

THIS PART IS A CONTINUATION

OF

VOLUME 1

TABLE OF CONTENTS

Chapter	Page
INTRODUCTION	1
OBSERVATIONS AND GENERAL PROVISIONS.....	5
1. DEPARTMENTS OF THE LOCAL AUTHORITIES.....	13
1.1 <i>THE CITY COUNCIL OF PORT LOUIS</i>	39
1.2 <i>THE MUNICIPAL COUNCIL OF BEAU BASSIN-ROSE HILL</i>	55
1.3 <i>THE MUNICIPAL COUNCIL OF CUREPIPE.....</i>	71
1.4 <i>THE MUNICIPAL COUNCIL OF QUATRE BORNES.....</i>	83
1.5 <i>THE MUNICIPAL COUNCIL OF VACOAS-PHOENIX.....</i>	97
1. 6 <i>THE DISTRICT COUNCIL OF BLACK RIVER.....</i>	111
1. 7 <i>THE DISTRICT COUNCIL OF FLACQ.....</i>	121
1. 8 <i>THE DISTRICT COUNCIL OF GRAND PORT.....</i>	131
1. 9 <i>THE DISTRICT COUNCIL OF MOKA.....</i>	143
1 10 <i>THE DISTRICT COUNCIL OF PAMPLEMOUSSES</i>	153
1. 11 <i>THE DISTRICT COUNCIL OF RIVIERE DU REMPART.....</i>	165
1. 12 <i>THE DISTRICT COUNCIL OF SAVANNE.....</i>	175
MASTER SALARY CONVERSION TABLE.....	Annex

INTRODUCTION

1. Established and governed by the Local Government Act 2011, every Local Authority is a body corporate. The Local Authorities are one of the main components of the Public Sector. The Ministry of Local Government (MoLG) administers the Local Government Act 2011 and makes such regulations for the smooth implementation thereof and provides general policy guidance to Local Authorities.
2. As per the Act, a Local Authority, among others, ensures that resources are used efficiently and effectively to meet the needs of the local community; promotes the social, economic, environmental and cultural wellbeing of the local community; as well as improves the overall quality of life of people therein.
3. Consisting of rural and urban authorities, the Local Authorities comprise five Municipal Councils and seven District Councils. The five Municipal Councils are the Municipal Councils of Beau Bassin-Rose Hill, Curepipe, Quatre Bornes and Vacoas-Phoenix as well as the City Council of Port Louis whereas the seven District Councils consist of the District Councils of Black River, Flacq, Grand Port, Moka, Pamplemousses, Rivière du Rempart and Savanne.
4. All the services and activities of each Local Authority are organised under six Departments namely: Administration, Finance, Public Infrastructure, Land Use and Planning, Welfare and Public Health. A Chief Executive who is at the helm of each Local Authority has the overall responsibility for its administration. He is assisted by Technical Heads of each Department and officers belonging to professional, technical, general services and other supporting grades.
5. It is worth highlighting that all submissions/proposals made by Unions, Management and staff have, in general, been duly considered. Representations from stakeholders have also been mentioned, to the extent possible, under the relevant Department/Local Authority.
6. Most of the Unions requested for the reinstatement of various posts which have been withheld due to Covid-19 pandemic. **The Bureau is, however, highlighting that this issue of withholding unfunded posts does not fall within its mandate.**
7. Generally, the recommendations on Conditions of Service made in Volume 1 of this Report should equally apply in Local Authorities. The salaries of identical/comparable grades have been aligned, to the extent possible, with those of the Civil Service and the schemes of service, where relevant, were amended thereto.

The Local Government Service Commission

8. The Local Government Service Commission is vested with the exclusive right of appointment, promotion, disciplinary control, removal from office and approval of retirement in respect of all Local Government Officers. It undertakes to provide qualified and suitable human resources to Local Authorities in a timely manner.

The Unified Local Government Service Board

9. Set up under Section 68 of the Local Government Act 2011, the Unified Local Government Service Board (ULGSB) is operational at the level of the Ministry of Local Government (MoLG) with a view to optimising human resources in Local Authorities. The Board is presided by the Permanent Secretary of the Ministry.
10. As per existing provision, an officer not below the level of a Deputy Permanent Secretary is assigned the duties of the Secretary, Unified Local Government Service Board. After a thorough examination of the nature and level of duties devolving upon the latter, we are revisiting this provision such that **in future an officer not below the level of Assistant Permanent Secretary, now restyled Assistant Secretary, should be designated to act in that position.**

Structure of the Report

11. All issues and recommendations that have general implications in all Local Authorities are dealt with in the next chapter On Observations and General Provisions of this Volume. A general literature on each Department of the Local Authorities including specific issues and relevant recommendations together with the respective salary schedule are in the subsequent chapters. The Master Salary Conversion Table is given at Annex.

Salary Codes

12. Hereunder is the list of Municipal and District Councils together with their respective salary code.

Municipal Councils	Code
(i) Port Louis	PL
(ii) Beau Bassin-Rose Hill	BH
(iii) Curepipe	CE
(iv) Quatre Bornes	QB
(v) Vacoas-Phoenix	VP

District Councils	Code
(i) District Council of Black River	BR
(ii) District Council of Flacq	FQ
(iii) District Council of Grand Port	GP
(iv) District Council of Moka	MA
(v) District Council of Pamplemousses	PS
(vi) District Council of Rivière du Rempart	RR
(vii) District Council of Savanne	SE

13. The codes for the various departments within each Municipal/District Council as well as that of the “Village Councils” are as follows:

Department	Code
(i) Administration	AM
(ii) Finance	FI
(iii) Public Infrastructure	PI
(iv) Land Use and Planning	LP
(v) Welfare	WL
(vi) Public Health	PH
Village Councils	VC

OBSERVATIONS AND GENERAL PROVISIONS

14. This Chapter provides certain observations on some pertinent issues as well as a few general recommendations which are applicable in the Local Authorities. Common main requests made by our stakeholders have equally been highlighted.

Results-Oriented Performance Management System and Performance-Related Incentive Scheme

15. Following its introduction in the Public Service in 2006, the Performance Management System (PMS) has been rolled out in the Public Sector, instilling to some extent a performance culture. However, the Performance-Related Incentive Scheme (PRIS) could not be implemented due to the absence of sufficient safeguards. Further to Government's renewed focus on improving productivity and performance in the Public Service, the Performance-Based Budgeting (PBB) has been re-introduced, as a strategic tool to assist in resource management and public sector accountability. Same would be extended in the Parastatal Bodies, Local Authorities and Rodrigues Regional Assembly and in this context, relevant legislations have been amended.

16. However, to improve the effectiveness and accountability in the management, operations and implementation of policies, there is need to shift the focus from the traditional approach, that is, from activities/outputs to one based on results, which strengthens the linkages between funding and results. In this perspective, the Bureau has provided in **Chapter Results-Oriented Performance Management System and Performance-Related Incentive Scheme in Volume 1 of this Report**, for, among others, the development of an Integrated Performance Management Framework for the implementation of a Results-Oriented Performance Management System (ROPMS) in the Public Sector, through an integrated approach by synergising the PBB and PMS. We consider that along with the ROPMS, a PRIS should be established and implemented as a means to recognise and appreciate the achievements of high performers.

Training and Development

17. Training and development rank high on the Government's agenda, with its commitment to transform public sector organisations so that they are future-ready, performance-driven and citizen-focused. During consultations, the Bureau has been apprised that in many quarters, difficulties are being encountered in providing training opportunities to employees. The main challenges faced comprise a limited available budget; shortage of resource persons to act as trainers in the Public Sector; reluctance from Management to release their officers due to exigencies of service; measuring the effectiveness and value of training; and tracking the impact of training. Federations have also pointed out that employees of the Workmen's Group were not being provided with the relevant training or the training provided were inadequate, not attuned to the work performed and, in some instances, quasi-inexistent.

18. Since training is fundamental in enhancing employee's productivity and improving their performance, the Bureau is anew urging Management to provide appropriate and adequate training to employees, including those of the Workmen's Group. We have also provided for the Ministry of Public Service and Administrative Reforms (MPSAR), in collaboration with the Atal Bihari Vajpayee Institute of Public Service and Innovation, to dispense resilience training, among others, to public sector employees. **Recommendations related thereto have been made in Chapter Training and Development in Volume 1 of this Report.**

Upgrading of Qualifications Requirement

19. Both Unions and Management from several quarters across the Public Sector have proposed for an upgrading of the qualifications requirement of grades at different levels owing to: an evolution in duties performed by officers; changes in work processes; and higher qualifications possessed by officers, among others.

20. In principle, qualifications are set based on the nature and level of duties/responsibilities, rather than on those possessed by incumbents. Furthermore, as qualification is only one of the compensable factors in job evaluation, an upgrading in same may not necessarily fetch a higher salary, particularly if the level and nature of duties have remained unchanged. **In such circumstance, prior to considering reviewing upward the qualifications requirement, we hold that it would be more appropriate for Management to properly assess the need for any amendment to same. To this end, general recommendations and relevant observations have been made in the Chapter Review of Schemes of Service and Qualifications in Volume 1 of this Report.**

Schemes of Service

21. It has been observed that schemes of service of grades in Local Authorities are amended without consulting the Ministry of Public Service, and Administrative Reforms (MPSAR) for their views. We consider that since the MPSAR is the custodian of all schemes of service, the MoLG should submit proposed schemes of service of grades in the Local Authorities to the latter for examination, to ensure consistency and uniformity.

22. Against this backdrop, we are making appropriate recommendations.

Recommendation 1

23. **We recommend that while framing/reviewing schemes of service of grades on the establishment of Local Authorities, the MoLG should submit same to the MPSAR for examination.**

24. **We also recommend that further to recommendations made in Volume 1 of this Report in Chapter Review of Schemes of Service and Qualifications, the review and prescription of schemes of service in the Local Authorities should be carried out and finalised within a period of three months.**

25. We additionally recommend that where the scheme of service of identical/comparable grades in the Local Authorities are aligned on those of the Civil Service, the MoLG as well as the MPSAR, should ensure that the specific duties devolving on grades concerned in the Local Authority are reflected in the scheme of service.

Human Resource Planning

26. Various representations were made by Unions for the recruitment of additional staff and filling of vacant positions. It has been reported that in some cases, an acute shortage of staff in certain grades is adversely impacting on the efficiency, timeliness and overall quality of service delivery. In response to these concerns, we have provided in the Chapter Recruitment, Promotion and Retention in Volume 1 of this Report, for public sector organisations to undertake a Human Resource Planning exercise, with a view to addressing their HR requirements, among others, and ensuring that all vacant positions are filled within a reasonable timeframe.

Digitalisation and Artificial Intelligence Readiness

27. Further to Government laying much emphasis on the use of digital technologies and Artificial Intelligence (AI) in the Public Sector, Federations have expressed concern on the impact thereof on jobs, in general. Since we are still in an early phase in the application of AI, a proper assessment may not be possible at this stage. Nonetheless, AI should be considered as a tool to help Government to achieve its objectives, and that a sustainable approach to its adoption in the Public Sector should be favoured, based on three key pillars, namely: People, Processes and Technology.

28. Provisions have been made in the Chapter Digitalisation and Artificial Intelligence Readiness in Volume 1 of this Report, regarding the fostering of AI initiatives in the Public Sector and the need for capacity building so as to, *inter alia*, equip the technical staff of the Ministry of Information Technology, Communication and Innovation (MITCI) with the necessary skills and knowledge needed to work effectively with AI-related technologies. We have also provided for the proper training of public sector employees to ensure a smooth transition towards AI.

Performance Criteria

29. As per existing provisions, eligible officers in various grades are allowed to benefit from incremental movement beyond their top salary, subject to satisfying certain conditions. We have revisited same as hereunder:

- (i) they should have drawn the top salary for at least 12 months;
- (ii) where officers are eligible to move by more than one increment beyond their top salary, they should have drawn the first increment for at least 12 months;

- (iii) **they should have been efficient and effective in their performance during the preceding year; and**
- (iv) **they should not be under report.**

The above conditions are termed as “**Performance Criteria**”.

Mental Wellbeing

30. Both the Federations and MPSAR highlighted that mental wellbeing is essential for improved performance and productivity. The Bureau also recognises same as a strategic catalyst for enhancing workforce productivity, as it focuses on prevention, resilience and support. Despite the growing global and local awareness on the issue, persistent workplace stressors and stigma continue to erode employee engagement and output. Concerns over the sedentary lifestyle of public officers have also been underscored, with caution on “**sitting as the new smoking.**” To address these challenges, the Bureau has made a few provisions in the **Chapter Risk, Insurance and Compensation in Volume 1 of this Report**, to embed both mental and physical wellbeing into organisational frameworks, through targeted interventions that foster resilience, reduce absenteeism, optimise performance and improve productivity.

Part-Time Employment

31. There are many positions across the Local Authorities that exist on a part-time basis. While conducting a study on the grade of Sewing Teacher (Part-time), we took cognizance that in certain District Councils, employees are putting in more hours of work weekly as compared to their colleagues in other Local Authorities, for the same salary. Considering the work pattern of the position based on their normal working hours, the remuneration is being reviewed.

32. With a view to preventing any case of abuse towards employees and promoting harmonious industrial relations at the workplace, **we consider that part-time employees should, as far as possible, be made to work not more than 20 hours per week.**

Training for Officers in the General Services

33. Officers in the General Services are provided with relevant and work-related courses to keep them abreast of new development in their fields and develop their skills and competencies for improved service delivery. The Bureau is replicating the existing provisions.

Course for Clerical Officers

Recommendation 2

34. **We recommend that the MPSAR, in consultation with the MoLG and the Local Authorities, should mount and run appropriate training programmes for incumbents in the grade of Clerical Officer to render them skilled and polyvalent.**

Advanced Course for Office Management Assistants**Recommendation 3**

35. We recommend that:

- (i) the MPSAR, in consultation with the MoLG and the Local Authorities should mount the Advanced Course in Effective Office Management and Supervision for incumbents in the grade of Office Management Assistant; and
- (ii) Office Management Assistants who have successfully completed 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.

Advanced Secretarial Course**Recommendation 4**

36. We recommend that:

- (i) the MPSAR, in consultation with the MoLG and the Local Authorities should make arrangement for Confidential Secretaries of Local Authorities to follow the Advanced Secretarial Course;
- (ii) Confidential Secretaries, on successful completion of the Advanced Secretarial Course, should continue to be granted one increment, at point reached, subject to the top salary of the grade.

Health Surveillance

37. One of the statutory obligations of Management is to ensure that regular occupational safety and health audits are carried out by a Safety and Health Officer/Senior Safety and Health Officer with a view to identifying the safety and health related risks. Consequently, employees who are prone to risk of contracting occupational diseases are placed under a Health Surveillance Programme. Representations to this effect have been made by various Unions/employees of the Workmen's Group to ensure the Safety and Health of these employees. We are making appropriate provision to this effect.

Recommendation 5

38. We recommend that Management should make necessary arrangements with Health Authorities, whenever the need arises, for employees of the Workmen's Group to undergo a health surveillance including regular health check-ups, free of charge.

Miscellaneous

39. The underlying existing provisions under Chapter 'Workmen's Group-General' of Volume 2 Part I of this Report are also applicable to counterparts in the Local Authorities.

Conditions/Allowances	Paragraph	Recommendation
Collection and deposit of keys at Police Stations	42.28	10
Making and Serving Tea/Coffee	42.88	33
Washing of Towels/Tablecloth/Curtains/Carpets/Doormats	42.90	34
Bulk Photocopy	42.92	35
Cleaning of Lavatories	42.94	36
Surveillant	42.96	37

Main proposals of Individuals/Unions/Federations/Management

40. For this Report, the Bureau received a total of around 15400 representations. Listing all of these would have undoubtedly rendered the Report unnecessarily more voluminous. Among these representations, certain are common to all the Individuals/Unions/Federations/Management.

41. Further, the Unions/Federations have requested for a concise Report, written in a simpler language to ease understanding and avoid any misinterpretation of our recommendations, thereby ensuring consistency in their implementation. In this perspective, only the main representations for Individuals/Unions/Federations/Management have been mentioned. As for the common representations, since the same approach has been used during their examination by the Bureau, we are providing adequate explanations in respect thereof in the ensuing paragraphs.

Risk Allowance

42. With regard to the request for the grant of Risk Allowance, the Bureau has provided an appropriate mechanism, namely the Departmental Safety and Health Committee, to determine the eligibility thereof, as set out in the Chapter Risk, Insurance and Compensation in Volume 1 of this Report.

Filling of Posts/Establishment Size

43. Numerous representations were received regarding the filling of vacant posts and increase in establishment size. To this end, the Bureau has, in the Chapter on Recruitment, Promotion and Retention, highlighted the need for Management/ Departments/Organisations to undertake a mandatory Human Resource Planning exercise with a view to, among others, determining the right number of staff required in each grade for effective delivery of their mandate.

Conditions of Service

44. Proposals regarding general Conditions of Service have been studied in a holistic manner and discussed with Federations of Unions and the MPSAR. Appropriate recommendations have subsequently been made in the relevant Chapters in Volume 1 of this Report.

Creation/Merging of Grades

45. In principle, grades are created on the basis of functional requirements, which in most cases have not been met. Further, we have not provided another level merely for the sake of ensuring a promotional path to officers while the impact would be on the organisation's capacity of service delivery or in terms of cost effectiveness. Merging of grades has been recommended where it was found to be consistent with the needs of the organisation or where there was major overlapping of duties, rendering supervision from the higher level superfluous.

Upgrading of Salary

46. All requests for salary upgrading were examined in the light of the job evaluation exercise conducted, taking into consideration, *inter alia*, all duties and responsibilities devolving on the grade, the evolution since the last Report, change in/additional qualifications required, a re-orientation of the sector as per Government decision. However, in some cases, the Bureau was unable to re-assess the grades in the absence of job-related information resulting from the non-submission of the Job Description Questionnaires, among others.

Restyling of Grades

47. Concerning restyling of grades, requests were favourably considered where the current job titles have become outdated; or do not portray a clear description of the duties performed. In some cases, grades have been retitled owing to legal requirements or where there was need for harmonisation. In quite a few instances, the demands for restyling were mainly to align on grades which carry a higher salary, implying a request for salary upgrading. The Bureau did not accede to such proposals.

Upgrading of Qualifications Requirement

48. Qualifications requirement is normally amended when there is a change in the essential/core duties and responsibilities of a grade and the existing qualifications are no longer adequate for the effective performance of the job. Where the current qualifications are deemed appropriate for the level of duties performed, they have been maintained. In many cases, the requests were simply made with the intention that the higher qualifications would fetch higher salaries and, therefore, lacked solid basis.

Duty Remission/Payment of Mileage Allowance

49. Many proposals were received for the grant of 70% duty remission and payment of mileage allowance. These proposals have been examined against a set of

criteria together with the findings of the survey on Travelling and Car Benefits to determine eligibility. With regard to mileage allowance, appropriate provisions already exist concerning the rate payable per km whereas the authority to approve claims in respect of official travelling rests on Management.

Training

50. Demands, particularly from the staff side, have been made for the provision of training facilities to officers. The Bureau has underscored the importance of training and has made appropriate recommendations thereon.



1. DEPARTMENTS OF THE LOCAL AUTHORITIES

ADMINISTRATION DEPARTMENT

- 1.1 The Administration Department in the Local Authorities is responsible, among others, to: coordinate and monitor the activities of all Departments; implement local government policies/legislations and other relevant legislations; and exercise administrative and financial control. It comprises various sections, namely: Human Resource Management, Occupational Health and Safety; Internal Audit; Information Technology, Parks and Gardens, Library Services, Legal, Registry and Committee.
- 1.2 A Chief Executive is at the head of a Local Authority. He is supported in his functions by a Deputy Chief Executive, Assistant Chief Executives, officers in professional and technical positions as well as grades providing support service.
- 1.3 In the context of this Report, Management and the staff side requested among others, for a consolidation of the structure with additional levels, along with the restyling of a few positions. We consider the existing structure to be appropriate and are, therefore, maintaining it. Some proposals related thereto could not be examined further owing to want of information from parties concerned and certain others ought to be dealt with administratively. Demands were also made for enhanced Conditions of Service, including travelling and car benefits as well as for a review of work pattern and schemes of service and provision of protective equipment.
- 1.4 We are, however, providing for the grade of Internal Auditor/Senior Internal Auditor and Binder on the establishment of Local Authorities where there is need, allowing Assistant Chief Executives to move incrementally beyond their top salary up to a salary point subject to satisfying certain criteria, reviewing the qualifications requirement of the grade of Management Support Officer in line with what obtains in Parastatal Bodies; and restyling the grades of the Internal Control Officer Cadre, IT Officer/Systems Administrator and Assistant IT Officer in line with provisions made for their counterparts in other quarters.

