the shorthand notes in longhand should be paid to officers other than Transcribers, servicing Commission of Enquiry and for other similar tasks.

**Cashier Duties**

- 39.36** Officers in the grade of Clerical Officer/Higher Clerical Officer (Personal) and Management Support Officer posted at the Treasury are paid a daily allowance of Rs 40 for giving assistance to the Cashier at the District Cash Office and the Chief Cashier's Office while those replacing full time District Cashier and Treasury Receiving Cashier are paid an allowance of Rs 115 per day. Given that no implementation issues being encountered have been reported, we are providing for the revised quantum of the allowance.

**Recommendation 11**

**39.37** We recommend that the allowance payable to officers in the grades of Clerical Officer/Higher Clerical Officer (Personal) and Management Support Officer posted at the Treasury be as follows: -

- (i) Rs 45 per day for giving assistance to the Cashier at District Cash Office and Chief Cashier's Office; and
- (ii) Rs 125 per day subject to a maximum of Rs 2795 a month for Clerical Officer/Higher Clerical Officer (Personal) and a maximum of Rs 2520 for Management Support Officer replacing full time District Cashier and Treasury Receiving Cashier.

**39.38** We further recommend that the above provision be extended to officers in the grades of Clerical Officer/Higher Clerical Officer, and Agricultural Clerk of other Ministries, Departments and Organisations who are required to perform cashier duties.

**Rotation of Officers in the General Services Grades**

**39.39** In previous reports, provision was made for officers of the General Services grades to rotate in various Ministries/Departments at least every five years in their career so as to enhance their understanding of the various Ministries and Departments and enrich their skills and experience. The present arrangement being appropriate is maintained.

**Recommendation 12**

**39.40** We recommend that officers of the General Services grades should be made to rotate in various Ministries/Departments at least every five years in their career to enable them to enrich their skills and experience.

**Office Auxiliary Cadre**

**39.41** As an incentive to compensate Office Auxiliary/Senior Office Auxiliary for the evolution in their work complexity, provision was made in the last Report for incumbents in the said grade to move beyond the top salary by one increment. In a spirit of fairness, we are extending this provision to the grade of Head Office Auxiliary and recommending accordingly.

**Recommendation 13**

**39.42** We recommend that employees in the Office Auxiliary Cadre who have reached the top salary in their respective salary scale should be allowed to move incrementally in the Master Salary Scale by one increment.

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

### SAFETY AND HEALTH DIVISION

- 39.44 The Safety and Health Division of the MPSAR is mandated to promote a safety and health culture within the public service through an effective Occupational Safety and Health Management System; and ensure that the State, as an employer, complies with the Occupational Safety and Health Act and other related legislations.
- 39.45 At the helm of the Division, a Director, Safety and Health Unit is responsible for its proper management. He is assisted by officers in other grades in the Safety and Health Officer Cadre.
- 39.46 Representations made by the staff side were mainly geared towards: the creation of additional levels; review of the qualifications requirement; and payment of specific allowances. Management made proposals for the review of salary scale of few grades. During consultations, appropriate explanations were provided to parties on all their requests including those which were not acceded to.
- 39.47 The structure is adequate and therefore, we are bringing no change thereto.

## MINISTRY OF PUBLIC SERVICE AND ADMINISTRATIVE REFORMS

### SALARY SCHEDULE

Salary Code	Salary Scale and Grade
02 000 124	<b>Rs 222000</b> Secretary for Public Service
02 000 122	<b>Rs 206000</b> Senior Chief Executive
02 000 116	<b>Rs 166000</b> Permanent Secretary
08 103 106	<b>Rs 114000 x 4000 - 126000</b> Director, Human Resource Management
08 082 098	<b>Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000</b> Deputy Director, Human Resource Management

Salary Code	Salary Scale and Grade
08 077 094	<b>Rs 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750</b> Manager, Human Resources
08 070 091	<b>Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 80000</b> Assistant Manager, Human Resources (Personal)
08 070 090	<b>Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750</b> Assistant Manager, Human Resources
08 064 083	<b>Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200</b> Senior Human Resource Executive
08 055 080	<b>Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850</b> Human Resource Executive
08 062 094	<b>Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750</b> Human Resource Management Officer (Personal)
08 062 085	<b>Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900</b> Office Management Executive
08 052 079	<b>Rs 32615 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400</b> Office Management Assistant
08 055 078	<b>Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950</b> Higher Executive Officer (Personal)
08 051 076	<b>Rs 32190 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400</b> Office Supervisor

Salary Code	Salary Scale and Grade
08 040 072	<p><b>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</b></p> <p>Management Support Officer</p>
08 032 069	<p><b>Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930</b></p> <p>Clerical Officer/Higher Clerical Officer (Personal)</p>
08 048 078	<p><b>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</b></p> <p>Confidential Secretary</p>
08 041 071	<p><b>Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 47950</b></p> <p>Senior Word Processing Operator</p>
08 031 068	<p><b>Rs 25445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 44960</b></p> <p>Word Processing Operator</p>
05 062 085	<p><b>Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900</b></p> <p>Senior Library and Documentation Officer</p>
05 049 081	<p><b>Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600</b></p> <p>Library and Documentation Officer</p>
18 079 096	<p><b>Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750</b></p> <p>Director, Safety and Health <i>formerly Director, Safety and Health Unit</i></p>

Salary Code	Salary Scale and Grade
18 074 093	<p><b>Rs 51200 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 84500</b></p> <p>Assistant Director, Safety and Health <i>formerly Assistant Director, Safety and Health Unit</i></p>
18 067 091	<p><b>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 - 80000</b></p> <p>Principal Safety and Health Officer (Personal to officers in post as at 31.12.15)</p>
18 062 090	<p><b>Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750</b></p> <p>Principal Safety and Health Officer</p>
18 049 088	<p><b>Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 73600</b></p> <p>Safety and Health Officer/Senior Safety and Health Officer (Personal to officers in post as at 31.12.15)</p>
18 049 083	<p><b>Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200</b></p> <p>Safety and Health Officer/Senior Safety and Health Officer</p>
24 041 061	<p><b>Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215</b></p> <p>Head Office Auxiliary</p>
24 028 061	<p><b>Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215</b></p> <p>Driver (on roster)</p>
24 027 060	<p><b>Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290</b></p> <p>Driver</p>
24 024 057	<p><b>Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280</b></p> <p>Office Auxiliary/Senior Office Auxiliary</p>

Salary Code	Salary Scale and Grade
24 021 052	<b>Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615</b> Stores Attendant
24 020 050	<b>Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765</b> Handy Worker
<b>PUBLIC SECTOR BUSINESS TRANSFORMATION BUREAU</b>	
01 000 115	<b>Rs 162000</b> Director, Public Sector Business Transformation Bureau ( <b>Personal</b> )
01 094 104	<b>Rs 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000</b> Assistant Director, Public Sector Business Transformation Bureau
01 060 094	<b>Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750</b> Management Analyst/Senior Management Analyst

