

6. COMMISSION FOR WOMEN'S AFFAIRS, FAMILY WELFARE, CHILD DEVELOPMENT, CONSUMER PROTECTION, PRICE FIXING UNIT AND HANDICRAFT

6.1 Women's Affairs, Family Welfare and Child Development Division

- 6.1.1 The Division comprises the Women's Affairs Unit, the Family Welfare Unit and the Child Development Unit. The main function of the Women's Affairs Unit is to empower women for their advancement. Its Family Welfare and Protection Unit promotes family welfare through a better understanding of the role, rights and duties of each component of the family. The implementation of policies and programmes for the welfare and protection of children, among others, devolve on the Child Development Unit.
- 6.1.2 A Head, Gender, Family Welfare and Child Development is responsible to the Departmental Head for the overall management of the Gender, Family Welfare and Child Development Units, among others. The Division is staffed by officers in the grades of Family Counselling Officer and Family Welfare and Protection Officer. As the grade of Psychologist on the establishment is currently vacant, a Psychologist/Senior Psychologist from the Ministry of Gender Equality and Family Welfare is posted on a tour of service to Rodrigues to service the Commission. We have been apprised that incumbent is equally called upon to service the Commission for Health, as and when required.
- 6.1.3 Both Management and the staff have requested for the creation of additional levels in view of the increasing number of cases related to child protection and family welfare; restyling of the grade of Psychologist; and payment of On-Call and In-Attendance Allowances as well as an allowance for providing clinical services. We have examined the proposals and are making appropriate recommendations for those which have been retained.

Coordinator (New Grade)

Senior Family Welfare and Protection Officer (New Grade)

- 6.1.4 According to Management, in view of the surge in the number of cases related to child protection and domestic violence, requests were made to reinforce the existing structure to enable the Division to deliver on its mandate. Considering the essence of the functions of this Division, we are making provision for polyvalent grades for a smooth delivery of services.

Recommendation 1

- 6.1.5 We recommend the creation of a grade of Coordinator. Appointment thereto should be made by selection from among serving officers on the establishment of the Commission, who hold a substantive appointment and possess a Degree in Psychology or Sociology or Social Work or Social Studies or an equivalent qualification and reckon at least three years'**

experience in a relevant field. In the absence of qualified serving officers on the establishment of the Commission, appointment should be made by selection from among candidates possessing the above qualifications and reckoning at least three years' experience in a relevant field.

- 6.1.6 Incumbent would be required to, *inter alia*, assist the Head, Gender, Family Welfare and Child Development; plan and organise programmes and projects for the benefit of women, families and for protection against domestic violence; liaise with Governmental Organisations and Non-Governmental Organisations for the elaboration of schemes/programmes/projects and preparation of reports in respect of social welfare, women's affairs, children issues and family welfare; and assist in the implementation, monitoring and evaluation of Government projects/programmes relating to the protection as well as development of children, women and the community at large.

Recommendation 2

- 6.1.7 We recommend the creation of a grade of Senior Family Welfare and Protection Officer. Appointment thereto should be made by promotion, on the basis of experience and merit, of officers in the grade of Family Welfare and Protection Officer reckoning at least four years' service in a substantive capacity in the grade.**

- 6.1.8 Incumbent would be required to, among others, plan, supervise, coordinate and monitor the work of Family Welfare and Protection Officers of the Unit; assist in the implementation, monitoring and supervision of Government projects/programmes on child development and protection, women empowerment as well as family welfare; assist in the organisation of conferences, seminars, exhibitions, competitions and other activities; and investigate into cases of violence in the family and abuse against children.

Scheme of Service – Head, Gender, Family Welfare and Child Development

- 6.1.9 Request was made by both Management and the staff side to open appointment to the grade of Head, Gender, Family Welfare and Child Development to officers in the grade of Family Counselling Officer. Additionally, with the creation of the grades of Coordinator and Senior Family Welfare and Protection Officer, there is indeed need to bring consequential amendments to the scheme of service of the grade of Head, Gender, Family Welfare and Child Development. We are making appropriate provisions.