Chief Executives in Local Authorities

- 1.5 Presently, appointment to the position of Chief Executive in the Local Authorities is either on contract with specified performance targets or on assignment basis for a period of two years. The grade is filled from dual streams, that is, from Deputy Chief Executives and from outside candidates. Request has been made by the Management of a Municipal Council for the grade to be filled solely from Deputy Chief Executives. The MoLG views that the present mode of appointment of the Chief Executive should be maintained to ensure recruitment of most suitable candidates.
- 1.6 After analysis, we consider that the prevailing provisions regarding the mode of appointment, tenure of office and remuneration when employed on contractual

terms or on assignment basis for Chief Executives in Local Authorities are appropriate.

Recommendation 1

1.7 We recommend that:

- (i) appointment to or filling of the position of Chief Executive in the Local Authorities should continue to be made on contractual terms or on assignment basis for a period of two years; and
- (ii) after expiry of the two-year period, the incumbent on establishment would be appointed in a substantive capacity subject to his performance and the continued relevance of his competence.

Remuneration when employed on Contractual Terms

Recommendation 2

1.8 We recommend that the salary of the Chief Executive employed on contractual terms shall be as determined for the substantive position. The package shall include a gratuity equivalent to two months' salary on completion of every 12 months' satisfactory service. The other terms and conditions of employment shall be as recommended for contract officers.

Allowance for Assignment of Duties

Recommendation 3

1.9 We recommend that a public officer on permanent and pensionable establishment who has been assigned the duties of the position of Chief Executive, would continue to be eligible for the payment of an allowance representing the difference between the salary of the Chief Executive and the substantive salary of the officer. Upon retirement, the officer's pensionable emoluments shall be those of the Chief Executive, 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.

Assistant Chief Executive

1.10 Representations have been made by the staff side for the creation of a grade of Senior Assistant Chief Executive for better promotion prospect. We consider that

such a level would be superfluous as it would entail a major overlapping of duties with those of the Assistant Chief Executive. However, based on what obtains for comparable positions in the Civil Service, we are providing for the incumbent to move incrementally in the Master Salary Scale.

Recommendation 4

1.11 We recommend that Assistant Chief Executives should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 86750, provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

Human Resource

1.12 Human resource issues are handled by officers in the grades of Human Resource Management Officer, Senior Human Resource Officer (Personal) and Human Resource Officer/Senior Human Resource Officer.

1.13 Both Management and Union have requested for further promotional prospect for the Human Resource Management Officer and to demerge the grade of Human Resource Officer/Senior Human Resource Officer, thereby reinstating the grade of Senior Human Resource Officer.

1.14 After examining the proposals, we consider that the structure of the HR Cadre in the Local Authorities is appropriate and should be maintained.

Movement Beyond Top Salary

1.15 Presently, officers in the grades of Human Resource Officer/Senior Human Resource Officer and Human Resource Management Officer are allowed to move incrementally in the Master Salary Scale up to a salary point, subject to satisfying certain conditions. We are maintaining this provision, whilst revising the salary points.

Recommendation 5

1.16 We recommend that officers in the grade of Human Resource Officer/Senior Human Resource Officer 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 satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

1.17 We further recommend that officers in the grade of Human Resource Management Officer possessing a Degree in Human Resource Management or an equivalent qualification, should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 80000 provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

Management Support Officer

1.18 Presently, the grade of Management Support Officer is filled by selection from among officers in the grades of Clerical Officer, Clerical Officer/Higher Clerical Officer (Personal) and Clerk/Word Processing Operator (Personal) reckoning at least four years' service in a substantive capacity in their respective grade. We are reviewing its qualifications requirement in line with what obtains in the Public Sector.

Recommendation 6

1.19 **We recommend that appointment to the grade of Management Support Officer should be made by selection from among officers in the grades of Clerical Officer, Clerical Officer/Higher Clerical Officer (Personal) and Clerk/Word Processing Operator (Personal) reckoning at least four years' service in a substantive capacity in their respective grade. In the absence of qualified officers in the Local Authorities, appointment to the grade of Management Support Officer should be made by selection from among serving officers in the grades of Clerical Officer, Clerical Officer *formerly Clerical Officer/Higher Clerical Officer* and Clerk/Word Processing Operator and who reckon at least four years' service in a substantive capacity in their grade.**

1.20 Incumbents would be required, among others, to provide administrative support in general administration, human resource management, finance, and procurement and supply; carry out pay and cashier duties, as and when required; coordinate and supervise the work of subordinate staff; and ensure the accuracy, completeness and timeliness of processes and activities performed in small units.

Office Superintendent

1.21 The MoLG has requested to restyle the grade of Office Superintendent to Office Management Executive, the moreso that provisions made in the 2016 and 2021 Reports regarding a review of the mode of appointment, have not been implemented. We hold that the proposed restyling is not appropriate as it entails an upgrading, for which there is no functional justification. We are, therefore, reiterating the recommendation made in the last Report, for a review of the scheme of service of the grade.

Recommendation 7

1.22 **We recommend anew that the MoLG, in consultation with the Ministry of Public Service and Administrative Reforms (MPSAR) and the Local Government Service Commission (LGSC) amends the scheme of service of the grade of Office Superintendent in Local Authorities to facilitate recruitment at this level.**

Internal Auditor/Senior Internal Auditor

1.23 Currently, the grade of Internal Auditor/Senior Internal Auditor and those of the Internal Control Officer Cadre exist in tandem in certain Local Authorities, mainly

in Municipal Councils. Management submitted that since similar services are provided by all Local Authorities, there is need for the professional level in District Councils, also, particularly as the functions of an Internal Auditor and Internal Control Officer Cadre are distinct and should be carried out separately.

1.24 After thoroughly examining the request, we consider that the grade of Internal Auditor/Senior Internal Auditor may be created in District Councils as well. We are, therefore, recommending accordingly.

Recommendation 8

1.25 **We recommend that the grade of Internal Auditor/Senior Internal Auditor be created on the establishment of District Councils, only where there is functional need, as determined by Management.**

Internal Audit Officer Cadre

formerly Internal Control Officer Cadre

1.26 The Internal Control Officer Cadre presently comprises a three-level structure. In the last Report, recommendation was made for the grade of Chief Internal Control Officer to be phased out once all Principal Internal Control Officers in post as at 31 December 2015 are promoted thereto. For this review, the staff side requested for the eligible officers to be appointed to the grade of Chief Internal Control Officer, given that same has not been filled since nearly a decade. They were informed during consultations that the onus for filling of vacancies rests with Management.

1.27 We are, in this Report, reviewing the appellation of the grades of the Internal Control Officer Cadre to be attuned to the duties devolving upon the incumbents as well as harmonising the qualifications requirement of that of Internal Control Officer/Senior Internal Control Officer with what obtains across the public sector. As regards the existing provisions for the Cadre, we are reiterating them.

Recommendation 9

1.28 **We recommend that the grades of the Internal Control Officer Cadre be restyled as follows:**

Grade	Restyled to
Chief Internal Control Officer	Chief Internal Audit Officer
Principal Internal Control Officer	Principal Internal Audit Officer
Internal Control Officer/Senior Internal Control Officer	Internal Audit Officer/Senior Internal Audit Officer

1.29 **We further recommend that, henceforth, appointment to the grade of Internal Audit Officer/Senior Internal Audit Officer, *formerly Internal Control Officer/Senior Internal Control Officer*, should be made by selection from**

among serving officers who hold a substantive appointment and reckon at least four years' experience in finance/accounting/audit duties and who have successfully completed all papers of Fundamentals (Knowledge) and Paper F4 of Fundamentals (Skills) of the ACCA Examinations or obtained the Certificate in Business Accounting (Foundation Level) of CIMA Examinations (New Syllabus) or an equivalent qualification. In the absence of qualified serving officers, the grade should be filled by selection from among candidates possessing the required qualifications and reckoning at least four years' experience in finance/accounting/audit duties.

1.30 We also recommend that incumbents in the grade of Internal Audit Officer/Senior Internal Audit Officer, *formerly Internal Control Officer/Senior Internal Control Officer*, possessing all papers of Fundamentals (Knowledge) and who have obtained passes in Papers F4, F5 and F8 of Fundamentals (Skills) of the ACCA Examinations or possess the Certificate in Business Accounting (Foundation Level) and have obtained passes in Papers P1, P7 and P8 of the Advanced Diploma in Management Accounting (Managerial Level) of the CIMA Examinations (New Syllabus) or an equivalent qualification should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 60600 provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume.

1.31 We additionally recommend that:

- (i) officers in the grade of Internal Audit Officer/Senior Internal Audit Officer *formerly Internal Control Officer/Senior Internal Control Officer*, in post as at 31 December 2015, possessing all papers of Fundamentals (Knowledge) and who have obtained passes in Papers F4, F5 and F8 of Fundamentals (Skills) of the ACCA Examinations or possessing the Certificate in Business Accounting (Foundation Level) and have obtained passes in Papers P1, P7 and P8 of the Advanced Diploma in Management Accounting (Managerial Level) of the CIMA Examinations (New Syllabus) or an equivalent qualification, should be allowed to move incrementally in the Master Salary Scale on a personal basis, up to salary point Rs 64200, provided they satisfy the performance criteria as set out in the Chapter on Observations and General Provisions of this Volume;
- (ii) officers in the grade of Principal Internal Audit Officer, *formerly Principal Internal Control Officer*, in post as at 31 December 2015, should be granted a revised personal salary scale as hereunder:
Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 – 69800
- (iii) the revised salary scale as recommended in the preceding paragraph should apply on a personal basis to Internal Audit Officer/Senior Internal Audit Officers, *formerly Internal Control*

Officer/Senior Internal Control Officers, in post as at 31 December 2015, upon being promoted to the higher grade of Principal Internal Audit Officer, formerly Principal Internal Control Officer;

- (iv) *appointment to the grade of Chief Internal Audit Officer, formerly Chief Internal Control Officer, should be made by promotion, on the basis of experience and merit, of Principal Internal Audit Officers, formerly Principal Internal Control Officers, in post as at 31 December 2015;*
- (v) *the revised salary scale of the grade of Chief Internal Audit Officer, formerly Chief Internal Control Officer, should be: Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 73600; and*
- (vi) *the grade of Chief Internal Audit Officer, formerly Chief Internal Control Officer, should be gradually phased out once all Principal Internal Audit Officers, formerly Principal Internal Control Officers, in post as at 31 December 2015 have been promoted to the higher grade.*

Segregation of Duties/Roles

1.32 The Bureau's attention was drawn by several Unions that officers of the Internal Audit Officer Cadre *formerly Internal Control Officer Cadre*, are being called upon to perform certain duties which normally devolve on officers of the Finance Department, namely examination of bills. This practice is being viewed as inappropriate. Given the nature of the duties of the Cadre, it is not in order for incumbents to be involved in financial operations. **We hold that this issue should be addressed by Management, bearing in mind the principles of good governance.**

Library Clerk/Senior Library Clerk

1.33 In the 2021 PRB Report, following a request from the Union, the grades of Library Clerk and Senior Library Clerk were merged, as there was a major overlapping of duties between them. Alongside, provisions were made for the payment of an allowance to the seniormost Library Clerk/Senior Library Clerk wherever there is a need for supervision in a Local Authority and for officers who possess relevant qualification to be allowed to move beyond the Qualification Bar in the salary scale.

1.34 For this Report, request has been made from the staff side to demerge this grade. After examining the request, the Bureau holds that the present arrangement is appropriate and should continue to prevail.

Recommendation 10

1.35 **We recommend that the seniormost Library Clerk/Senior Library Clerk should be granted a monthly allowance equivalent to one increment at the salary point reached for performing supervisory duties, wherever there is a**

need for supervision in a Local Authority.

1.36 We further recommend that officers in the grade of Library Clerk/Senior Library Clerk possessing the Certificate in Information and Library Studies of the University of Mauritius or the Certificate in Library and Information Science of the City and Guilds of the London Institute or the Certificate in Librarianship and Information Science of the Mauritius College of the Air or an equivalent qualification, should be allowed to move beyond the Qualification Bar (QB) inserted in the recommended salary scale of their grade.

IT Section

1.37 The IT Section is presently manned by officers in the grades of IT Officer/Systems Administrator, Assistant IT Officer and Database Supervisor (Personal). The Management of a Municipal Council requested for a review of the scheme of service of the grade of IT Officer/Systems Administrator in line with new changes and software implemented in the Local Authorities. We hold that such issues need to be looked into administratively. Moreover, the MoLG apprised the Bureau that the I-Council Project developed for the Local Authorities is now being administered by the Ministry as I-Local Government Project.

1.38 Both Management and Union requested for the creation of a grade of ICT Technician to perform additional duties of a technical nature. However, we observed that the proposed qualifications requirement and duties are more or less similar to those of the existing grade of Assistant IT Officer. We are, making appropriate recommendations to this end.

IT Analyst/Senior IT Analyst

formerly IT Officer/Systems Administrator

ICT Technician

formerly Assistant IT Officer

1.39 In view of the rationalisation brought for IT grades across the Public Sector, the grades of IT Officer/Systems Administrator and Assistant IT Officer are being restyled to IT Analyst/Senior IT Analyst and ICT Technician respectively.

Recommendation 11

1.40 We recommend that the grades of IT Officer/Systems Administrator and Assistant IT Officer be restyled to IT Analyst/Senior IT Analyst and ICT Technician respectively.

Movement Beyond Top Salary

1.41 ICT Technicians *formerly Assistant IT Officers* possessing a relevant Degree are currently allowed to move incrementally beyond their top salary in the Master Salary Scale subject to satisfying certain conditions. We are maintaining this provision.

Recommendation 12

1.42 We recommend that officers in the grade of ICT Technician *formerly Assistant IT Officer* who:

- (i) were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, and possessed a Degree in Computer Science or Information Technology or Computer Engineering or Information Systems or an equivalent qualification, should be allowed to move incrementally in the Master Salary Scale up to salary point Rs 64200 on a personal basis; and
- (ii) were in post as at the eve of the publication of the 2021 PRB Report, that is, 13 October 2021, and obtained the above mentioned qualification after that date AND those who joined the grade as from the date of publication of the 2021 PRB Report, that is, 14 October 2021, and possess the additional qualification, should be allowed to move incrementally in the Master Salary Scale by one increment,

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

Binder

Tradesman's Assistant (Binder)

1.43 At present, the scheme of service of the grade of Binder provides for its establishment in Municipal Councils only. In most District Councils, binding duties are contracted out and employees in the grade of Office Auxiliary/Senior Office Auxiliary *formerly Attendant/Senior Attendant* are called upon to perform simple binding duties for preservation of official documents. The MoLG has submitted that there is functional need for a grade of Binder in all Local Authorities.

1.44 After examining the request, we consider that in a first instance, the MoLG should initiate action to review the scheme of service of the grade of Binder to provide for its establishment in District Councils as well. **Thereafter the Ministry may, through the proper channel, request for the salary code of the grade in the different District Councils. In parallel, we are making the grade of Tradesman's Assistant (Binder) evanescent in the Local Authorities for consistency.**

Recommendation 13

1.45 We recommend that the MoLG, should in the first instance, amend the scheme of service of the grade of Binder to enable its establishment in District Councils also.

1.46 We further recommend that the grade of Tradesman's Assistant (Binder) be made evanescent in Local Authorities.

Office Auxiliary Cadre
formerly Attendant Cadre**Library Auxiliary Cadre**
formerly Library Attendant Cadre

1.47 In line with what obtains in the Civil Service, we are harmonising the job appellation of grades of the Attendant and Library Attendant Cadres, as recommended in the ensuing paragraph.

Recommendation 14

1.48 We recommend that the grades of:

- (i) Attendant/Senior Attendant and Head Attendant be restyled Office Auxiliary/Senior Office Auxiliary and Head Office Auxiliary respectively; and
- (ii) Library Attendant and Senior Library Attendant be restyled Library Auxiliary and Senior Library Auxiliary respectively.

Legal Unit**Attorney (Part-time)**

1.49 Certain Municipal Councils retain the services of a part-time Attorney against payment of an all-inclusive allowance, due to difficulties faced in filling the grade on a full-time basis. We are maintaining this provision and revising the quantum of the allowance.

Recommendation 15

1.50 We recommend that the all-inclusive monthly allowance (excluding travelling) payable to Attorneys employed on a part-time basis be revised to Rs 41935, subject to putting in a minimum of 10 hours per week.

Allowance to Attorney employed on a full-time basis

1.51 Attorneys employed on full-time basis in the Local Authorities are presently paid a yearly all-inclusive allowance to meet certain costs incurred in the performance of their duties. We are revising the quantum of allowance payable.

Recommendation 16

1.52 We recommend that the yearly all-inclusive allowance payable to Attorneys on permanent and pensionable establishment of the Local Authorities, as an assistance to meet certain costs incurred in the performance of their duties, be revised to Rs 26680.

Senior Usher/Prosecutor (Personal)

1.53 Incumbents in the grade of Senior Usher/Prosecutor (Personal) are paid a monthly allowance for assuming supervisory duties. We consider this arrangement to be appropriate and should continue.

Recommendation 17

1.54 We recommend that officers in the grade of Senior Usher/Prosecutor (Personal) should be paid a monthly allowance equivalent to two increments at the salary point reached in their salary scale to perform supervisory duties.

Clothing Allowance to officers of the Usher/Prosecutor Cadre

1.55 Officers of the Usher/Prosecutor Cadre are paid a monthly clothing allowance since they are required to appear in coat and tie when attending court to act as Prosecutor. We are maintaining this provision while revising the quantum of allowance payable.

Recommendation 18

1.56 We recommend that officers of the Usher/Prosecutor Cadre should be paid a monthly Clothing Allowance of Rs 470.

Prosecution Duties**Recommendation 19**

1.57 We recommend that officers in the grades of Chief Building Inspector, Senior Building Inspector, Principal Health Inspector, Senior Health Inspector and Health Inspector who are designated to act as Prosecutor be paid a fee of Rs 185 per case.

Allowance for Performing Cashier Duties**Recommendation 20**

1.58 We recommend that officers in the grades of Clerical Officer/Higher Clerical Officer (Personal) and Clerical Officer in all Local Authorities should be paid an allowance for performing cashier duties as below:

- (i) Rs 45 per day for giving assistance to the officer performing cashier duties; and
- (ii) Rs 125 per day for replacing the officer performing cashier duties.

Allowance to General Workers for performing woodcutting duties**Recommendation 21**

1.59 We recommend that General Workers who are called upon to perform woodcutting duties which involve the handling of a chainsaw machine be paid an allowance of Rs 90 daily.

FINANCE DEPARTMENT

1.60 The Finance Department of the Local Authorities is responsible for the financial administration of the Councils. Its key accountabilities, among others, include the collection of revenues accruing to the Council; effecting all payment including

salaries; carrying out purchases and preparing yearly estimates and financial statements.

1.61 For an efficient service delivery, the activities of the Finance department have been organised under four main sections *viz.* Expenditure, Income, Pay Administration and Stores. A Financial Controller heads the Department and he is supported in his tasks by Principal Accountants, Accountant/Senior Accountants as well as officers of the Financial Operations and Procurement and Supply Cadres.

1.62 In our last Report, we reinstated the grade of Cashier at the request of both Management and the Unions taking into consideration that the then prevailing arrangements were hampering effective service delivery. During the conduct of this review, we have taken note that these grades have remained unfilled in most of the Councils.

1.63 The Bureau has examined all the proposals pertaining to the Finance Department and considers that the existing structure is adequate to enable it to function effectively.

Financial Operations Cadre

1.64 Following the reinstatement of the grade of Assistant Financial Operations Officer in our previous Report, the Financial Operations Cadre now comprises three levels including the grades of Financial Operations Officer/Senior Financial Operations Officer and Principal Financial Operations Officer. Officers of this Cadre provide assistance to the professional grades in the conduct of the activities of the Finance Department. We consider the present structure to be adequate.

Specific Provision for the Financial Operations Cadre

1.65 Presently, Financial Operations Officer/Senior Financial Operations Officers are allowed to progress beyond their top salary provided they meet certain conditions. These provisions are being maintained along with the personal salary for Principal Financial Operations Officers in post as at 31 December 2015.

Recommendation 22

1.66 **We recommend that:**

- (i) Financial Operations Officer/Senior Financial Operations Officers in post as at 31 December 2015 who hold a Diploma in Public Financial Management and Accounting or a Diploma in Accountancy should continue to be allowed to move incrementally in the Master Salary Scale on a personal basis, up to salary point Rs 64200, provided they meet the performance criteria as outlined in the Chapter on Observations and General Provisions of this Volume;**
- (ii) officers in the grade of Principal Financial Operations Officer in post as at 31 December 2015, should be granted the following personal**

salary scale: Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 69800;

- (iii) **the salary scale at sub paragraph (ii) above should continue to apply on a personal basis to Financial Operations Officer/Senior Financial Operations Officers in post as at 31 December 2015, upon their promotion to the grade of Principal Financial Operations Officer; and**
- (iv) **Financial Operations Officer/Senior Financial Operations Officers possessing the qualifications mentioned at paragraph 1.66 (i) above should be eligible for incremental movement in the Master Salary Scale up to salary point Rs 60600 subject to meeting the performance criteria as outlined in the Chapter on Observations and General Provisions of this Volume.**

Procurement and Supply Cadre

1.67 The main responsibility of the Procurement and Supply Cadre is to conduct procurement and supply, warehousing and stock control operations of the Local Authorities. The existing structure, which consists of the grades of Assistant Procurement and Supply Officer, Procurement and Supply Officer/Senior Procurement and Supply Officer and Principal Procurement and Supply Officer, is adequate.

Specific Provision for the Procurement and Supply Cadre

1.68 Specific provisions for movement beyond top salary exist for Procurement and Supply Officer/Senior Procurement and Supply Officers subject to them meeting the performance criteria. These provisions are being maintained along with the revision of the personal salary scale for officers in post as at 31 December 2015 in certain grades.

Recommendation 23

1.69 We recommend that:

- (i) **Procurement and Supply Officer/Senior Procurement and Supply Officers, in post as at 31 December 2015, who hold a Diploma in Procurement and Supply Management or Purchasing and Supply Management, should continue to move incrementally in the Master Salary Scale on a personal basis, up to salary point Rs 64200, provided they meet the performance criteria as outlined in the Chapter on Observations and General Provisions of this Volume;**
- (ii) **Principal Procurement and Supply Officers, in post as at 31 December 2015, should be provided the following personal salary scale: Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 69800;**
- (iii) **the salary scale at sub paragraph (ii) above should also apply on a personal basis to Procurement and Supply Officer/Senior**

Procurement and Supply Officers in post as at 31 December 2015, upon promotion to the grade of Principal Procurement and Supply Officer; and

(iv) **Procurement and Supply Officer/Senior Procurement and Supply Officers having the qualification mentioned at paragraph 1.69 (i) above should be eligible for incremental movement in the Master Salary Scale up to Rs 60600 provided they meet the performance criteria as outlined in the Chapter on Observations and General Provisions of this Volume.**

PUBLIC INFRASTRUCTURE DEPARTMENT

1.70 The Public Infrastructure Department in the Local Authorities is responsible for the construction, management, maintenance and improvement of public infrastructure of Local Authorities in accordance with the Local Government Act 2011. These infrastructures include, among others, roads, pavements, street and public lighting in parks and gardens, bus shelters, bridges, drain repairs and playgrounds.

1.71 The overall administration, management and discipline of staff as well as financial control of the Department rest upon the Head, Public Infrastructure Department. He is assisted in his functions by officers of the Engineering and Technical Cadres, employees in Tradesman's Cadre and other supporting staff.

1.72 In the context of this review exercise, the requests of the staff side pertain to the creation of a distinct Land Surveying Department to be managed by a Head, Land Surveying Unit. However, the submissions in relation thereto do not satisfy the criteria for favourable consideration. As regards the request for creating a grade of Lorry Attendant, taking into consideration the legal requirement, the Bureau is reinstating and restyling the grade of Lorry Loader (Personal) in the Public Infrastructure Department of all Local Authorities.

1.73 Additionally, Unions requested to fill in vacant positions in the grades of the Tradesman's Cadre and amend the schemes of service of certain grades. During consultations, the parties concerned were advised on the appropriate course of action as these issues fall outside the parameters of the Bureau.

1.74 Management on its part emphasised on the need for appropriate measures to retain officers in the grades of Civil Engineer and Mechanical Engineer. This proposal was studied along with relevant survey findings before arriving at the recommended salary. Concerning the request to restyle the grade of Handy Worker to Handy Worker (Special Class), this could not be acceded to as the grades of Handy Worker and Handy Worker (Special Class) already exist with distinct set of duties and responsibilities.

1.75 The MoLG has highlighted the functional need for the grades of Electrician (Roster-Day and Night) and Multi-Skilled Tradesman (Building Construction) on the establishment of all District Councils. It also requested for the creation of a grade of Quantity Surveyor based upon the operational needs of the Local

Authorities. In order to facilitate delivery of service, the Bureau is providing for these grades.

1.76 Overall, the structure in the Public Infrastructure Department is considered to be adequate. Nevertheless, we are providing for a few grades on the establishment of certain councils where such positions do not exist and we are also maintaining the recommendations that are still valid.

Tradesman's Cadre

Mason

Tradesman's Assistant (Mason)

1.77 To ensure judicious use of human resources, the last Report made recommendations for employees in the grades of Mason and Tradesman's Assistant (Mason) in post as at eve of the publication of the 2021 PRB Report, that is, 13 October 2021 to be provided with appropriate training for the execution of formwork and barbending duties. In addition, emphasis has also been laid on the importance of the training for efficiency purposes. However, according to a survey carried out on the implementation of this provision, the said training has not been dispensed.

1.78 The Bureau, while maintaining certain provisions, is also making appropriate recommendation to amend the schemes of service of the abovementioned grades to reflect that barbending duties and formwork form part of the duties devolving upon the grades of Mason and Tradesman's Assistant (Mason).

Recommendation 24

1.79 We recommend that:

- (i) Management should arrange for employees in the grades of Mason and Tradesman's Assistant (Mason) in post as at 31 December 2025 to be provided with appropriate training for the execution of formwork and barbending duties; and**
- (ii) employees in the grades of Mason and Tradesman's Assistant (Mason) in post as at 31 December 2025 executing formwork and barbending duties be granted a monthly non-pensionable allowance equivalent to two increments at the initial of their respective salary scale.**

1.80 We also recommend that the schemes of service of the grades of Mason and Tradesman's Assistant (Mason) should be amended to include execution of formwork and barbending duties. This element has been considered in arriving at the recommended salary of the grades.

Electrician (Roster – Day and Night)**Multi-Skilled Tradesman (Building Construction)**

1.81 The MoLG has, on the basis of functional needs as well as in order to standardise the services provided across Local Authorities, requested that the grades of Electrician (Roster – Day and Night) and Multi-Skilled Tradesman (Building Construction) be created in all Councils. To enable the Local Authorities to ensure optimum use of human resources, the Bureau is recommending that **the creation of these grades should be on a needs basis only**.

1.82 Given that the grade of Electrician (Roster – Day and Night) should be created on a needs basis only, its salary scale is being provided as follows: **Rs 25145 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** and any Local Authority requiring the grade on its establishment should seek the appropriate salary code through the proper channel.

Recommendation 25

1.83 **We recommend that appointment to the grade of Electrician (Roster – Day and Night) should be made by selection from among employees possessing the National Trade Certificate (Level 3) or National Certificate (Level 3) in Electrical Installation Works awarded by the Mauritius Institute of Training and Development or an equivalent qualification.**

1.84 Incumbent would be required, amongst others, to: carry out the necessary measurements and calculations of the trade; use and keep in good condition the tools in general use in the trade; perform soldering work; carry out electrical installations and repair work in general; and perform ordinary maintenance on electric motors, dynamos, switch gears and domestic appliances.

1.85 **We further recommend that incumbents in the grade of Electrician should be given the option to join the grade of Electrician (Roster – Day and Night) and be granted two additional increments on joining the grade subject to the top salary of the new grade.**

1.86 On the basis of the observations made at paragraph 1.81 above, the Bureau is not providing for the grade of Multi-Skilled Tradesman (Building Construction) on the salary schedule of all District Councils. The salary scale for the grade is provided as follows: **Rs 25145 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** and any District Council requiring the grade should seek the appropriate salary code through the proper channel.

Recommendation 26

1.87 **We recommend that the grade of Multi-Skilled Tradesman (Building Construction) should be created on a need basis. Appointment thereto should be made by selection from among candidates possessing the**

National Trade Certificate (Level 3) or National Certificate (Level 3) in Building Maintenance awarded by the Mauritius Institute of Training and Development or an equivalent qualification.

1.88 Incumbent would be required, among others, to: read and work from sketches and drawings and to carry out the necessary measurements; prepare estimate in calculation for each of the trade namely plumbing and pipe fitting, masonry, paint work, carpentry and cabinet making; carry out accurate setting for all types of new structures; erect tarpaulin, tent and podium; and display flags, banderols and other decorative items and laying of red carpets.

1.89 **We further recommend that incumbents in the grades of Tradesman (Mason, Carpenter, Cabinet Maker, Plumber and Pipe Fitter, and Painter) possessing the qualification recommended at the above paragraph should be given the option to join the grade of Multi-Skilled Tradesman (Building Construction) and be granted one increment in all on joining the grade, subject to the top salary of the grade.**

Inspectorate Cadre

1.90 Following the restructuring of the Inspectorate Cadre in the Civil Service, broad provisions have been developed to ease recruitment challenges faced by various organisations. To ensure uniformity and fairness in implementation, these provisions should equally apply to the Inspectorate Cadre in all Local Authorities.

Recommendation 27

1.91 **We recommend:**

- (i) **that the grade of Assistant Inspector of Works be made evanescent; and**
- (ii) **the creation of a grade of Trainee Inspector of Works. Trainees should be enlisted from among candidates who hold a Cambridge School Certificate with credit in at least five subjects or an equivalent qualification.**

1.92 Incumbents would be required to undergo on-the-job training for a period of at least two years.

1.93 **We further recommend that Management should make necessary arrangement with relevant Training Institutions for the Trainees to follow a course leading to a Brevet in Building or Construction or an equivalent qualification to better equip them to perform their duties effectively.**

1.94 **We additionally recommend that, with the creation of a Trainee grade, consequential amendments should be brought to the scheme of service of the grade of Inspector of Works, such that, upon complete phasing out of the grade of Assistant Inspector of Works (Personal), appointment thereto should be made from Trainee Inspector of Works who have successfully completed their on-the-job training and acquired the prescribed**

qualifications.

1.95 We also recommend that the above provisions should apply across all Local Authorities where the cadre is established.

Quantity Surveyor (New Grade)

1.96 The MoLG has informed that Civil Engineering works at the Local Authorities falls under the responsibility of Civil Engineers, however the lack of expertise in the field of quantity surveying was impacting the level of output. Hence, it has proposed that a grade of Quantity Surveyor be created in all Local Authorities. For judicious use of human resources and ensuring effective service delivery, the Bureau is recommending **that the creation of the grade should be on a needs basis only.**

Recommendation 28

1.97 We recommend the creation of a grade of Quantity Surveyor. Appointment thereto should be made by selection from among candidates who are registered as Professional Quantity Surveyor with the Professional Quantity Surveyors Council of Mauritius under Section 20 of the Professional Quantity Surveyors Council Act (No. 7 of 2013), as subsequently amended.

1.98 Incumbent would be required to, *inter alia*, be responsible to the Chief Executive through the Head, Public Infrastructure Department in respect of building and civil engineering projects for the preparation of costs estimates, costs plans, activity schedules, bills of quantities and bidding documents, valuation of works in progress, preparation of cost and financial reports as well as final accounts; preparation and issue of certificates of payments; contract management; guide and co-ordinate the work of staff working under his responsibility; attend meetings and committees, as and when required; and participate in the evaluation of bids for building and civil engineering projects of the Public Infrastructure Department.

1.99 The salary scale of the grade should be **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 - 77750**. Any Local Authority requiring the grade on its establishment should seek the appropriate salary code through the proper channel.

Special Professional Retention Allowance (SPRA)

1.100 The Special Professional Retention Allowance (SPRA), introduced in the 2008 PRB Report to address skills shortages in the fields of Engineering, Architecture, and Quantity Surveying, was maintained in subsequent PRB Reports.

1.101 However, based on the findings of surveys carried out in the context of the 2016 PRB Report, the payment of SPRA was maintained up to 31 December 2016. Consequently, it was recommended that officers who have availed of this allowance and who leave or retire from the service should no longer be required to refund same. **We are reiterating this provision.**

Recommendation 29

1.102 We recommend that officers who benefitted from the Special Professional Retention Allowance (SPRA) up to 31 December 2016 and are now leaving or retiring from the service, should no longer be required to refund the amount received under this scheme.

Special Professional Premium

1.103 A recommendation has been made for the payment of a monthly Special Professional Premium to registered professionals in the fields of Engineering, Architecture and Quantity Surveying, as provided under the Ministry of National Infrastructure in Volume 2 Part I of this Report. **This provision should equally apply to registered professionals serving in the Local Authorities.**

THE LAND USE AND PLANNING DEPARTMENT

1.104 The Land Use and Planning Department is responsible for processing and issuing Building and Land Use Permits or an Outline Planning Permission in accordance with section 117 of the Local Government Act 2011.

1.105 Fundamentally, the officers of this Department are responsible for the management of the cadastral system by attending to complaints received from members of the public and taking the necessary steps for prompt and remedial actions to serve Request Notices or press charges against illegal development or constructions.

1.106 For the day-to-day administration and Management of the Department, an officer in the grade of Head, Land Use and Planning Department is at the apex. He is supported by officers in the Planning and Development Cadre; Building Inspectorate Cadre and Cadastral Officer Cadre.

1.107 Unions' demands for this review exercise pertain to: salary upgrading; and general Conditions of Service, such as duty exemption on a car; travel grant and mileage refund. During consultative meetings, clarifications were, forthwith, given to the Union members. Furthermore, representations received with regard to the Building Inspectorate Cadre could not be entertained by the Bureau owing to the ongoing labour dispute lodged at the Commission for Conciliation and Mediation and the Employment Relations Tribunal. Union members were apprised thereof, accordingly.

1.108 Management, from various Municipal Councils, proposed to review the schemes of service of grades within the Building Inspectorate Cadre to ensure alignment with legislative updates concerning building and land use planning. Besides, a proposal was put forward to merge the Planning and Development Officer Cadre with the Building Inspectorate Cadre due to overlapping of duties. However, during discussions, it was clarified that the amendment of schemes of service falls under the jurisdiction of Local Authorities. Moreover, given the distinct nature of the two cadres, the proposed merger was ultimately dismissed.

1.109 Additionally, a request was made to place certain grades within the Inspectorate Cadre of the Land Use and Planning Department on a roster basis or staggered pattern of work. The matter was brought to the attention of the parent Ministry, which informed that this is currently under consideration.

1.110 The last PRB Report identified challenges stemming from Building Inspectors' reluctance to enroll in the sponsored diploma course. The Bureau has once again been informed that this issue remains unresolved.

1.111 Taken overall, the structure of the Land Use and Planning Department is deemed appropriate. In the context of the present review, we are only restyling and reviewing the mode of appointment of the grade of Planning and Development Officer to ensure conformity with the provisions of the Town Planners' Council Act.

Town Planner

formerly Planning and Development Officer

Recommendation 30

1.112 **We recommend that the grade of Planning and Development Officer be restyled Town Planner.**

1.113 **We also recommend that, henceforth, appointment to the grade of Town Planner *formerly Planning and Development Officer* should be made by selection from among officers in the grade of Planning and Development Inspector who are registered as Town Planners with the Town Planners' Council. In the absence of qualified serving officers, appointment thereto should be made by selection from among candidates who are registered as Town Planners with the Town Planners' Council.**

1.114 **We further recommend that consequential amendments should be brought to the scheme of service of the grade of Head, Land Use and Planning Department.**

1.115 This element has been taken into consideration in determining the salary recommended for these grades.

Special Professional Premium

1.116 A recommendation has been made for the payment of a monthly Special Professional Premium to registered professionals in the field of Town Planning, as provided under the Ministry of Housing and Lands in Volume 2 Part I of this Report. **This provision should equally apply to registered professionals serving in this field in the Local Authorities.**

WELFARE DEPARTMENT

1.117 The Welfare Department in Municipal Councils promotes the social and recreational sports and cultural needs of the local community through the organisation of socio-cultural, youth, sporting, athletic, recreational activities

besides being responsible for running of nurseries, pre-primary schools and kindergartens. It works in collaboration with several governmental/non-governmental organisations and socio-cultural agencies to organise exhibitions, civil receptions as well as other religious and social gatherings

- 1.118 At present, the Welfare Department is manned by officers of the Welfare Cadre, that is, Chief Welfare Officer, Principal Welfare Officer, Senior Welfare Officer and Welfare Officer along with officers in the grade of Infant School Teacher and other support staff. For certain activities, some Councils have recourse to employment of staff on a part-time or sessional basis.
- 1.119 For this review, requests from the staff side were mainly geared towards upgrading of salary and change in mode of appointment.
- 1.120 Management side of all Municipal Councils had no submission pertaining to the Welfare Department save for the Municipal Council of Beau Bassin-Rose Hill which only transmitted requests of the staff side. These comprise representations for upward review of salary and creation of grades, among others. The views of Management and the parent Ministry were sought thereof and the Bureau was informed that the current structure of the Welfare Department is appropriate and should be maintained.

Compensation for regular extra hours

- 1.121 Currently, a monthly *adhoc* allowance is paid to officers of the Welfare Cadre, in the Local Authorities, who are called upon to put in a minimum of 20 hours over and above their normal working hours in a month. Provision has also been made for officers who put in less than 20 hours over and above their monthly normal working hours, to be compensated on a *pro-rata* basis.
- 1.122 The Bureau has been informed that these officers are still required to put in additional hours. We are, therefore, reviewing the quantum of the allowance.

Recommendation 31

- 1.123 We recommend that officers of the Welfare Cadre in the Local Authorities who are called upon to put in extra hours beyond their normal working hours in a month, on a regular basis, be paid a revised monthly *adhoc* allowance as follows:- Welfare Officer Rs 2405; Senior Welfare Officer Rs 2715; Principal Welfare Officer Rs 3180; and Chief Welfare Officer Rs 4000 provided they put in at least 20 additional hours beyond their normal working hours in the month.**
- 1.124 We also recommend that, in case the officers put in less than 20 additional hours in a month, they should be compensated for the actual number of hours effectively put in beyond their normal working hours, on a *pro-rata* basis.**

Sewing Teacher (Part-time)

1.125 Union made a representation to review upward the salary of Sewing Teachers (Part-time) at the District Council of Grand Port on the ground that incumbents are putting in additional hours per week, against no extra compensation. In this respect, the Bureau carried out a study about the part-time position, among others, in all District Councils.

1.126 Upon obtention of additional information, it was observed that incumbents across the Local Authorities are required to put in between 15 to 28 hours per week and were all being paid at the same rate, except former incumbent at the District Council of Pamplemousses, who was drawing a personal salary. With a view to ensuring fairness and equity, we are reviewing the mode of remuneration of Sewing Teachers (Part-time) in the District Councils.

1.127 We further noted that the grade of Supervisor, Sewing classes exists in a full-time and part-time capacity, whilst Sewing Teachers operate on a part-time basis only. Hence, we are also reviewing the work pattern of Supervisor, Sewing Classes, wherever the grade exists, from a full-time to a part-time basis, as well as revisiting its mode of compensation. Moreover, we have been apprised that in a few Local Authorities, this position is not warranted or not filled and considered superfluous by Management. As a result, the grade is being abolished or made evanescent in certain Local Authorities.

1.128 Additionally, the mode of remuneration and work pattern of the grade of Dressmaking Teacher are being reviewed, where there is need. In tandem, certain grades involved in the same field across the Local Authorities are being abolished, as they are no longer required, as informed by Management.

1.129 Recommendations reflecting the above changes have been made under the relevant Local Authority and salary schedule concerned. We are also making a general recommendation regarding the salary of Sewing Teacher (Part-time).

Recommendation 32**1.130 We recommend that Sewing Teachers (Part-time):**

- (i) **should be paid a monthly allowance of Rs 16740 for putting in up to 15 hours per week; and**
- (ii) **who put in more than 15 hours per week, subject to a maximum of 20 hours per week, should be additionally compensated at the rate of Rs 625 per session of 3 hours for the extra hours worked.**

PUBLIC HEALTH DEPARTMENT

1.131 The Public Health Department has the overall responsibility for the creation, promotion and maintenance of a salubrious environment in Councils. Its functions are, *inter alia*, an effective and efficient refuse collection service; cleansing of public places, drains, canals and rivers; roadside weeding; maintenance of public

conveniences; rodent control; and management of cemeteries and markets.

1.132 Besides its role as service provider, the Department also acts as a regulatory body by enforcing statutory provisions concerning public health as well as ensuring that all individuals and economic operators are compliant with those regulations. The Department comprises officers of the Health Inspectorate Cadre, who are responsible for the regulatory and enforcement aspects, and employees belonging to the Workmen's Group.