Recommendation 3

- 6.1.10 We recommend that the scheme of service of the grade of Head, Gender, Family Welfare and Child Development be amended such that, henceforth, the post be filled by selection from officers in the grade of Coordinator who reckon at least five years' service in a substantive capacity in the grade and from serving officers who possess a Degree in Social Work/Sociology/Social Studies and reckon at least five years' service in a substantive**

capacity. In the absence of qualified serving officers, appointment should be made by selection from among candidates who possess a Degree in Social Work/Sociology/Social Studies and reckon at least five years' post-qualification experience in social work.

- 6.1.11 We also recommend that pending the filling of the post of Coordinator and for incumbent to be qualified for the post of Head, Gender, Family Welfare and Child Development, appointment thereto should be made by selection from among serving officers who possess a Degree in Social Work/ Sociology/ Social Studies and reckon at least five years' service in a substantive capacity. In the absence of qualified serving officers, appointment should be made by selection from among candidates possessing the above qualifications and reckoning at least five years' post-qualification experience in social work.

Child Care Worker (New Grade)

- 6.1.12 Both Management and the staff side requested for the creation of a level to give assistance to the Family Welfare and Protection Officer in the handling of children during investigation for cases of child abuse. We have examined the proposal and are, therefore, recommending accordingly.

Recommendation 4

- 6.1.13 We recommend the creation of a grade of Child Care Worker. Appointment thereto should be made by selection from among candidates who possess a Cambridge School Certificate and reckon at least three years' experience in social work with children or child care or early childhood development.

- 6.1.14 Incumbent would be required to, *inter alia*, take care, under the general supervision of the Family Welfare and Protection Officer, of children victims of ill-treatment and abuse and to accompany them to police stations, courts, shelters, among others; look after, groom and feed children victims of abuse and neglect; and assist in the handling of children during an investigation.

Commuted Allowance

- 6.1.15 The Head, Gender, Family Welfare and Child Development is called upon to be "on-call" after normal working hours on Weekdays, during Weekends and Public Holidays to monitor and supervise the duties of the team. We are making provision for the payment of a commuted allowance.

Recommendation 5

- 6.1.16 We recommend that the Head, Gender, Family Welfare and Child Development be paid a monthly commuted allowance of Rs 1000 for monitoring and attending to cases related to child abuse/violence and domestic violence after normal working hours on Weekdays, during Weekends and Public Holidays.

Family Welfare and Protection Officer

Recommendation 6

6.1.17 We recommend that officers in the grade of Family Welfare and Protection Officer possessing a Degree in Social Work or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 58850 provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

“On-Call” and “In-Attendance” Allowances

Recommendation 7

6.1.18 We recommend that the “On-call” Allowance and “In-attendance” Allowance being paid to officers in the grade of Family Welfare and Protection Officer at the RRA who are “on-call” and required to attend to emergencies during “on-call” be revised as follows: -

Grade	Period	“On-call” Allowance	“In-attendance” Allowance
Family Welfare and Protection Officer	Weekdays 1600 hours to 0900 hours the following day	Rs 195 daily	Rs 95 per hour of attendance up to a maximum of Rs 570 per day/night period
	Saturdays, Sundays and Public Holidays 0900 hours to 0900 hours the following day	Rs 290 daily	Rs 95 per hour of attendance up to a maximum of Rs 760 per day/night period

Risk Allowance

6.1.19 The provision regarding the payment of a monthly Risk Allowance to Family Welfare and Protection Officers equivalent to one and a half increments at the initial of the salary scale is being retained.

Recommendation 8

6.1.20 We recommend that Family Welfare and Protection Officers posted to the Women's Affairs, Family Welfare and Child Development Unit should continue to be paid a monthly Risk Allowance equivalent to one and a half increments at the initial of the salary scale.

SALARY SCHEDULE

Salary Code	Salary Scale and Grade
	WOMEN'S AFFAIRS, FAMILY WELFARE AND CHILD DEVELOPMENT
02 000 109	Rs 138000 Departmental Head
23 075 094	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Head, Gender, Family Welfare and Child Development
19 065 090	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 Psychologist
23 060 090	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 Coordinator (New Grade) Family Counselling Officer
23 057 081	Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Senior Family Welfare and Protection Officer (New Grade)
23 043 079	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 - 54500 x 1450 - 57400 Family Welfare and Protection Officer
23 035 070	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 Matron
23 028 067	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 - 43990 Child Care Worker (New Grade)

Salary Code	Salary Scale and Grade
24 023 052	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Shelter Care Attendant (on shift)
25 021 051	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Tradesman's Assistant