1.133 Representations from the Unions of the different Municipal Councils were mainly geared towards review of salary scales; merging of grades at different levels in the Cadre; amendments to schemes of service; re-introduction of the grade of Assistant Health Inspector; and abolition of the Deputy Chief Health Inspector. Individual request was equally received from Incinerator Operators for provision of Health Surveillance. Several proposals pertaining to Conditions of Service such as grant of duty free facilities and payment of certain allowances were also made.

1.134 Submissions of the Management of the different Municipal Councils were, among others, to create the grades of the Trainee Health Inspector or Assistant Health Inspector in different Councils and Driver/Scavenging Supervisor (Roster) at the Municipal Councils of Curepipe and Quatre Bornes; and review the mode of appointment of various positions in the Health Inspectorate Cadre and upgrade their salaries. Additionally, the Local Government Service Commission submitted, among others, proposals such as restyling of the grade of Refuse Collector (Roster) to another appellation.

1.135 The request for the creation of a trainee grade or Assistant Health Inspector could not be retained for technical reasons. Moreover, the proposal for merging of the grades of Health Inspector and Senior Health Inspector could not be acceded to due to the element of supervision in the scheme of service of the higher level.

1.136 After examining all requests and based on the additional information provided to the Bureau, we are making appropriate recommendations.

LPG-Fired Human Crematorium Furnaces (Incinerators)

1.137 Provisions were made in previous Reports for the payment of an allowance to the Health Inspectors for the operation of the LPG-Fired Human Crematorium Furnaces (Incinerators) and for the parent Ministry to provide appropriate training to the Incinerator Operators in order to equip them with relevant skills to operate the incinerators. **Based on the information submitted, recommendations for payment of allowance to Health Inspectors and provision of training to Incinerator Operators have outlived their validity and are, therefore, being removed.**

Driver/Scavenging Supervisor (Roster)

1.138 In the 2008 PRB Report, the grade of Driver/Scavenging Supervisor (Roster) was created and that of Driver/Scavenging Supervisor was made evanescent.

Provision was also made for the creation of the grade of Driver (Roster) and the gradual phasing out of the grade of Driver/Scavenging Supervisor (Roster).

1.139 Requests have now been made for the creation of a grade of Driver/Scavenging Supervisor (Roster) at the Municipal Council of Curepipe as the scavenging services would no longer be contracted out; and re-instatement of the grade at the Municipal Council of Quatre Bornes, for better efficiency as the Driver (Roster) is posted in the Public Infrastructure Department.

1.140 We have studied the request and in view of the need for the grade, we are making appropriate provisions to that end.

Recommendation 33

1.141 **We recommend that the grade of Driver/Scavenging Supervisor (Roster) be re-instated where it previously existed.**

1.142 **The recommended salary of the grade of Driver/Scavenging Supervisor (Roster) is hereunder. Any Local Authority feeling the need may avail of the grade but should write to the Bureau for the obtention of the appropriate salary code.**

Rs 25145 x 300 – 26945 x 320 – 28865 x 350 – 30965 x 400 – 31765 x 425 – 33040 x 560 – 35840 x 725 – 37290 x 925 – 39140 x 970 – 41080

Allowance for Performing Refuse Collection Duties

1.143 At present, employees not belonging to the grade of Refuse Collector (Roster) are paid a daily allowance of Rs 105 for performing refuse collection duties. Given that the current arrangement is still valid, we are maintaining the allowance while revising the quantum.

Recommendation 34

1.144 **We recommend that employees not belonging to the grade of Refuse Collector (Roster) but who are performing refuse collection duties should be paid a revised allowance of Rs 115 daily.**

Special Provision for Refuse Collection Service

1.145 Overtime is exceptionally being paid for all additional hours put in above 30 hours to those employees working under the Bank System for the Refuse Collection Service, which comprises the Refuse Collectors (Roster), Driver/Scavenging Supervisors (Roster), Supervisors, Refuse Collection (Roster) and those of the Workmen's Group who are eligible for protective equipment. However, employees involved in task work should complete their daily task to qualify to work under the Bank System.

1.146 Given that this provision is still effective, we are, in this Report, retaining same.

Recommendation 35

1.147 We recommend that:

- (i) employees working under the Bank System for the Refuse Collection Service, comprising Refuse Collectors (Roster), Driver/Scavenging Supervisors (Roster), Supervisors, Refuse Collection (Roster) and all employees of the Workmen's Group who are eligible for protective equipment should exceptionally be paid at applicable overtime rate for all additional hours of work put in above 30 hours; and
- (ii) employees involved in task work should complete their daily task to qualify to work under the Bank System.

Chemical Sprayer Operator

1.148 In line with what obtains in the Civil Service, the Bureau, in its last Report, extended the payment of an allowance to the Chemical Sprayer Operators who handle and are regularly exposed to noxious chemicals. We are maintaining the provision.

Recommendation 36

1.149 We recommend that employees in the grade of Chemical Sprayer Operator should continue to be paid a monthly non-pensionable allowance equivalent to one and a half increments at the initial of the salary scale for being regularly exposed to and handling noxious chemicals.

1.150 We further recommend that Management should make necessary arrangement with Health Authorities for Chemical Sprayer Operators and their immediate supervisors to undergo a Health Surveillance.

Health Surveillance

1.151 Request was made for the provision of Health Surveillance to some officers in the Public Health Department. Recommendation related thereto has been made in the Chapter on Observations and General Provisions of this Volume.



1.1 THE CITY COUNCIL OF PORT LOUIS

- 1.1.1 The City Council of Port Louis aims at promoting the social, economic, environmental and cultural wellbeing of the citizens and developing the city such that it obtains international recognition.
- 1.1.2 Its main functions are, among others, to plan and provide services and facilities for the local community; the cleaning and lighting of all motorways as well as main roads; and removal of physical obstruction on road reserves.

ADMINISTRATION DEPARTMENT

Allowance to Office Auxiliary/Senior Office Auxiliary

formerly Attendant/Senior Attendant

- 1.1.3 At present, a monthly allowance is paid to the Office Auxiliary/Senior Office Auxiliary *formerly Attendant/Senior Attendant* who assists the Technical Assistant (Printing) in the performance of his duties. We are maintaining its payment, while revising the quantum.

Recommendation 1

- 1.1.4 **We recommend that a monthly allowance of Rs 825 should be paid to the Office Auxiliary/Senior Office Auxiliary *formerly Attendant/Senior Attendant*, who is required to assist the Technical Assistant (Printing) in the performance of his duties.**

Allowance to General Workers

- 1.1.5 General Workers are paid a monthly allowance when posted at the Port Louis Theatre for performing duties related to theatre décor, during and after normal working hours. Since this arrangement is still valid, we view that payment of the allowance should continue at a revised quantum.

Recommendation 2

- 1.1.6 **We recommend that General Workers who are posted at the Port Louis Theatre, should be paid a monthly allowance of Rs 825 for performing duties related to theatre décor, during and after normal working hours. However, the payment of this allowance should not preclude the payment of overtime for work performed beyond normal working hours.**

PUBLIC INFRASTRUCTURE DEPARTMENT

Allowance to Carpenter and Tradesman's Assistant (Carpenter)

- 1.1.7 Employees in the grades of Carpenter and Tradesman's Assistant (Carpenter), posted at the Theatre are currently paid a monthly allowance of Rs 750 for performing duties related to theatre décor during and after normal working hours. We are maintaining the provision while revising the quantum of the allowance.

Recommendation 3

1.1.8 We recommend that employees in the grades of Carpenter and Tradesman's Assistant (Carpenter) when posted at the Theatre, be paid a monthly allowance of Rs 825 for performing duties relating to theatre décor during and after normal working hours. This, however, does not preclude the payment of overtime for work performed beyond normal working hours.

WELFARE DEPARTMENT

Height Allowance

1.1.9 At present, Technicians (Stage Lighting) and Technicians (Sound), who have to, among others, climb scaffolding at a height ranging from 20 to 30 feet for rigging and focussing projectors and installing various light and sound equipment are paid a non-pensionable height allowance computed at 80% of the normal hourly rate for each hour put in for such work. Since this arrangement should continue to prevail, we are retaining this provision.

Recommendation 4

1.1.10 We recommend that employees in the grades of Technician (Stage Lighting) and Technician (Sound) should continue to be paid a non-pensionable Height Allowance at 80% of the normal hourly rate for each hour, when they are required to work at a height above 20 feet.

Abolition of grades

1.1.11 The grades of Embroidery Instructress, Seamstress and Sewing Instructress which are on part-time basis would no longer be required. **We are, therefore, abolishing these grades.**

PUBLIC HEALTH DEPARTMENT

Deputy Chief Health Inspector

1.1.12 Request was made by the Union for the abolition of the grade of Deputy Chief Health Inspector in the City Council of Port Louis. The Bureau was apprised by the Management that the grade was abolished by the Unified Local Government Service Board in 2018. **We are, therefore, abolishing the grade of Deputy Chief Health Inspector.**

ADMINISTRATION DEPARTMENT

SALARY SCHEDULE

PL AM 1 : Rs 17975 x 175 - 18500 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30615
General Worker

ADMINISTRATION DEPARTMENT (Contd.)

PL AM 2 : **Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040**
Surveillant

PL AM 3 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**
Library Auxiliary
formerly Library Attendant

PL AM 4 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280**
Office Auxiliary/Senior Office Auxiliary
formerly Attendant/Senior Attendant

PL AM 5 : **Rs 26045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280**
Senior Library Auxiliary
formerly Senior Library Attendant

PL AM 6 : **Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215**
Head Office Auxiliary
formerly Head Attendant

PL AM 7 : **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

PL AM 8 : **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 - 42050**
Technical Assistant (Printing)

PL AM 9 : **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**
Word Processing Operator

ADMINISTRATION DEPARTMENT (Contd.)

PL AM 10 : **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**
 Clerical Officer
 Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)
 Clerk/Word Processing Operator (Personal to officers in post as at 31.12.12)

PL AM 11 : **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**
 Senior Word Processing Operator

PL AM 12 : **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 QB 47950 x 1050 - 49000**
 Library Clerk/Senior Library Clerk

PL AM 13 : **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

PL AM 14 : **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 - 50100**
 Committee Clerk

PL AM 15 : **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 - 49000 x 1100 - 54500 x 1450 - 55950**
 Usher/Prosecutor/Senior Usher/Prosecutor

PL AM 16 : **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 - 55950**
 Database Supervisor (Personal to officers in post as at 31.12.12)

PL AM 17 : **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

ADMINISTRATION DEPARTMENT (Contd.)

PL AM 18 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Senior Usher/Prosecutor (Personal to officers in post as at 31.12.15)

PL AM 19 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Senior Committee Clerk

PL AM 20 : **Rs 32615 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400**
Office Management Assistant

PL AM 21 : **Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
Internal Audit Officer/Senior Internal Audit Officer
formerly Internal Control Officer/Senior Internal Control Officer

PL AM 22 : **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**
Human Resource Officer/Senior Human Resource Officer

PL AM 23 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
ICT Technician
formerly Assistant IT Officer
Library Officer

PL AM 24 : **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 - 58850 x 1750 - 62350**
Deputy Superintendent of Parks and Gardens

PL AM 25 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
Safety and Health Officer/Senior Safety and Health Officer

PL AM 26 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
Principal Internal Audit Officer
formerly Principal Internal Control Officer

ADMINISTRATION DEPARTMENT (Contd.)

PL AM 27 : Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050
Office Superintendent

PL AM 28 : Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900
Senior Library Officer

PL AM 29 : 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
Local Disaster Management Coordinator

PL AM 30 : 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
Assistant Chief Executive
Librarian

PL AM 31 : 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
Human Resource Management Officer

PL AM 32 : Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750
Superintendent of Parks and Gardens

PL AM 33 : 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
IT Analyst/Senior IT Analyst
formerly IT Officer/Systems Administrator

PL AM 34 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750
Internal Auditor/Senior Internal Auditor

PL AM 35 : Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750
Attorney
Barrister

ADMINISTRATION DEPARTMENT (Contd.)

PL AM 36 : **Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
Senior Librarian

PL AM 37 : **Rs 77750 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**
Deputy Chief Executive

PL AM 38 : **Rs 138000**
Chief Executive

PART-TIME WORKERS

PL AM 39 : **Rs 115 per hour**
Library Auxiliary
formerly Library Attendant

FINANCE DEPARTMENT
SALARY SCHEDULE

PL FI 1 : **Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615**
Stores Attendant

PL FI 2 : **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**
Cashier

PL FI 3 : **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**
Assistant Financial Operations Officer
Assistant Procurement and Supply Officer

PL FI 4 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
Financial Operations Officer/Senior Financial Operations Officer
Procurement and Supply Officer/Senior Procurement and Supply Officer

PL FI 5 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
Principal Financial Operations Officer
Principal Procurement and Supply Officer

FINANCE DEPARTMENT (Contd.)

PL FI 6 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
 Accountant/Senior Accountant

PL FI 7 : **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**
 Principal Accountant

PL FI 8 : **Rs 89250 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**
 Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT
SALARY SCHEDULE

PL PI 1 : **Rs 24845 x 300 - 25445**
 Trainee Inspector of Works (New Grade)

PL PI 2 : **Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365**
 Lorry Attendant
formerly Lorry Loader (Personal)

PL PI 3 : **Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765**
 Handy Worker

PL PI 4 : **Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190**
 Assistant Plumber and Pipe Fitter
 Roadmender/Tarman (Personal to officers in post as at 30.06.08)
 Tradesman's Assistant (Carpenter)
 Tradesman's Assistant (Electrician)
 Tradesman's Assistant (Mason)
 Tradesman's Assistant (Painter)
 Tradesman's Assistant (Welder)

PL PI 5 : **Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615**
 Handy Worker (Special Class)

PL PI 6 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**
 Gardener

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

PL PI 7 : **Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720**
 Plant and Equipment Operator
 Senior Gardener

PL PI 8 : **Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290**
 Barbender
 Driver (Personal)

PL PI 9 : **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**
 Automobile Electrician
 Carpenter
 Electrician
 Mason
 Mechanic
 Painter
 Plumber and Pipe Fitter
 Vulcaniser
 Welder

PL PI 10 : **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**
 Driver (Roster)

PL PI 11 : **Rs 25145 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**
 Multi-Skilled Tradesman (Building Construction)

PL PI 12 : **Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 41080**
 Driver, Heavy Mechanical Unit (Personal)

PL PI 13 : **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**
 Overseer

PL PI 14 : **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 - 42050**
 Driver, Heavy Mechanical Unit (Roster)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

PL PI 15	:	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 - 44960 Overseer (Personal to officers appointed prior to 15.09.05)
PL PI 16	:	Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Chief Mechanic Chief Tradesman Foreman
PL PI 17	:	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 Assistant Inspector of Works (Personal) Surveying Assistant
PL PI 18	:	Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 Workshop Supervisor
PL PI 19	:	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
PL PI 20	:	Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 Inspector of Works
PL PI 21	:	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Senior Inspector of Works
PL PI 22	:	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Engineering Assistant
PL PI 23	:	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Chief Inspector of Works

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

PL PI 24 : **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**
Land Surveyor

PL PI 25 : **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 - 77750**
Civil Engineer

PL PI 26 : **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**
Mechanical Engineer/Senior Mechanical Engineer

PL PI 27 : **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 - 102500**
Head, Public Infrastructure Department

LAND USE AND PLANNING DEPARTMENT

SALARY SCHEDULE

PL LP 1 : **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 - 47950**
Cadastral Assistant

PL LP 2 : **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**
Assistant Building Inspector
Planning and Development Assistant

PL LP 3 : **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**
Cadastral Officer

PL LP 4 : **Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400**
Building Inspector

PL LP 5 : **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**
Planning and Development Inspector

LAND USE AND PLANNING DEPARTMENT (Contd.)

PL LP 6 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
Senior Building Inspector

PL LP 7 : **Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
Chief Building Inspector

PL LP 8 : **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 - 77750**
Town Planner
formerly Planning and Development Officer

PL LP 9 : **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 - 99750**
Head, Land Use and Planning Department

WELFARE DEPARTMENT
SALARY SCHEDULE

PL WL 1 : **Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965**
Caretaker

PL WL 2 : **Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190**
Nursery Attendant

PL WL 3 : **Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290**
Swimming Pool Attendant

PL WL 4 : **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**
Assistant Nursery Matron

PL WL 5 : **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 - 44960**
Stadium Supervisor

PL WL 6 : **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 - 44960**
Nursery Matron

WELFARE DEPARTMENT (Contd.)

PL WL 7 : **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 - 42050 QB 43020 x 970 - 45930**
Infant School Teacher

PL WL 8 : **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**
Swimming Pool Technician

PL WL 9 : **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**
Supervisor Infant School

PL WL 10 : **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**
Technician (Sound)
Technician (Stage Lighting)

PL WL 11 : **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 x 1100 - 52300**
Swimming Coach/Life Saver

PL WL 12 : **Rs 32190 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Sound and Lighting Designer

PL WL 13 : **Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 QB 55950 x 1450 - 57400**
Welfare Officer

PL WL 14 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400 QB 58850 x 1750 - 60600**
Senior Welfare Officer

PL WL 15 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350**
Theatre Controller

WELFARE DEPARTMENT (Contd.)

PL WL 16 : **Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
Principal Welfare Officer

PL WL 17 : **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**
Theatre Administrator

PL WL 18 : **Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750**
Chief Welfare Officer

PART-TIME WORKERS

PL WL 19 : **Rs 545 per session of 3 hours**
Dressmaking Teacher (Future Holder)

PL WL 20 : **Rs 6465**
Key Keeper

PL WL 21 : **Rs 13210**
Music Instructress
Photography Instructor
Yoga Instructor

PL WL 22 : **Rs 16740**
Instructor (Tamil Language, Yoga)

PL WL 23 : **Rs 27000**
Dressmaking Teacher (Personal to officers in post as at 31.12.25)

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

PL PH 1 : **Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040**
Refuse Collector (Roster)

PL PH 2 : **Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**
Burial Ground Attendant (Roster)

PUBLIC HEALTH DEPARTMENT (Contd.)

PL PH 3 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**
Chemical Sprayer Operator

PL PH 4 : **Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840**
Waste Water Pipe Cleaner

PL PH 5 : **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**
Incinerator Operator

PL PH 6 : **Rs 25145 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 41080**
Driver/Scavenging Supervisor (Roster)

PL PH 7 : **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**
Supervisor, Refuse Collection (Roster)

PL PH 8 : **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 - 54500 x 1450 - 55950 QB 57400**
Health Inspector

PL PH 9 : **Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350**
Senior Health Inspector

PL PH 10 : **Rs 45930 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
Principal Health Inspector

PL PH 11 : **Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750**
Chief Health Inspector



1.2 THE MUNICIPAL COUNCIL OF BEAU BASSIN-ROSE HILL

- 1.2.1 The Municipal Council of Beau Bassin-Rose Hill is a body corporate set up to administer the township of Beau Bassin-Rose Hill.
- 1.2.2 It is, among others, mainly involved in the: construction, maintenance, lighting of all public roads; collection and removal of household, industrial, commercial and agricultural waste; construction and maintenance of open/green spaces, parks and bus shelters; construction and management of markets and fairs; processing and delivering of building and land use permits; enforcement of laws as applicable against illegal trade and constructions; management of cemeteries and cremation grounds; library services; and construction, repairs and maintenance of drains.
- 1.2.3 In the context of this Report, Management has submitted no proposal. We are thus, maintaining the current structure of the Council.

ADMINISTRATION DEPARTMENT

Allowance to Library Clerk/Senior Library Clerk

- 1.2.4 The Bureau has been apprised that the Library Clerk/Senior Library Clerks operate on a different pattern of work. We consider that some compensation may be paid in respect thereof.

Recommendation 1

- 1.2.5 **We recommend that Library Clerk/Senior Library Clerks should be paid a monthly allowance equivalent to one increment at salary point reached in their salary scale.**

PUBLIC INFRASTRUCTURE DEPARTMENT

Allowance to Carpenter and Tradesman's Assistant (Carpenter)

- 1.2.6 Employees in the grades of Carpenter and Tradesman's Assistant (Carpenter), posted at the Theatre are currently paid a monthly allowance of Rs 750 for performing duties related to theatre décor during and after normal working hours. We are maintaining the provision while revising the quantum of the allowance.

Recommendation 2

- 1.2.7 **We recommend that employees in the grades of Carpenter and Tradesman's Assistant (Carpenter) when posted at the Theatre, be paid a monthly allowance of Rs 825 for performing duties related to theatre décor during and after normal working hours. This, however, does not preclude the payment of overtime for work performed beyond normal working hours.**

WELFARE DEPARTMENT**Allowance to Carpenter and Scene Shifter****Chief Carpenter and Scene Shifter**

1.2.8 Employees in the grades of Carpenter and Scene Shifter and Chief Carpenter and Scene Shifter are currently paid a monthly allowance for performing duties related to theatre décor during and after normal office hours, notwithstanding the payment of overtime for work performed beyond normal working hours. Given that this arrangement is still effective, we are revising the quantum of the allowance.

Recommendation 3

1.2.9 **We recommend that the monthly allowance paid to employees in the grades of Carpenter and Scene Shifter and Chief Carpenter and Scene Shifter for performing duties related to theatre décor during and after normal working hours should be revised to Rs 825 and Rs 880 respectively.**

1.2.10 **We also recommend that the payment of this allowance should not preclude the payment of overtime for work performed beyond normal working hours.**

Height Allowance

1.2.11 At present, Technicians (Stage Lighting) and Technicians (Sound), who, have to, among others, climb scaffolding at a height ranging from 20 to 30 feet for rigging and focussing projectors as well as installing various light and sound equipment are paid a non-pensionable height allowance computed at 80% of the normal hourly rate for each hour put in for such work. Since this arrangement should continue to prevail, we are retaining this provision.

Recommendation 4

1.2.12 **We recommend that employees in the grades of Technician (Stage Lighting) and Technician (Sound) should continue to be paid a non-pensionable height allowance at 80% of the normal hourly rate for each hour when they are required to work at a height above 20 feet.**

ADMINISTRATION DEPARTMENT**SALARY SCHEDULE**

BH AM 1 : Rs 17975 x 175 - 18500 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30615

General Worker

BH AM 2 : Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040

Surveillant

ADMINISTRATION DEPARTMENT (Contd.)

BH AM 3 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**
 Library Auxiliary
formerly Library Attendant

BH AM 4 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280**
 Office Auxiliary/Senior Office Auxiliary
formerly Attendant/Senior Attendant

BH AM 5 : **Rs 26045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280**
 Senior Library Auxiliary
formerly Senior Library Attendant

BH AM 6 : **Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215**
 Head Office Auxiliary
formerly Head Attendant

BH AM 7 : **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**
 Binder

BH AM 8 : **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

BH AM 9 : **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**
 Word Processing Operator

BH AM 10 : **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**
 Clerical Officer
 Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)
 Clerk/Word Processing Operator (Personal to officers in post as at 31.12.12)

ADMINISTRATION DEPARTMENT (Contd.)

BH AM 11 : **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**
Senior Word Processing Operator

BH AM 12 : **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 QB 47950 x 1050 - 49000**
Library Clerk/Senior Library Clerk

BH AM 13 : **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

BH AM 14 : **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 - 50100**
Committee Clerk

BH AM 15 : **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 - 49000 x 1100 - 54500 x 1450 - 55950**
Usher/Prosecutor/Senior Usher /Prosecutor

BH AM 16 : **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

BH AM 17 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Senior Usher/Prosecutor (Personal to officers in post as at 31.12.15)

BH AM 18 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Senior Committee Clerk

BH AM 19 : **Rs 32615 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400**
Office Management Assistant

ADMINISTRATION DEPARTMENT (Contd.)

BH AM 20 : **Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
 Internal Audit Officer/Senior Internal Audit Officer
formerly Internal Control Officer/Senior Internal Control Officer

BH AM 21 : **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**
 Human Resource Officer/Senior Human Resource Officer

BH AM 22 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
 ICT Technician
formerly Assistant IT Officer
 Library Officer

BH AM 23 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
 Safety and Health Officer/Senior Safety and Health Officer

BH AM 24 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
 Principal Internal Audit Officer
formerly Principal Internal Control Officer

BH AM 25 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050**
 Office Superintendent

BH AM 26 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
 Senior Library Officer

BH AM 27 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 69800**
 Senior Human Resource Officer (Personal)

BH AM 28 : **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**
 Local Disaster Management Coordinator

ADMINISTRATION DEPARTMENT (Contd.)

BH AM 29 : **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**
 Assistant Chief Executive
 Librarian

BH AM 30 : **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**
 Human Resource Management Officer

BH AM 31 : **Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750**
 Superintendent of Parks and Gardens

BH AM 32 : **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**
 IT Analyst/Senior IT Analyst
formerly IT Officer/Systems Administrator

BH AM 33 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
 Internal Auditor/Senior Internal Auditor

BH AM 34 : **Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
 Attorney

BH AM 35 : **Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
 Senior Librarian

BH AM 36 : **Rs 77750 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**
 Deputy Chief Executive

BH AM 37 : **Rs 138000**
 Chief Executive

PART-TIME WORKERS

BH AM 38 : **Rs 115 per hour**
 Library Auxiliary
formerly Library Attendant

FINANCE DEPARTMENT

SALARY SCHEDULE

BH FI 1 : **Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615**
Stores Attendant

BH FI 2 : **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**
Cashier

BH FI 3 : **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**
Assistant Financial Operations Officer
Assistant Procurement and Supply Officer

BH FI 4 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
Financial Operations Officer/Senior Financial Operations Officer
Procurement and Supply Officer/Senior Procurement and Supply Officer

BH FI 5 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
Principal Financial Operations Officer
Principal Procurement and Supply Officer

BH FI 6 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
Accountant/Senior Accountant

BH FI 7 : **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**
Principal Accountant

BH FI 8 : **Rs 89250 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**
Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT

SALARY SCHEDULE

BH PI 1 : **Rs 24845 x 300 - 25445**
Trainee Inspector of Works (New Grade)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

BH PI 2 : **Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365**
 Lorry Attendant
formerly Lorry Loader (Personal)

BH PI 3 : **Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765**
 Handy Worker

BH PI 4 : **Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190**
 Tradesman's Assistant
 Tradesman's Assistant (Automobile Electrician)
 Tradesman's Assistant (Carpenter)
 Tradesman's Assistant (Electrician)
 Tradesman's Assistant (Mason)
 Tradesman's Assistant (Mechanic)
 Tradesman's Assistant (Painter)
 Tradesman's Assistant (Panel Beater)
 Tradesman's Assistant (Welder)

BH PI 5 : **Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615**
 Handy Worker (Special Class)

BH PI 6 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**
 Gardener

BH PI 7 : **Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720**
 Plant and Equipment Operator
 Senior Gardener

BH PI 8 : **Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290**
 Driver (Personal)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

BH PI 9 : **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**
 Automobile Electrician
 Carpenter
 Electrician
 Mason
 Mechanic
 Painter
 Panel Beater
 Plumber and Pipe Fitter
 Welder

BH PI 10 : **Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215**
 Head Gardener

BH PI 11 : **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**
 Driver (Roster)

BH PI 12 : **Rs 25145 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**
 Multi-Skilled Tradesman (Building Construction)

BH PI 13 : **Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 41080**
 Driver, Heavy Mechanical Unit (Personal)

BH PI 14 : **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**
 Overseer

BH PI 15 : **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 - 42050**
 Driver, Heavy Mechanical Unit (Roster)

BH PI 16 : **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 - 44960**
 Overseer (Personal to officer in post as at 01.07.93)
 Overseer (Drains, Works) (Personal to officers appointed prior to 15.09.05)
 Overseer (Parks and Gardens) (Personal to officers appointed prior to 15.09.05)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

BH PI 17 : **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**
 Senior Overseer

BH PI 18 : **Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930**
 Chief Carpenter
 Chief Electrician
 Chief Mason
 Chief Mechanic
 Chief Painter

BH PI 19 : **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**
 Assistant Inspector of Works (Personal)

BH PI 20 : **Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000**
 Supervisor (Lighting Section)
 Workshop Supervisor

BH PI 21 : **Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 51200**
 Supervisor (Lighting Section) (Personal to officer in post as at 30.06.03)

BH PI 22 : **Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400**
 Inspector of Works

BH PI 23 : **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**
 Technical and Mechanical Officer

BH PI 24 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
 Senior Inspector of Works

BH PI 25 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
 Engineering Assistant

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

BH PI 26 : **Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
Chief Inspector of Works

BH PI 27 : **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**
Land Surveyor

BH PI 28 : **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 - 77750**
Civil Engineer

BH PI 29 : **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 - 102500**
Head, Public Infrastructure Department

LAND USE AND PLANNING DEPARTMENT**SALARY SCHEDULE**

BH LP 1 : **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 - 47950**
Cadastral Assistant

BH LP 2 : **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**
Assistant Building Inspector
Planning and Development Assistant

BH LP 3 : **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**
Cadastral Officer

BH LP 4 : **Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400**
Building Inspector

BH LP 5 : **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**
Planning and Development Inspector

LAND USE AND PLANNING DEPARTMENT (Contd.)

BH LP 6 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
Senior Building Inspector

BH LP 7 : **Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
Chief Building Inspector

BH LP 8 : **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 - 77750**
Town Planner
formerly Planning and Development Officer

BH LP 9 : **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 - 99750**
Head, Land Use and Planning Department

WELFARE DEPARTMENT
SALARY SCHEDULE

BH WL 1 : **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**
Carpenter and Scene Shifter

BH WL 2 : **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**
Assistant Nursery Matron

BH WL 3 : **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**
Theatre Electrician/Technical Assistant

BH WL 4 : **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 - 44960**
Nursery Matron

BH WL 5 : **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 - 42050 QB 43020 x 970 - 45930**
Infant School Teacher

WELFARE DEPARTMENT (Contd.)

BH WL 6 : **Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930**
Chief Carpenter and Scene Shifter

BH WL 7 : **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**
Art Gallery Supervisor

BH WL 8 : **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**
Supervisor Infant School

BH WL 9 : **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**
Technician (Stage Lighting)
Technician (Sound)

BH WL 10 : **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 - 55950**
Assistant Stage Designer

BH WL 11 : **Rs 32190 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Sound and Lighting Designer

BH WL 12 : **Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 QB 55950 x 1450 - 57400**
Welfare Officer

BH WL 13 : **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 - 58850 x 1750 - 60600**
Stage Designer

BH WL 14 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400 QB 58850 x 1750 - 60600**
Senior Welfare Officer

WELFARE DEPARTMENT (Contd.)

BH WL 15 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350**
Theatre Controller

BH WL 16 : **Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
Principal Welfare Officer

BH WL 17 : **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**
Theatre Administrator

BH WL 18 : **Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750**
Chief Welfare Officer

PART-TIME WORKERS

BH WL 19 : **Rs 370 per session of 3 hours**
Social Hall Attendant

PUBLIC HEALTH DEPARTMENT
SALARY SCHEDULE

BH PH 1 : **Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365**
Sanitary Attendant

BH PH 2 : **Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190**
Refuse Collector (Personal)

BH PH 3 : **Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040**
Refuse Collector (Roster)

BH PH 4 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**
Chemical Sprayer Operator

BH PH 5 : **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**
Incinerator Operator

PUBLIC HEALTH DEPARTMENT (Contd.)

BH PH 6 : **Rs 25145 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 41080**
Driver/Scavenging Supervisor (Roster)

BH PH 7 : **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 - 41080**
Field Supervisor (Scavenging)(Roster)

BH PH 8 : **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 - 54500 x 1450 - 55950 QB 57400**
Health Inspector

BH PH 9 : **Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350**
Senior Health Inspector

BH PH 10 : **Rs 45930 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
Principal Health Inspector

BH PH 11 : **Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750**
Chief Health Inspector



1.3 THE MUNICIPAL COUNCIL OF CUREPIPE

- 1.3.1 The Municipal Council of Curepipe (MCC) is responsible for the administration of the town of Curepipe. To this effect, the MCC provides an array of facilities to the inhabitants as well as the economic operators of Curepipe and ensures that the services delivered are in accordance with the ever changing expectations of both the authorities and citizens.
- 1.3.2 For this review exercise, the staff side has requested for the creation of additional levels; merging of grades; filling of vacant posts; rotation of staff; amendments of schemes of service; upgrading/alignment of salary and enhanced Conditions of Service. Management, on its part, laid emphasis on the training of employees belonging to the manual grades and the recruitment of more skilled workers at the lower levels.
- 1.3.3 After having examined all these representations, the Bureau has made appropriate recommendations to enable the MCC deliver effectively along its mandate.

ADMINISTRATION DEPARTMENT

Allowance to Library Clerk/Senior Library Clerk

- 1.3.4 The Bureau has been apprised that the Library Clerk/Senior Library Clerks operate on a different pattern of work. We hold that some compensation may be paid in respect thereof.

Recommendation 1

- 1.3.5 **We recommend that Library Clerk/Senior Library Clerks should be paid a monthly allowance equivalent to one increment at salary point reached in their salary scale.**

ADMINISTRATION DEPARTMENT

SALARY SCHEDULE

CE AM 1 : Rs 17975 x 175 - 18500 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30615

General Worker

CE AM 2 : Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040

Surveillant

CE AM 3 : Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600

Library Auxiliary
formerly Library Attendant

ADMINISTRATION DEPARTMENT (Contd.)

CE AM 4 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280**
 Office Auxiliary/Senior Office Auxiliary
formerly Attendant/Senior Attendant

CE AM 5 : **Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290**
 Field Supervisor

CE AM 6 : **Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215**
 Head Office Auxiliary
formerly Head Attendant

CE AM 7 : **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**
 Binder

CE AM 8 : **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

CE AM 9 : **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**
 Word Processing Operator

CE AM 10 : **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**
 Clerical Officer
 Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)

CE AM 11 : **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**
 Senior Word Processing Operator

CE AM 12 : **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 QB 47950 x 1050 - 49000**
 Library Clerk/Senior Library Clerk

ADMINISTRATION DEPARTMENT (Contd.)

CE AM 13 : **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

CE AM 14 : **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 - 50100**
Committee Clerk

CE AM 15 : **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 - 49000 x 1100 - 54500 x 1450 - 55950**
Usher/Prosecutor/Senior Usher/Prosecutor

CE AM 16 : **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

CE AM 17 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Senior Usher/Prosecutor (Personal to officers in post as at 31.12.15)

CE AM 18 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Senior Committee Clerk

CE AM 19 : **Rs 32615 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400**
Office Management Assistant

CE AM 20 : **Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
Internal Audit Officer/Senior Internal Audit Officer
formerly Internal Control Officer/Senior Internal Control Officer

CE AM 21 : **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**
Human Resource Officer/Senior Human Resource Officer

ADMINISTRATION DEPARTMENT (Contd.)

CE AM 22 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
 ICT Technician
formerly Assistant IT Officer

CE AM 23 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
 Safety and Health Officer/Senior Safety and Health Officer

CE AM 24 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
 Principal Internal Audit Officer
formerly Principal Internal Control Officer

CE AM 25 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050**
 Office Superintendent

CE AM 26 : **Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 69800**
 Citizen's Advice Officer (Personal)

CE AM 27 : **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**
 Local Disaster Management Coordinator

CE AM 28 : **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**
 Assistant Chief Executive
 Librarian

CE AM 29 : **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**
 Human Resource Management Officer

CE AM 30 : **Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750**
 Superintendent of Parks and Gardens

ADMINISTRATION DEPARTMENT (Contd.)

CE AM 31 : **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**
 IT Analyst/Senior IT Analyst
formerly IT Officer/Systems Administrator

CE AM 32 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
 Internal Auditor/Senior Internal Auditor

CE AM 33 : **Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
 Attorney
 Barrister

CE AM 34 : **Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
 Senior Librarian

CE AM 35 : **Rs 77750 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**
 Deputy Chief Executive

CE AM 36 : **Rs 138000**
 Chief Executive

FINANCE DEPARTMENT
SALARY SCHEDULE

CE FI 1 : **Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615**
 Stores Attendant

CE FI 2 : **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**
 Cashier

CE FI 3 : **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**
 Assistant Financial Operations Officer
 Assistant Procurement and Supply Officer

FINANCE DEPARTMENT (Contd.)

CE FI 4	: Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850	Financial Operations Officer/Senior Financial Operations Officer Procurement and Supply Officer/Senior Procurement and Supply Officer
CE FI 5	: Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200	Principal Financial Operations Officer Principal Procurement and Supply Officer
CE FI 6	: Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750	Accountant/Senior Accountant
CE FI 7	: 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	Principal Accountant
CE FI 8	: Rs 89250 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000	Financial Controller

**PUBLIC INFRASTRUCTURE DEPARTMENT
SALARY SCHEDULE**

CE PI 1	: Rs 24845 x 300 - 25445	Trainee Inspector of Works (New Grade)
CE PI 2	: Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365	Lorry Attendant <i>formerly Lorry Loader (Personal)</i>
CE PI 3	: Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765	Handy Worker
CE PI 4	: Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190	Tradesman's Assistant (Electrician) Tradesman's Assistant (Mason) Tradesman's Assistant (Mechanic) Tradesman's Assistant (Painter) Tradesman's Assistant (Welder)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

CE PI 5	: Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615
	Handy Worker (Special Class)
CE PI 6	: Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600
	Gardener
CE PI 7	: Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720
	Plant and Equipment Operator Senior Gardener
CE PI 8	: Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290
	Driver (Personal)
CE PI 9	: 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
	Automobile Electrician Carpenter Electrician Mason Mechanic Painter Panel Beater Plumber and Pipe Fitter Welder Vulcaniser
CE PI 10	: 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
	Driver (Roster)
CE PI 11	: Rs 25145 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
	Multi-Skilled Tradesman (Building Construction)
CE PI 12	: Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 41080
	Driver, Heavy Mechanical Unit (Personal)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

CE PI 13 : **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 - 42050**
 Driver, Heavy Mechanical Unit (Roster)

CE PI 14 : **Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930**
 Chief Electrician
 Chief Mechanic
 Chief Painter
 Foreman

CE PI 15 : **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**
 Assistant Inspector of Works (Personal)
 Surveying Assistant

CE PI 16 : **Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000**
 Supervisor (Lighting Section)
 Workshop supervisor

CE PI 17 : **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

CE PI 18 : **Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400**
 Chief Controller of Works (Personal to officer in post as at 01.07.93)
 Inspector of Works

CE PI 19 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
 Senior Inspector of Works

CE PI 20 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
 Engineering Assistant (Works)

CE PI 21 : **Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
 Chief Inspector of Works

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

CE PI 22	:	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 Land Surveyor
CE PI 23	:	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 - 77750 Civil Engineer
CE PI 24	:	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 - 102500 Head, Public Infrastructure Department

LAND USE AND PLANNING DEPARTMENT
SALARY SCHEDULE

CE LP 1	:	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 - 47950 Cadastral Assistant
CE LP 2	:	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 Assistant Building Inspector Planning and Development Assistant
CE LP 3	:	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 Cadastral Officer
CE LP 4	:	Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 Building Inspector
CE LP 5	:	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 Planning and Development Inspector
CE LP 6	:	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Senior Building Inspector

LAND USE AND PLANNING DEPARTMENT (Contd.)

CE LP 7 : **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 - 77750**

Town Planner
formerly Planning and Development Officer

CE LP 8 : **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 - 99750**

Head, Land Use and Planning Department

WELFARE DEPARTMENT

SALARY SCHEDULE

CE WL 1 : **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 - 42050 QB 43020 x 970 - 45930**

Infant School Teacher

CE WL 2 : **Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 QB 55950 x 1450 - 57400**

Welfare Officer

CE WL 3 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400 QB 58850 x 1750 - 60600**

Senior Welfare Officer

CE WL 4 : **Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**

Principal Welfare Officer

CE WL 5 : **Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750**

Chief Welfare Officer

PART-TIME WORKERS

CE WL 6 : **Rs 24440 (monthly)**

Gymnasium Instructor

PUBLIC HEALTH DEPARTMENT
SALARY SCHEDULE

CE PH 1	:	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Refuse Collector (Roster)
CE PH 2	:	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Burial Ground Attendant (Roster)
CE PH 3	:	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Chemical Sprayer Operator
CE PH 4	:	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 Incinerator Operator
CE PH 5	:	Rs 25145 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 41080 Driver/Scavenging Supervisor (Roster) (New Grade)
CE PH 6	:	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 Supervisor, Refuse Collection (Roster)
CE PH 7	:	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 - 54500 x 1450 - 55950 QB 57400 Health Inspector
CE PH 8	:	Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 Senior Health Inspector
CE PH 9	:	Rs 45930 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Principal Health Inspector

PUBLIC HEALTH DEPARTMENT (Contd.)

**CE PH 10 : Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 -
75500 x 2250 - 86750 x 2500 - 91750**

Chief Health Inspector



1.4 THE MUNICIPAL COUNCIL OF QUATRE BORNES

- 1.4.1 The Municipal Council of Quatre Bornes (MCQB) is responsible to administer the township of Quatre Bornes. It aims at ensuring a timely and quality service delivery to all stakeholders and improving the quality of life of its citizens. To this end, it is responsible, among others, for the construction, maintenance and improvement of buildings, playing fields, non-classified roads, cemeteries and market fairs falling within the jurisdiction of the Municipal Council.
- 1.4.2 The submissions of Management pertain to, among others: integrating the grade of Local Disaster Management Coordinator under the Public Infrastructure Department; promoting work from home for employees on specific days; and allowing Municipal Council's employees to work during General Elections, Municipal and Village Council Elections. However, Management was informed that these requests do not fall under the purview of the Bureau and was advised on the appropriate course of action.
- 1.4.3 Further, for requests relating to the transfer of the employees' accrued benefits when joining the Civil Service or Parastatal Bodies; and introduction of insurance plans for all employees, stakeholders were provided with appropriate explanations as to why same could not be retained.

ADMINISTRATION DEPARTMENT

Allowance to Library Clerk/Senior Library Clerk

- 1.4.4 The Bureau has been apprised that the Library Clerk/Senior Library Clerks operate on a different pattern of work. We consider that some compensation may be paid in respect thereof.

Recommendation 1

- 1.4.5 **We recommend that Library Clerk/Senior Library Clerks should be paid a monthly allowance equivalent to one increment at salary point reached in their salary scale.**

WELFARE DEPARTMENT

Abolition of grade

- 1.4.6 The grade of Dressmaking Teacher would no longer be required. **We are, therefore, abolishing the grade.**

ADMINISTRATION DEPARTMENT
SALARY SCHEDULE

QB AM 1 : **Rs 17975 x 175 - 18500 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30615**
 General Worker

QB AM 2 : **Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190**
 Tradesman's Assistant (Binder) (Personal)

QB AM 3 : **Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040**
 Surveillant

QB AM 4 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**
 Library Auxiliary
formerly Library Attendant

QB AM 5 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280**
 Office Auxiliary/Senior Office Auxiliary
formerly Attendant/Senior Attendant

QB AM 6 : **Rs 26045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280**
 Senior Library Auxiliary
formerly Senior Library Attendant

QB AM 7 : **Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290**
 Field Supervisor

QB AM 8 : **Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215**
 Head Office Auxiliary
formerly Head Attendant

QB AM 9 : **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**
 Binder

QB AM 10 : **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

ADMINISTRATION DEPARTMENT (Contd.)

QB AM 11 : **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**
Word Processing Operator

QB AM 12 : **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**
Clerical Officer

QB AM 13 : **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**
Senior Word Processing Operator

QB AM 14 : **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 QB 47950 x 1050 - 49000**
Library Clerk/Senior Library Clerk

QB AM 15 : **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

QB AM 16 : **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 - 50100**
Committee Clerk

QB AM 17 : **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 - 49000 x 1100 - 54500 x 1450 - 55950**
Usher/Prosecutor/Senior Usher/Prosecutor

QB AM 18 : **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

QB AM 19 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Senior Committee Clerk

ADMINISTRATION DEPARTMENT (Contd.)

QB AM 20 : **Rs 32615 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400**
Office Management Assistant

QB AM 21 : **Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
Internal Audit Officer/Senior Internal Audit Officer
formerly Internal Control Officer/Senior Internal Control Officer

QB AM 22 : **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**
Human Resource Officer/Senior Human Resource Officer

QB AM 23 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
ICT Technician
formerly Assistant IT Officer
Library Officer

QB AM 24 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
Safety and Health Officer/Senior Safety and Health Officer

QB AM 25 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
Principal Internal Audit Officer
formerly Principal Internal Control Officer

QB AM 26 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050**
Office Superintendent

QB AM 27 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
Senior Library Officer

QB AM 28 : **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**
Local Disaster Management Coordinator

ADMINISTRATION DEPARTMENT (Contd.)

QB AM 29 : **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**
Assistant Chief Executive
Librarian

QB AM 30 : **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**
Human Resource Management Officer

QB AM 31 : **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**
IT Analyst/Senior IT Analyst
formerly IT Officer/Systems Administrator

QB AM 32 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
Internal Auditor/Senior Internal Auditor

QB AM 33 : **Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
Barrister

QB AM 34 : **Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
Senior Librarian

QB AM 35 : **Rs 77750 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**
Deputy Chief Executive

QB AM 36 : **Rs 138000**
Chief Executive

FINANCE DEPARTMENT
SALARY SCHEDULE

QB FI 1 : **Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615**
Stores Attendant

FINANCE DEPARTMENT (Contd.)

QB FI 2	: 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
	Cashier
QB FI 3	: 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
	Assistant Financial Operations Officer
	Assistant Procurement and Supply Officer
	Purchasing and Supply Officer (Personal)
QB FI 4	: Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850
	Financial Operations Officer/Senior Financial Operations Officer
	Procurement and Supply Officer/Senior Procurement and Supply Officer
QB FI 5	: Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200
	Principal Financial Operations Officer
	Principal Procurement and Supply Officer
QB FI 6	: Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750
	Accountant/Senior Accountant
QB FI 7	: 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
	Principal Accountant
QB FI 8	: Rs 89250 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000
	Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT
SALARY SCHEDULE

QB PI 1	: Rs 24845 x 300 - 25445
	Trainee Inspector of Works (New Grade)
QB PI 2	: Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365
	Lorry Attendant <i>formerly Lorry Loader (Personal)</i>

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

QB PI 3 : **Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765**
x 400 - 31765
Handy Worker

QB PI 4 : **Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765**
x 425 - 32190
Assistant Plumber and Pipe Fitter
Tradesman's Assistant
Tradesman's Assistant (Automobile Electrician)
Tradesman's Assistant (Carpenter)
Tradesman's Assistant (Electrician)
Tradesman's Assistant (Mason)
Tradesman's Assistant (Mechanic)
Tradesman's Assistant (Painter)
Tradesman's Assistant (Panel Beater)
Tradesman's Assistant (Welder)

QB PI 5 : **Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765**
x 425 - 32615
Handy Worker (Special Class)

QB PI 6 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765**
x 425 - 33040 x 560 - 33600
Gardener

QB PI 7 : **Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765**
x 425 - 33040 x 560 - 34720
Plant and Equipment Operator
Senior Gardener

QB PI 8 : **Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765**
x 425 - 33040 x 560 - 35840 x 725 - 37290
Survey Field Worker/Senior Survey Field Worker

QB PI 9 : **Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765**
x 425 - 33040 x 560 - 35840 x 725 - 37290
Barbender
Driver (Personal)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

QB PI 10 : **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**
 Automobile Electrician
 Carpenter
 Electrician
 Mason
 Mechanic
 Painter
 Panel Beater
 Plumber and Pipe Fitter
 Welder

QB PI 11 : **Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215**
 Head Gardener

QB PI 12 : **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**
 Driver (Roster)

QB PI 13 : **Rs 25145 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**
 Multi-Skilled Tradesman (Building Construction)

QB PI 14 : **Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 41080**
 Driver, Heavy Mechanical Unit (Personal)

QB PI 15 : **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**
 Overseer

QB PI 16 : **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 - 42050**
 Driver, Heavy Mechanical Unit (Roster)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

QB PI 17 : **Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930**
 Chief Carpenter
 Chief Electrician
 Chief Mason
 Chief Mechanic
 Chief Painter
 Chief Welder
 Foreman

QB PI 18 : **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**
 Assistant Inspector of Works (Personal)

QB PI 19 : **Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000**
 Supervisor (Lighting Section)
 Workshop Supervisor

QB PI 20 : **Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400**
 Inspector of Works

QB PI 21 : **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**
 Technical and Mechanical Officer

QB PI 22 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
 Senior Inspector of Works

QB PI 23 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
 Engineering Assistant

QB PI 24 : **Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
 Chief Inspector of Works

QB PI 25 : **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**
 Land Surveyor

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

QB PI 26 : **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 - 77750**
Civil Engineer

QB PI 27 : **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**
Mechanical Engineer/Senior Mechanical Engineer

QB PI 28 : **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 - 102500**
Head, Public Infrastructure Department

LAND USE AND PLANNING DEPARTMENT**SALARY SCHEDULE**

QB LP 1 : **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 - 47950**
Cadastral Assistant

QB LP 2 : **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**
Assistant Building Inspector
Planning and Development Assistant

QB LP 3 : **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**
Cadastral Officer

QB LP 4 : **Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400**
Building Inspector

QB LP 5 : **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**
Planning and Development Inspector

QB LP 6 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
Senior Building Inspector

LAND USE AND PLANNING DEPARTMENT (Contd.)

QB LP 7 : **Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
 Chief Building Inspector

QB LP 8 : **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 - 77750**
 Town Planner
formerly Planning and Development Officer

QB LP 9 : **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 - 99750**
 Head, Land Use and Planning Department

WELFARE DEPARTMENT**SALARY SCHEDULE**

QB WL 1 : **Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965**
 Caretaker
 Caretaker (Children's Playground)

QB WL 2 : **Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765
 x 425 - 32190**
 Attendant (Vocational Training Centre)
 Children's Playground Attendant

QB WL 3 : **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 -
 42050 QB 43020 x 970 - 45930**
 Infant School Teacher

QB WL 4 : **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 -
 44960**
 Stadium Supervisor

QB WL 5 : **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**
 Art Gallery Supervisor

QB WL 6 : **Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040
 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 -
 49000 x 1100 - 54500 QB 55950 x 1450 - 57400**
 Welfare Officer

WELFARE DEPARTMENT (Contd.)

QB WL 7 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400 QB 58850 x 1750 - 60600**

Senior Welfare Officer

QB WL 8 : **Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**

Principal Welfare Officer

QB WL 9 : **Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750**

Chief Welfare Officer

PART-TIME WORKERS

QB WL 10 : **Rs 24440 (monthly)**

Gymnasium Instructor

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

QB PH 1 : **Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365**

Sanitary Attendant

QB PH 2 : **Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765**

Handy Worker (Sanitation/Disease Control)

QB PH 3 : **Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190**

Refuse Collector (Personal)

QB PH 4 : **Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040**

Refuse Collector (Roster)

QB PH 5 : **Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**

Burial Ground Attendant (Roster)

QB PH 6 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**

Chemical Sprayer Operator

PUBLIC HEALTH DEPARTMENT (Contd.)

QB PH 7 : **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**
Incinerator Operator

QB PH 8 : **Rs 25145 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 41080**
Driver/Scavenging Supervisor (Roster)

QB PH 9 : **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**
Supervisor, Refuse Collection (Roster)

QB PH 10 : **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 - 54500 x 1450 - 55950 QB 57400**
Health Inspector

QB PH 11 : **Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350**
Senior Health Inspector

QB PH 12 : **Rs 45930 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
Principal Health Inspector

QB PH 13 : **Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750**
Chief Health Inspector



1.5 THE MUNICIPAL COUNCIL OF VACOAS-PHOENIX

- 1.5.1 The Municipal Council of Vacoas-Phoenix is responsible, among others for the planning and provision of services and facilities for the local community; developing, implementing and monitoring its strategic plans and budget; and establishing norms and standards in the conduct of its affairs. The Council is committed to continuously improve the quality of public services offered and ensure that such services respond to the needs and wishes of the citizens.
- 1.5.2 The proposals made by the Municipal Council of Vacoas-Phoenix were, *inter alia*, the review of qualifications requirement and salary scales of a few grades along with creation of additional levels; and merging of some grades.
- 1.5.3 After examining all requests, the Bureau is making appropriate recommendations thereto under the relevant Department.

ADMINISTRATION DEPARTMENT

Allowance to Library Clerk/Senior Library Clerk

- 1.5.4 The Bureau has been apprised that the Library Clerk/Senior Library Clerks operate on a different pattern of work. We hold that some compensation may be paid in respect thereof.

Recommendation 1

- 1.5.5 **We recommend that Library Clerk/Senior Library Clerks should be paid a monthly allowance equivalent to one increment at salary point reached in their salary scale.**

WELFARE DEPARTMENT

Gymnasium Instructor (Part-time)

- 1.5.6 The Gymnasium Instructor (Part-time) is currently being paid a monthly allowance of Rs 16610 for putting in 27 working hours weekly. For any additional number of hours put in, incumbent is paid on a *pro-rata* basis. Since this arrangement is still valid, the quantum of the allowance is being revised.

Recommendation 2

- 1.5.7 **We recommend that the monthly allowance payable to the Gymnasium Instructor (Part-time) be revised to Rs 24440 provided that the incumbent puts in 27 working hours weekly. Any additional number of hours should be paid on a *pro-rata* basis.**

Abolition of grades

- 1.5.8 The grades of Embroidery Instructress and Dressmaking Teacher which are on part-time basis would no longer be required. **We are, therefore, abolishing these grades.**

ADMINISTRATION DEPARTMENT
SALARY SCHEDULE

VP AM 1 : **Rs 17975 x 175 - 18500 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30615**
 General Worker

VP AM 2 : **Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190**
 Tradesman's Assistant (Binder) (Personal)

VP AM 3 : **Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040**
 Surveillant

VP AM 4 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**
 Library Auxiliary
formerly Library Attendant

VP AM 5 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280**
 Office Auxiliary/Senior Office Auxiliary
formerly Attendant/Senior Attendant

VP AM 6 : **Rs 26045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280**
 Senior Library Auxiliary
formerly Senior Library Attendant

VP AM 7 : **Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215**
 Head Office Auxiliary
formerly Head Attendant

VP AM 8 : **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**
 Binder

VP AM 9 : **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

ADMINISTRATION DEPARTMENT (Contd.)

VP AM 10 : **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**
Word Processing Operator

VP AM 11 : **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**
Clerical Officer
Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)

VP AM 12 : **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**
Senior Word Processing Operator

VP AM 13 : **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 QB 47950 x 1050 - 49000**
Library Clerk/Senior Library Clerk

VP AM 14 : **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

VP AM 15 : **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 - 50100**
Committee Clerk

VP AM 16 : **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 - 49000 x 1100 - 54500 x 1450 - 55950**
Usher/Prosecutor/Senior Usher/Prosecutor

VP AM 17 : **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

VP AM 18 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Senior Usher/Prosecutor (Personal to officers in post as at 31.12.15)

ADMINISTRATION DEPARTMENT (Contd.)

VP AM 19 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
 Senior Committee Clerk

VP AM 20 : **Rs 32615 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400**
 Office Management Assistant

VP AM 21 : **Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
 Internal Audit Officer/Senior Internal Audit Officer
formerly Internal Control Officer/Senior Internal Control Officer

VP AM 22 : **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**
 Human Resource Officer/Senior Human Resource Officer

VP AM 23 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
 ICT Technician
formerly Assistant IT Officer
 Library Officer

VP AM 24 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
 Safety and Health Officer/Senior Safety and Health Officer

VP AM 25 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
 Principal Internal Audit Officer
formerly Principal Internal Control Officer

VP AM 26 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050**
 Office Superintendent

VP AM 27 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
 Senior Library Officer

ADMINISTRATION DEPARTMENT (Contd.)

VP AM 28 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 69800**
Senior Human Resource Officer (Personal)

VP AM 29 : **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**
Local Disaster Management Coordinator

VP AM 30 : **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**
Assistant Chief Executive
Librarian

VP AM 31 : **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**
Human Resource Management Officer

VP AM 32 : **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**
IT Analyst/Senior IT Analyst
formerly IT Officer/Systems Administrator

VP AM 33 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
Internal Auditor/Senior Internal Auditor

VP AM 34 : **Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
Attorney
Barrister

VP AM 35 : **Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
Senior Librarian

VP AM 36 : **Rs 77750 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**
Deputy Chief Executive

VP AM 37 : **Rs 138000**
Chief Executive

FINANCE DEPARTMENT

SALARY SCHEDULE

VP FI 1	: Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615
	Stores Attendant
VP FI 2	: 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
	Cashier
VP FI 3	: 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
	Assistant Financial Operations Officer
	Assistant Procurement and Supply Officer
	Purchasing and Supply Officer (Personal)
VP FI 4	: Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850
	Financial Operations Officer/Senior Financial Operations Officer
	Procurement and Supply Officer/Senior Procurement and Supply Officer
VP FI 5	: Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200
	Principal Financial Operations Officer
	Principal Procurement and Supply Officer
VP FI 6	: Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750
	Accountant/Senior Accountant
VP FI 7	: 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
	Principal Accountant
VP FI 8	: Rs 89250 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000
	Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT
SALARY SCHEDULE

VP PI 1	: Rs 24845 x 300 - 25445
	Trainee Inspector of Works (New Grade)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

VP PI 2 : **Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365**
 Lorry Attendant
formerly Lorry Loader (Personal)

VP PI 3 : **Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765**
 Handy Worker

VP PI 4 : **Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190**
 Assistant Plumber and Pipe Fitter
 Tradesman's Assistant
 Tradesman's Assistant (Carpenter)
 Tradesman's Assistant (Electrician)
 Tradesman's Assistant (Mason)
 Tradesman's Assistant (Mechanic)
 Tradesman's Assistant (Painter)
 Tradesman's Assistant (Panel Beater)
 Tradesman's Assistant (Welder)

VP PI 5 : **Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615**
 Handy Worker (Special Class)

VP PI 6 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**
 Gardener

VP PI 7 : **Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720**
 Plant and Equipment Operator
 Senior Gardener

VP PI 8 : **Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290**
 Survey Field Worker/Senior Survey Field Worker

VP PI 9 : **Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290**
 Barbender
 Driver (Personal)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

VP PI 10 : **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**
 Automobile Electrician
 Carpenter
 Electrician
 Mason
 Mechanic
 Painter
 Panel Beater
 Plumber & Pipe Fitter

VP PI 11 : **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**
 Driver (Roster)

VP PI 12 : **Rs 25145 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**
 Electrician (Roster – Day and Night)
 Multi-Skilled Tradesman

VP PI 13 : **Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 41080**
 Driver, Heavy Mechanical Unit (Personal)

VP PI 14 : **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**
 Overseer

VP PI 15 : **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 - 42050**
 Driver, Heavy Mechanical Unit (Roster)

VP PI 16 : **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 - 44960**
 Overseer (Works) (Personal to officers appointed prior to 15.09.05)

VP PI 17 : **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**
 Senior Overseer

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

VP PI 18 : **Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930**
 Chief Carpenter
 Chief Electrician
 Chief Mason
 Chief Mechanic
 Chief Painter

VP PI 19 : **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**
 Assistant Inspector of Works (Personal)
 Surveying Assistant

VP PI 20 : **Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000**
 Supervisor (Lighting Section)
 Workshop Supervisor

VP PI 21 : **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

VP PI 22 : **Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400**
 Inspector of Works

VP PI 23 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
 Senior Inspector of Works

VP PI 24 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
 Engineering Assistant

VP PI 25 : **Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
 Chief Inspector of Works

VP PI 26 : **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**
 Land Surveyor

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

VP PI 27 : **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 - 77750**
 Civil Engineer

VP PI 28 : **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 - 102500**
 Head, Public Infrastructure Department

LAND USE AND PLANNING DEPARTMENT**SALARY SCHEDULE**

VP LP 1 : **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 - 47950**
 Cadastral Assistant

VP LP 2 : **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**
 Assistant Building Inspector
 Planning and Development Assistant

VP LP 3 : **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**
 Cadastral Officer

VP LP 4 : **Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400**
 Building Inspector

VP LP 5 : **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**
 Planning and Development Inspector

VP LP 6 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
 Senior Building Inspector

VP LP 7 : **Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
 Chief Building Inspector

LAND USE AND PLANNING DEPARTMENT (Contd.)

VP LP 8 : **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 - 77750**

Town Planner
formerly Planning and Development Officer

VP LP 9 : **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 - 99750**

Head, Land Use and Planning Department

WELFARE DEPARTMENT**SALARY SCHEDULE**

VP WL 1 : **Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190**

Nursery Attendant

VP WL 2 : **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**

Assistant Nursery Matron

VP WL 3 : **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 - 44960**

Stadium Supervisor

VP WL 4 : **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 - 44960**

Nursery Matron

VP WL 5 : **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 - 42050 QB 43020 x 970 - 45930**

Infant School Teacher

VP WL 6 : **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**

Supervisor Infant School

VP WL 7 : **Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 QB 55950 x 1450 - 57400**

Welfare Officer

WELFARE DEPARTMENT (Contd.)

VP WL 8	: Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400 QB 58850 x 1750 - 60600
	Senior Welfare Officer
VP WL 9	: Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900
	Principal Welfare Officer
VP WL 10	: Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750
	Chief Welfare Officer

PART-TIME WORKERS

VP WL 11	: Rs 22620 (monthly)
	Shorthand/Typewriting Instructress
VP WL 12	: Rs 24440 (monthly)
	Gymnasium Instructor (Part-time)

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

VP PH 1	: Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765
	Handy Worker (Sanitation/Disease Control)
VP PH 2	: Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040
	Refuse Collector (Roster)
VP PH 3	: Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600
	Burial Ground Attendant (Roster)
VP PH 4	: Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600
	Chemical Sprayer Operator
VP PH 5	: 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
	Incinerator Operator

PUBLIC HEALTH DEPARTMENT (Contd.)

VP PH 6 : **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**
Supervisor, Refuse Collection (Roster)

VP PH 7 : **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 - 54500 x 1450 - 55950 QB 57400**
Health Inspector

VP PH 8 : **Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350**
Senior Health Inspector

VP PH 9 : **Rs 45930 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
Principal Health Inspector

VP PH 10 : **Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750**
Chief Health Inspector



1. 6 THE DISTRICT COUNCIL OF BLACK RIVER

1.6.1 The District Council of Black River (DCBR) is a corporate body responsible for improving the quality of life of the inhabitants of the District Council area by providing efficient and effective services relating to public sanitation, roads, environment, culture, leisure, sports and education, among others.

1.6.2 In the context of this review, the proposals from the different Unions pertain mainly to issues such as provision of communication facilities, Health Surveillance and transport facilities. Since these are implementation issues, they were advised on the appropriate course of action. As regards Management, it requested for the creation of grades and review of salary of certain levels. In addition, it also made proposals relating to Conditions of Service particularly highlighting the transfer of accrued benefits to Local Government Officers when joining the Civil Service or Parastatal Bodies and these have been duly examined.

1.6.3 The Bureau considers the present structure to be adequate for effective service delivery. Specific recommendation has been made regarding the remuneration of the grade of Sewing Teacher (Part Time) in the Chapter on Observations and General Provisions of this Volume.

ADMINISTRATION DEPARTMENT

SALARY SCHEDULE

BR AM 1 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**
 Library Auxiliary
formerly Library Attendant

BR AM 2 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280**
 Office Auxiliary/Senior Office Auxiliary
formerly Attendant/Senior Attendant

BR AM 3 : **Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215**
 Head Office Auxiliary
formerly Head Attendant

BR AM 4 : **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

ADMINISTRATION DEPARTMENT (Contd.)

BR AM 5 : 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
Word Processing Operator

BR AM 6 : 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
Clerical Officer
Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)

BR AM 7 : 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
Senior Word Processing Operator

BR AM 8 : 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 QB 47950 x 1050 - 49000
Library Clerk/Senior Library Clerk

BR AM 9 : 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

BR AM 10 : 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 - 50100
Committee Clerk

BR AM 11 : 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

BR AM 12 : Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950
Senior Committee Clerk

BR AM 13 : Rs 32615 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400
Office Management Assistant

ADMINISTRATION DEPARTMENT (Contd.)

BR AM 14 : **Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
 Internal Audit Officer/Senior Internal Audit Officer
formerly Internal Control Officer/Senior Internal Control Officer

BR AM 15 : **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**
 Human Resource Officer/Senior Human Resource Officer

BR AM 16 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
 ICT Technician
formerly Assistant IT Officer

BR AM 17 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
 Safety and Health Officer/Senior Safety and Health Officer

BR AM 18 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
 Principal Internal Audit Officer
formerly Principal Internal Control Officer

BR AM 19 : **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**
 Local Disaster Management Coordinator

BR AM 20 : **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**
 Assistant Chief Executive

BR AM 21 : **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**
 Human Resource Management Officer

BR AM 22 : **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**
 IT Analyst/Senior IT Analyst
formerly IT Officer/Systems Administrator

ADMINISTRATION DEPARTMENT (Contd.)

BR AM 23 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
 Internal Auditor/Senior Internal Auditor (Possessing the ACCA final or equivalent) (Personal to officer in post as at 30.06.08)

BR AM 24 : **Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
 Attorney
 Barrister

BR AM 25 : **Rs 77750 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**
 Deputy Chief Executive

BR AM 26 : **Rs 138000**
 Chief Executive

FINANCE DEPARTMENT
SALARY SCHEDULE

BR FI 1 : **Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615**
 Stores Attendant

BR FI 2 : **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**
 Cashier

BR FI 3 : **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**
 Assistant Financial Operations Officer
 Assistant Procurement and Supply Officer

BR FI 4 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
 Financial Operations Officer/Senior Financial Operations Officer
 Procurement and Supply Officer/Senior Procurement and Supply Officer

BR FI 5 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
 Principal Financial Operations Officer
 Principal Procurement and Supply Officer

FINANCE DEPARTMENT (Contd.)

BR FI 6	:	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Accountant/Senior Accountant
BR FI 7	:	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 Principal Accountant
BR FI 8	:	Rs 89250 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Financial Controller

**PUBLIC INFRASTRUCTURE DEPARTMENT
SALARY SCHEDULE**

BR PI 1	:	Rs 24845 x 300 - 25445 Trainee Inspector of Works (New Grade)
BR PI 2	:	Rs 17975 x 175 - 18500 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30615 General Worker
BR PI 3	:	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365 Lorry Attendant <i>formerly Lorry Loader (Personal)</i>
BR PI 4	:	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 Handy Worker
BR PI 5	:	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Roadmender/Tarman (Personal) Tradesman's Assistant (Carpenter) Tradesman's Assistant (Electrician) Tradesman's Assistant (Mason) Tradesman's Assistant (Painter) Tradesman's Assistant (Plumber and Pipe Fitter) Tradesman's Assistant (Welder)
BR PI 6	:	Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Handy Worker (Special Class)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

BR PI 7 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**
Gardener

BR PI 8 : **Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720**
Plant and Equipment Operator
Senior Gardener

BR PI 9 : **Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290**
Barbender
Driver (Personal)

BR PI 10 : **Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290**
Field Supervisor

BR PI 11 : **Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215**
Carpenter
Electrician
Mason
Mechanic
Painter
Panel Beater
Plumber and Pipe Fitter
Welder

BR PI 12 : **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**
Driver (Roster)

BR PI 13 : **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 - 42050**
Driver, Heavy Mechanical Unit (Roster)

BR PI 14 : **Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930**
Chief Tradesman
Foreman

BR PI 15 : **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**
Assistant Inspector of Works (Personal)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

BR PI 16 : **Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400**
Inspector of Works

BR PI 17 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
Senior Inspector of Works

BR PI 18 : **Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
Chief Inspector of Works

BR PI 19 : **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**
Land Surveyor

BR PI 20 : **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 - 77750**
Civil Engineer

BR PI 21 : **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 - 102500**
Head, Public Infrastructure Department

LAND USE AND PLANNING DEPARTMENT
SALARY SCHEDULE

BR LP 1 : **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**
Assistant Building Inspector
Planning and Development Assistant

BR LP 2 : **Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400**
Building Inspector

BR LP 3 : **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**
Planning and Development Inspector

LAND USE AND PLANNING DEPARTMENT (Contd.)

BR LP 4 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
Senior Building Inspector

BR LP 5 : **Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
Chief Building Inspector

BR LP 6 : **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 - 77750**
Town Planner
formerly Planning and Development Officer

BR LP 7 : **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 - 99750**
Head, Land Use and Planning Department

WELFARE DEPARTMENT
SALARY SCHEDULE

BR WL 1 : **Rs 25145 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**
Supervisor, Sewing Classes (Full Time) (Personal to officer in post as at 31.12.25)

BR WL 2 : **Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 QB 55950 x 1450 - 57400**
Welfare Officer

BR WL 3 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400 QB 58850 x 1750 - 60600**
Senior Welfare Officer

BR WL 4 : **Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
Principal Welfare Officer

PART-TIME WORKERS

BR WL 5 : **Rs 690 per session of 3 hours**
Supervisor, Sewing Classes (Part Time) (Future Holder)

WELFARE DEPARTMENT (Contd.)**PART-TIME WORKERS**

BR WL 6 : **Rs 16740**
 Sewing Teacher (Part-time)

BR WL 7 : **Rs 24440 (monthly)**
 Gymnasium Instructor (Part-time)

VILLAGE COUNCILS**PART-TIME WORKERS**

BR VC 1 : **Rs 12830**
 Village Hall Attendant

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

BR PH 1 : **Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365**
 Sanitary Attendant

BR PH 2 : **Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040**
 Surveillant

BR PH 3 : **Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**
 Burial Ground Attendant (Roster)

BR PH 4 : **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**
 Incinerator Operator

BR PH 5 : **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 - 54500 x 1450 - 55950 QB 57400**
 Health Inspector

BR PH 6 : **Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350**
 Senior Health Inspector

PUBLIC HEALTH DEPARTMENT (Contd.)

BR PH 7 : Rs 45930 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900

Principal Health Inspector

BR PH 8 : Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750

Chief Health Inspector



1.7 THE DISTRICT COUNCIL OF FLACQ

- 1.7.1 The District Council of Flacq administers around 23 Village Council Areas falling under its jurisdiction. With the vision to providing world class services to its inhabitants, the Council offers adequate and efficient level of services in an equitable and transparent manner in accordance with the expectations of the Local Community.
- 1.7.2 The main submissions of both Management and staff side were to reinforce the existing structure through the creation of a few levels, review salary and job appellations, amend schemes of service, grant duty-free facilities and provide training/allowance as well as protective equipment, among others.
- 1.7.3 During consultations, both parties were apprised of the appropriate philosophy underlying their requests. They were equally informed of proposals which do not fall under the ambit of the Bureau. After examining the proposals, the Bureau considers that the present structure is appropriate and should continue to prevail. A specific recommendation on the remuneration of the grade of Sewing Teacher (Part-time) has been made in the Chapter on Observations and General Provisions of this Volume.

Abolition of Grades

- 1.7.4 Management has submitted that the grades of Driver, Heavy Mechanical Unit (Personal), Market Watchman and TV Operator would no longer be required.

Recommendation 1

- 1.7.5 We recommend that the above mentioned grades as well as the grade of Supervisor, Sewing Classes be abolished.

ADMINISTRATION DEPARTMENT SALARY SCHEDULE

FQ AM 1	:	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040
Surveillant		
FQ AM 2	:	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 Attendant/Senior Attendant</i>		
FQ AM 3	:	Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290
Field Supervisor		

ADMINISTRATION DEPARTMENT (Contd.)

FQ AM 4 : **Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215**
 Head Office Auxiliary
formerly Head Attendant

FQ AM 5 : **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**
 Binder

FQ AM 6 : **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

FQ AM 7 : **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**
 Word Processing Operator

FQ AM 8 : **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**
 Clerical Officer
 Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)

FQ AM 9 : **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**
 Senior Word Processing Operator

FQ AM 10 : **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 QB 47950 x 1050 - 49000**
 Library Clerk/Senior Library Clerk

FQ AM 11 : **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

FQ AM 12 : **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 - 50100**
 Committee Clerk

ADMINISTRATION DEPARTMENT (Contd.)

FQ AM 13 : **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 - 49000 x 1100 - 54500 x 1450 - 55950**
Usher/Prosecutor/Senior Usher/Prosecutor

FQ AM 14 : **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

FQ AM 15 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Senior Committee Clerk

FQ AM 16 : **Rs 32615 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400**
Office Management Assistant

FQ AM 17 : **Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
Internal Audit Officer/Senior Internal Audit Officer
formerly Internal Control Officer/Senior Internal Control Officer

FQ AM 18 : **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**
Human Resource Officer/Senior Human Resource Officer

FQ AM 19 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
ICT Technician
formerly Assistant IT Officer

FQ AM 20 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
Safety and Health Officer/Senior Safety and Health Officer

FQ AM 21 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
Principal Internal Audit Officer
formerly Principal Internal Control Officer

ADMINISTRATION DEPARTMENT (Contd.)

FQ AM 22 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 69800**
Senior Human Resource Officer (Personal)

FQ AM 23 : **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**
Local Disaster Management Coordinator

FQ AM 24 : **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**
Assistant Chief Executive

FQ AM 25 : **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**
Human Resource Management Officer

FQ AM 26 : **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**
IT Analyst/Senior IT Analyst
formerly IT Officer/Systems Administrator

FQ AM 27 : **Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
Attorney

FQ AM 28 : **Rs 77750 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**
Deputy Chief Executive

FQ AM 29 : **Rs 138000**
Chief Executive

FINANCE DEPARTMENT**SALARY SCHEDULE**

FQ FI 1 : **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**
Cashier

FINANCE DEPARTMENT (Contd.)

FQ FI 2 : **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**
 Assistant Financial Operations Officer
 Assistant Procurement and Supply Officer

FQ FI 3 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
 Financial Operations Officer/Senior Financial Operations Officer
 Procurement and Supply Officer/Senior Procurement and Supply Officer

FQ FI 4 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
 Principal Financial Operations Officer
 Principal Procurement and Supply Officer

FQ FI 5 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
 Accountant/Senior Accountant

FQ FI 6 : **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**
 Principal Accountant

FQ FI 7 : **Rs 89250 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**
 Financial Controller

**PUBLIC INFRASTRUCTURE DEPARTMENT
SALARY SCHEDULE**

FQ PI 1 : **Rs 24845 x 300 - 25445**
 Trainee Inspector of Works (New Grade)

FQ PI 2 : **Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365**
 Lorry Attendant
formerly Lorry Loader (Personal)

FQ PI 3 : **Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765**
 Handy Worker

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

FQ PI 4 : **Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190**
 Tradesman's Assistant (Electrician)
 Tradesman's Assistant (Mason)
 Tradesman's Assistant (Welder)

FQ PI 5 : **Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615**
 Handy Worker (Special Class)

FQ PI 6 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**
 Chemical Sprayer Operator
 Gardener

FQ PI 7 : **Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720**
 Plant and Equipment Operator
 Senior Gardener

FQ PI 8 : **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**
 Cabinet Maker
 Electrician
 Mason
 Mechanic
 Painter
 Panel Beater
 Plumber and Pipe Fitter
 Welder

FQ PI 9 : **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**
 Driver (Roster)

FQ PI 10 : **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 - 42050**
 Driver, Heavy Mechanical Unit (Roster)

FQ PI 11 : **Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930**
 Chief Electrician
 Foreman

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

FQ PI 12	:	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
		Assistant Inspector of Works (Personal)
FQ PI 13	:	Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000
		Supervisor (Lighting Section) Workshop Supervisor
FQ PI 14	:	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
FQ PI 15	:	Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400
		Inspector of Works
FQ PI 16	:	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600
		Senior Inspector of Works
FQ PI 17	:	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900
		Chief Inspector of Works
FQ PI 18	:	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
		Land Surveyor
FQ PI 19	:	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 - 77750
		Civil Engineer
FQ PI 20	:	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 - 102500
		Head, Public Infrastructure Department

LAND USE AND PLANNING DEPARTMENT
SALARY SCHEDULE

FQ LP 1	:	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
		Assistant Building Inspector Planning and Development Assistant
FQ LP 2	:	Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400
		Building Inspector
FQ LP 3	:	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
		Planning and Development Inspector
FQ LP 4	:	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 - 77750
		Town Planner <i>formerly Planning and Development Officer</i>
FQ LP 5	:	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 - 99750
		Head, Land Use and Planning Department

WELFARE DEPARTMENT
SALARY SCHEDULE

FQ WL 1	:	Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 QB 55950 x 1450 - 57400
		Welfare Officer
FQ WL 2	:	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400 QB 58850 x 1750 - 60600
		Senior Welfare Officer
FQ WL 3	:	Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900
		Principal Welfare Officer

WELFARE DEPARTMENT (Contd.)

FQ WL 4 : **Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750**
 Chief Welfare Officer

PART-TIME WORKERS

FQ WL 5 : **Rs 16740**
 Sewing Teacher (Part-time) (Personal)

FQ WL 6 : **Rs 24440 (monthly)**
 Gymnasium Instructor (Part-time)

VILLAGE COUNCILS**PART-TIME WORKERS**

FQ VC 1 : **Rs 115 per hour**
 Library Auxiliary
formerly Library Attendant

FQ VC 2 : **Rs 8830**
 Sanitary Attendant

FQ VC 3 : **Rs 12830**
 Sub-Hall Attendant
 Village Hall Attendant

FQ VC 4 : **Rs 17625**
 Village Hall Attendant and TV Operator

FQ VC 5 : **Rs 20560**
 Village Hall Attendant/TV Operator and Library Attendant

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

FQ PH 1 : **Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765**
 Handy Worker

FQ PH 2 : **Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040**
 Refuse Collector (Roster)

PUBLIC HEALTH DEPARTMENT (Contd.)

FQ PH 3 : **Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**
Burial Ground Attendant (Roster)

FQ PH 4 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**
Chemical Sprayer Operator

FQ PH 5 : **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**
Incinerator Operator

FQ PH 6 : **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 - 41080**
Field Supervisor (Scavenging) (Roster)

FQ PH 7 : **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 - 54500 x 1450 - 55950 QB 57400**
Health Inspector

FQ PH 8 : **Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350**
Senior Health Inspector

FQ PH 9 : **Rs 45930 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
Principal Health Inspector

FQ PH 10 : **Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750**
Chief Health Inspector



1.8 THE DISTRICT COUNCIL OF GRAND PORT

- 1.8.1 The District Council of Grand Port operates under the portfolio of the MoLG and is responsible for overviewing the administration of villages within its boundaries and delivering services for the benefit of the local community.
- 1.8.2 The representations from the staff side pertain mainly to: reviewing the mode of employment of Sewing Teachers from a part-time basis to a full-time one, with an adjustment in their salary; enhancing their Conditions of Service through the grant of new allowances; increasing the establishment size and filling of vacant posts to cope with the increasing workload; reinforcing certain cadres with the creation of levels; granting transport facilities to Burial Ground Attendants whenever they are called upon to work at night; and make arrangements for employees involved in spraying of pesticides/herbicides to undergo a medical examination on a periodic basis.
- 1.8.3 Management's submissions comprise mainly: the creation of a few grades to align with what obtains in Municipal Councils with a view to coping with the increasing workload; abolition of the grade of Handy Worker or restyling to Handy Worker (Special Class); and implementation of 'Work from Home' at the Council.
- 1.8.4 The proposals of Management and the staff side were discussed during the consultative meetings. In a few instances, additional information was sought from the parties for further examination. Requests for creation of grades or strengthening of the structure were studied after obtention of views of the MoLG. Certain issues which cut across the Local Authorities have been addressed in the Chapter on Observations and General Provisions of this Volume.
- 1.8.5 The present structure of the Council is adequate to enable it to deliver effectively and efficiently on its mandate. However, we are abolishing the grade of Supervisor, Sewing Classes which is no longer required at the Council on a full-time basis and providing one on a part-time basis. We are also making a specific recommendation regarding the remuneration of the grade of Sewing Teacher (Part-time) in the Chapter on Observations and General Provisions of this Volume.

Abolition of Grade

Recommendation 1

- 1.8.6 We recommend that the grade of Supervisor, Sewing Classes on a full-time basis be abolished.

ADMINISTRATION DEPARTMENT SALARY SCHEDULE

GP AM 1 : Rs 17975 x 175 - 18500 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30615
General Worker

ADMINISTRATION DEPARTMENT (Contd.)

GP AM 2 : **Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040**
Surveillant

GP AM 3 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280**
Office Auxiliary/Senior Office Auxiliary
formerly Attendant/Senior Attendant

GP AM 4 : **Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215**
Head Office Auxiliary
formerly Head Attendant

GP AM 5 : **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

GP AM 6 : **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**
Word Processing Operator (Personal to officers in post as at 31.12.12)

GP AM 7 : **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**
Clerical Officer

GP AM 8 : **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**
Senior Word Processing Operator

GP AM 9 : **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 QB 47950 x 1050 - 49000**
Library Clerk/Senior Library Clerk

GP AM 10 : **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

ADMINISTRATION DEPARTMENT (Contd.)

GP AM 11 : **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 - 50100**
Committee Clerk

GP AM 12 : **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 - 49000 x 1100 - 54500 x 1450 - 55950**
Usher/Prosecutor/Senior Usher/Prosecutor

GP AM 13 : **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

GP AM 14 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Senior Committee Clerk

GP AM 15 : **Rs 32615 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400**
Office Management Assistant

GP AM 16 : **Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
Internal Audit Officer/Senior Internal Audit Officer
formerly Internal Control Officer/Senior Internal Control Officer

GP AM 17 : **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**
Human Resource Officer/Senior Human Resource Officer

GP AM 18 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
ICT Technician
formerly Assistant IT Officer
Library Officer

GP AM 19 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
Safety and Health Officer/Senior Safety and Health Officer

ADMINISTRATION DEPARTMENT (Contd.)

GP AM 20 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
 Principal Internal Audit Officer
formerly Principal Internal Control Officer

GP AM 21 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050**
 Office Superintendent

GP AM 22 : **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**
 Local Disaster Management Coordinator

GP AM 23 : **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**
 Assistant Chief Executive

GP AM 24 : **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**
 Human Resource Management Officer

GP AM 25 : **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**
 IT Analyst/Senior IT Analyst
formerly IT Officer/Systems Administrator

GP AM 26 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
 Internal Auditor/Senior Internal Auditor (Possessing the ACCA Final or equivalent) (Personal to officer in post as at 30.06.08)

GP AM 27 : **Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
 Attorney
 Barrister

GP AM 28 : **Rs 77750 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**
 Deputy Chief Executive

GP AM 29 : **Rs 138000**
 Chief Executive

FINANCE DEPARTMENT**SALARY SCHEDULE**

GP FI 1 : **Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615**
Stores Attendant

GP FI 2 : **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**
Cashier

GP FI 3 : **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**
Assistant Financial Operations Officer
Assistant Procurement and Supply Officer

GP FI 4 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
Financial Operations Officer/Senior Financial Operations Officer
Procurement and Supply Officer/Senior Procurement and Supply Officer

GP FI 5 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
Principal Financial Operations Officer
Principal Procurement and Supply Officer

GP FI 6 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
Accountant/Senior Accountant

GP FI 7 : **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**
Principal Accountant

GP FI 8 : **Rs 89250 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**
Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT**SALARY SCHEDULE**

GP PI 1 : **Rs 24845 x 300 - 25445**
Trainee Inspector of Works (New Grade)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

GP PI 2 : **Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365**
 Lorry Attendant
formerly Lorry Loader (Personal)

GP PI 3 : **Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765**
 Handy Worker

GP PI 4 : **Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190**
 Assistant Mechanic
 Assistant Plumber and Pipe Fitter
 Tradesman's Assistant (Carpenter)
 Tradesman's Assistant (Electrician)
 Tradesman's Assistant (Mason)
 Tradesman's Assistant (Mechanic)
 Tradesman's Assistant (Painter)
 Tradesman's Assistant (Plumber and Pipe Fitter)
 Tradesman's Assistant (Welder)

GP PI 5 : **Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615**
 Handy Worker (Special Class)

GP PI 6 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**
 Gardener

GP PI 7 : **Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720**
 Plant and Equipment Operator

GP PI 8 : **Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290**
 Driver (Personal)

GP PI 9 : **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**
 Automobile Electrician
 Carpenter
 Electrician
 Mason
 Mechanic
 Painter
 Plumber and Pipe Fitter
 Welder

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

GP PI 10 : **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**
Driver (Roster)

GP PI 11 : **Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 41080**
Driver, Heavy Mechanical Unit (Personal)

GP PI 12 : **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 - 42050**
Driver, Heavy Mechanical Unit (Roster)

GP PI 13 : **Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930**
Chief Tradesman (Electrician)
Chief Tradesman (Mason)
Foreman

GP PI 14 : **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**
Assistant Inspector of Works (Personal)

GP PI 15 : **Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000**
Supervisor (Lighting Section)
Workshop Supervisor

GP PI 16 : **Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400**
Inspector of Works

GP PI 17 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
Senior Inspector of Works

GP PI 18 : **Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
Chief Inspector of Works

GP PI 19 : **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**
Land Surveyor

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

GP PI 20 : **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 - 77750**
 Civil Engineer

GP PI 21 : **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 - 102500**
 Head, Public Infrastructure Department

LAND USE AND PLANNING DEPARTMENT**SALARY SCHEDULE**

GP LP 1 : **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**
 Assistant Building Inspector
 Planning and Development Assistant

GP LP 2 : **Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400**
 Building Inspector

GP LP 3 : **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**
 Planning and Development Inspector

GP LP 4 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
 Senior Building Inspector

GP LP 5 : **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 - 77750**
 Town Planner
formerly Planning and Development Officer

GP LP 6 : **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 - 99750**
 Head, Land Use and Planning Department

WELFARE DEPARTMENT**SALARY SCHEDULE**

GP WL 1	: Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Field Supervisor
GP WL 2	: 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 - 42050 QB 43020 x 970 - 45930 Infant School Teacher
GP WL 3	: Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 QB 55950 x 1450 - 57400 Welfare Officer
GP WL 4	: Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400 QB 58850 x 1750 - 60600 Senior Welfare Officer
GP WL 5	: Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Principal Welfare Officer
GP WL 6	: Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Chief Welfare Officer

**VILLAGE COUNCILS
PART-TIME WORKERS**

GP VC 1	: Rs 115 per hour Library Auxiliary <i>formerly Library Attendant</i>
GP VC 2	: Rs 690 per session of 3 hours Supervisor, Sewing Classes
GP VC 3	: Rs 12550 Village Hall Attendant
GP VC 4	: Rs 13600 Village Hall Attendant (Personal to post holder as at 01.07.93)

VILLAGE COUNCILS (Contd.)**PART-TIME WORKERS**

GP VC 5 : **Rs 15945**
 Hindi Teacher (ii)

GP VC 6 : **Rs 16740**
 Sewing Teacher

GP VC 7 : **Rs 19400**
 Village Hall and TV Attendant

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

GP PH 1 : **Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040**

Refuse Collector (Roster)

GP PH 2 : **Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**

Burial Ground Attendant (Roster)

GP PH 3 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**

Chemical Sprayer Operator

GP PH 4 : **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**

Incinerator Operator

GP PH 5 : **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 - 41080**

Field Supervisor (Scavenging) (Roster)

GP PH 6 : **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 - 54500 x 1450 - 55950 QB 57400**

Health Inspector

GP PH 7 : **Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350**

Senior Health Inspector

PUBLIC HEALTH DEPARTMENT (Contd.)

GP PH 8 : Rs 45930 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900

Principal Health Inspector

GP PH 9 : Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750

Chief Health Inspector



1. 9 THE DISTRICT COUNCIL OF MOKA

1.9.1 Set up under the Local Government Act, the District Council of Moka is responsible for administering its services to the inhabitants of the Village Council Areas falling under its jurisdiction. The Council aims to achieve excellence by offering services in accordance with the ever changing expectations of the Local Community.

1.9.2 In this review exercise, the main submissions from staff side relate to, among others, an upward review in salaries, amendment of schemes of service, provision of protective items, reinstating a few grades and reviewing the pattern of work of part-timers. Management, on its side, focused on reinforcing the existing structure through the creation of additional levels.

1.9.3 All the representations have been thoroughly examined and the views of Management were sought where deemed necessary. During consultations, appropriate justifications were provided to both parties regarding requests which could not be taken on board. As regards representations which do not fall under the ambit of the Bureau such as amendment of schemes of service and the provision of protective items, advice on the proper course of action were provided. A specific recommendation on the remuneration of the grade of Sewing Teacher (Part-time) has been made in the Chapter on Observations and General Provisions of this Volume.

Abolition of Grade

Recommendation 1

1.9.4 We recommend that the grade of Supervisor, Sewing Classes be abolished.

ADMINISTRATION DEPARTMENT SALARY SCHEDULE

MA AM 1 : **Rs 17975 x 175 - 18500 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30615**
General Worker

MA AM 2 : **Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040**
Surveillant

MA AM 3 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280**
Office Auxiliary/Senior Office Auxiliary
formerly Attendant/Senior Attendant

ADMINISTRATION DEPARTMENT (Contd.)

MA AM 4 : **Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215**
 Head Office Auxiliary
formerly Head Attendant

MA AM 5 : **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

MA AM 6 : **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**
 Word Processing Operator

MA AM 7 : **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**
 Clerical Officer

MA AM 8 : **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 QB 47950 x 1050 - 49000**
 Library Clerk/Senior Library Clerk

MA AM 9 : **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

MA AM 10 : **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 - 50100**
 Committee Clerk

MA AM 11 : **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

MA AM 12 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
 Senior Committee Clerk

ADMINISTRATION DEPARTMENT (Contd.)

MA AM 13 : **Rs 32615 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400**
Office Management Assistant

MA AM 14 : **Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
Internal Audit Officer/Senior Internal Audit Officer
formerly Internal Control Officer/Senior Internal Control Officer

MA AM 15 : **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**
Human Resource Officer/Senior Human Resource Officer

MA AM 16 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
ICT Technician
formerly Assistant IT Officer

MA AM 17 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
Safety and Health Officer/Senior Safety and Health Officer

MA AM 18 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
Principal Internal Audit Officer
formerly Principal Internal Control Officer

MA AM 19 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050**
Office Superintendent

MA AM 20 : **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**
Local Disaster Management Coordinator

MA AM 21 : **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**
Assistant Chief Executive

ADMINISTRATION DEPARTMENT (Contd.)

MA AM 22 : **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**
 Human Resource Management Officer

MA AM 23 : **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**
 IT Analyst/Senior IT Analyst
formerly IT Officer/Systems Administrator

MA AM 24 : **Rs 77750 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**
 Deputy Chief Executive

MA AM 25 : **Rs 138000**
 Chief Executive

FINANCE DEPARTMENT SALARY SCHEDULE

MA FI 1 : **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**
 Cashier

MA FI 2 : **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**
 Assistant Financial Operations Officer
 Assistant Procurement and Supply Officer

MA FI 3 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
 Financial Operations Officer/Senior Financial Operations Officer
 Procurement and Supply Officer/Senior Procurement and Supply Officer

MA FI 4 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
 Principal Financial Operations Officer
 Principal Procurement and Supply Officer

MA FI 5 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
 Accountant/Senior Accountant

FINANCE DEPARTMENT (Contd.)

MA FI 6	:	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 Principal Accountant
MA FI 7	:	Rs 89250 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Financial Controller

**PUBLIC INFRASTRUCTURE DEPARTMENT
SALARY SCHEDULE**

MA PI 1	:	Rs 24845 x 300 - 25445 Trainee Inspector of Works (New Grade)
MA PI 2	:	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365 Lorry Attendant <i>formerly Lorry Loader (Personal)</i>
MA PI 3	:	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 Handy Worker
MA PI 4	:	Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Tradesman's Assistant (Electrician) Tradesman's Assistant (Mason) Tradesman's Assistant (Mechanic) Tradesman's Assistant (Painter) Tradesman's Assistant (Welder)
MA PI 5	:	Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Handy Worker (Special Class)
MA PI 6	:	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Gardener
MA PI 7	:	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720 Plant and Equipment Operator

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

MA PI 8 : **Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290**
Driver (Personal)

MA PI 9 : **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**
Cabinet Maker
Electrician
Mason
Mechanic
Painter
Plumber and Pipe Fitter
Welder

MA PI 10 : **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**
Driver (Roster)

MA PI 11 : **Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 41080**
Driver, Heavy Mechanical Unit (Personal)

MA PI 12 : **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 - 42050**
Driver, Heavy Mechanical Unit (Roster)

MA PI 13 : **Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930**
Foreman

MA PI 14 : **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**
Assistant Inspector of Works (Personal)

MA PI 15 : **Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000**
Supervisor (Lighting Section)

MA PI 16 : **Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400**
Inspector of Works

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

MA PI 17 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
Senior Inspector of Works

MA PI 18 : **Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
Chief Inspector of Works

MA PI 19 : **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**
Land Surveyor

MA PI 20 : **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 - 77750**
Civil Engineer

MA PI 21 : **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 - 102500**
Head, Public Infrastructure Department

LAND USE AND PLANNING DEPARTMENT
SALARY SCHEDULE

MA LP 1 : **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**
Assistant Building Inspector
Planning and Development Assistant

MA LP 2 : **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**
Planning and Development Inspector

MA LP 3 : **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 - 77750**
Town Planner
formerly Planning and Development Officer

MA LP 4 : **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 - 99750**
Head, Land Use and Planning Department

WELFARE DEPARTMENT
SALARY SCHEDULE

MA WL 1	: Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 QB 55950 x 1450 - 57400
	Welfare Officer
MA WL 2	: Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400 QB 58850 x 1750 - 60600
	Senior Welfare Officer
MA WL 3	: Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900
	Principal Welfare Officer

VILLAGE COUNCILS
PART-TIME WORKERS

MA VC 1	: Rs 115 per hour
	Library Auxiliary <i>formerly Library Attendant</i>
MA VC 2	: Rs 11070
	TV Operator
MA VC 3	: Rs 12830
	Sub-Hall Attendant Village Hall Attendant
MA VC 4	: Rs 16740
	Sewing Teacher
MA VC 5	: Rs 17625
	Sub-Hall Attendant and TV Operator Village Hall Attendant and TV Operator
MA VC 6	: Rs 19400
	Village Hall Attendant/TV Operator and Newspaper Collector

PUBLIC HEALTH DEPARTMENT SALARY SCHEDULE

MA PH 1	:	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Refuse Collector (Roster)
MA PH 2	:	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Burial Ground Attendant (Roster)
MA PH 3	:	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 Incinerator Operator
MA PH 4	:	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 - 41080 Field Supervisor (Scavenging) (Roster)
MA PH 5	:	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 - 54500 x 1450 - 55950 QB 57400 Health Inspector
MA PH 6	:	Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 Senior Health Inspector
MA PH 7	:	Rs 45930 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Principal Health Inspector
MA PH 8	:	Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750 Chief Health Inspector



1 10 THE DISTRICT COUNCIL OF PAMPLEMOUSSES

1.10.1 Section 7 (2) of the Local Government Act 2011 provides, *inter alia*, for the establishment of the District Council of Pamplemousses to overview the administration of villages under its purview. The Council is committed mainly to providing top-quality service as well as preserving and enhancing the lifestyle of its inhabitants.

1.10.2 Its core objectives are focused towards meeting its people's needs and growing demands by providing a wide range of services namely scavenging services, road works, burials, street lighting, maintenance of public gardens, welfare services, organisation of sports and cultural activities, and by executing the work required by the villagers.

1.10.3 For this review exercise, both Management and staff side have requested for alignment/review of salary, amendment of scheme of service, restyling of grade, grant of specific allowances and enhancement of existing Conditions of Service. During consultations, ample justifications were provided to both parties on requests which cannot be acceded to.

1.10.4 The present structure of the Council is adequate to enable it to deliver effectively and efficiently on its mandate. We are, in this Report, abolishing the grade of Sewing Teacher (Part-time) (Personal) which is currently vacant.

Abolition of Grade

Recommendation 1

1.10.5 We recommend that the grade of Sewing Teacher (Part-time) (Personal) be abolished.

ADMINISTRATION DEPARTMENT SALARY SCHEDULE

PS AM 1 : Rs 17975 x 175 - 18500 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30615
General Worker

PS AM 2 : Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600
Library Auxiliary
formerly Library Attendant

PS AM 3 : Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280
Office Auxiliary/Senior Office Auxiliary
formerly Attendant/Senior Attendant

ADMINISTRATION DEPARTMENT (Contd.)

PS AM 4 : **Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290**
Field Supervisor

PS AM 5 : **Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215**
Head Office Auxiliary
formerly Head Attendant

PS AM 6 : **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

PS AM 7 : **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**
Pre-Primary School Teacher

PS AM 8 : **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**
Word Processing Operator

PS AM 9 : **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**
Clerical Officer
Clerical Officer/Higher Clerical Officer (Personal to officers in post as at 31.12.12)

PS AM 10 : **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**
Senior Word Processing Operator

PS AM 11 : **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 QB 47950 x 1050 - 49000**
Library Clerk/Senior Library Clerk

PS AM 12 : **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

ADMINISTRATION DEPARTMENT (Contd.)

PS AM 13 : **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 - 50100**
Committee Clerk

PS AM 14 : **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 - 49000 x 1100 - 54500 x 1450 - 55950**
Usher/Prosecutor/Senior Usher/Prosecutor

PS AM 15 : **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

PS AM 16 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Senior Committee Clerk

PS AM 17 : **Rs 32615 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400**
Office Management Assistant

PS AM 18 : **Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
Internal Audit Officer/Senior Internal Audit Officer
formerly Internal Control Officer/Senior Internal Control Officer

PS AM 19 : **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**
Human Resource Officer/Senior Human Resource Officer

PS AM 20 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
ICT Technician
formerly Assistant IT Officer
Library Officer

PS AM 21 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
Safety and Health Officer/Senior Safety and Health Officer

ADMINISTRATION DEPARTMENT (Contd.)

PS AM 22 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
 Principal Internal Audit Officer
formerly Principal Internal Control Officer

PS AM 23 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050**
 Office Superintendent

PS AM 24 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 69800**
 Senior Human Resource Officer (Personal)

PS AM 25 : **Rs 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 73600**
 Chief Internal Audit Officer
formerly Chief Internal Control Officer

PS AM 26 : **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**
 Local Disaster Management Coordinator

PS AM 27 : **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**
 Assistant Chief Executive

PS AM 28 : **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**
 Human Resource Management Officer

PS AM 29 : **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**
 IT Analyst/Senior IT Analyst
formerly IT Officer/Systems Administrator

PS AM 30 : **Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
 Attorney

PS AM 31 : **Rs 77750 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**
 Deputy Chief Executive

ADMINISTRATION DEPARTMENT (Contd.)

PS AM 32 : **Rs 138000**
Chief Executive

FINANCE DEPARTMENT
SALARY SCHEDULE

PS FI 1 : **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**
Cashier

PS FI 2 : **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**
Assistant Financial Operations Officer
Assistant Procurement and Supply Officer

PS FI 3 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
Financial Operations Officer/Senior Financial Operations Officer
Procurement and Supply Officer/Senior Procurement and Supply Officer

PS FI 4 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
Principal Financial Operations Officer
Principal Procurement and Supply Officer

PS FI 5 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
Accountant/Senior Accountant

PS FI 6 : **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**
Principal Accountant

PS FI 7 : **Rs 89250 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**
Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT
SALARY SCHEDULE

PS PI 1	: Rs 24845 x 300 - 25445 Trainee Inspector of Works (New Grade)
PS PI 2	: Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365 Lorry Attendant <i>formerly Lorry Loader (Personal)</i>
PS PI 3	: Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 Handy Worker
PS PI 4	: Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32190 Assistant Mechanic Tradesman's Assistant Tradesman's Assistant (Carpenter) Roadmender/Tarman (Personal)
PS PI 5	: Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615 Handy Worker (Special Class)
PS PI 6	: Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Chemical Sprayer Operator Gardener Groundsman (Personal to officers in post as at 30.06.08)
PS PI 7	: Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 34720 Plant and Equipment Operator
PS PI 8	: 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 Carpenter <i>formerly Tradesman (Carpenter)</i> Electrician Mason Mechanic Painter Panel Beater Plumber & Pipe Fitter Welder

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

PS PI 9	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
	Driver (Roster)
PS PI 10	Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 41080
	Driver, Heavy Mechanical Unit (Personal)
PS PI 11	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 - 42050
	Driver, Heavy Mechanical Unit (Roster)
PS PI 12	Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930
	Chief Tradesman Foreman
PS PI 13	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
	Assistant Inspector of Works (Personal) Surveying Assistant
PS PI 14	Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000
	Supervisor (Lighting Section) Workshop Supervisor
PS PI 15	Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400
	Inspector of Works
PS PI 16	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600
	Senior Inspector of Works
PS PI 17	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900
	Engineering Assistant
PS PI 18	Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900
	Chief Inspector of Works

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

PS PI 19 : **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**
 Land Surveyor

PS PI 20 : **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 - 77750**
 Civil Engineer

PS PI 21 : **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 - 102500**
 Head, Public Infrastructure Department

LAND USE AND PLANNING DEPARTMENT
SALARY SCHEDULE

PS LP 1 : **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**
 Assistant Building Inspector
 Planning and Development Assistant

PS LP 2 : **Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400**
 Building Inspector

PS LP 3 : **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**
 Planning and Development Inspector

PS LP 4 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
 Senior Building Inspector

PS LP 5 : **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 - 77750**
 Town Planner
formerly Planning and Development Officer

PS LP 6 : **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 - 99750**
 Head, Land Use and Planning Department

WELFARE DEPARTMENT**SALARY SCHEDULE**

PS WL 1	:	Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 QB 55950 x 1450 - 57400 Welfare Officer
PS WL 2	:	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400 QB 58850 x 1750 - 60600 Senior Welfare Officer
PS WL 3	:	Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 Principal Welfare Officer
PS WL 4	:	Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Chief Welfare Officer

PART-TIME WORKERS

PS WL 5	:	Rs 24440 (monthly) Gymnasium Instructor (Part-time)
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VILLAGE COUNCILS
PART-TIME WORKERS

PS VC 1	:	Rs 115 per hour Library Auxiliary <i>formerly Library Attendant</i>
PS VC 2	:	Rs 10890 Radio and TV Attendant (Personal) Sanitary Attendant III (drawing Salary Rs 3175 as at 01.07.03) Teacher, Oriental Language
PS VC 3	:	Rs 12830 Village Hall/Sub-Hall Attendant

PUBLIC HEALTH DEPARTMENT
SALARY SCHEDULE

PS PH 1	: Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365 Sanitary Attendant
PS PH 2	: Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Cremation Ground Attendant (Roster) Refuse Collector (Roster)
PS PH 3	: Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Burial Ground Attendant (Roster)
PS PH 4	: 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 Incinerator Operator
PS PH 5	: Rs 25145 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 41080 Driver/Scavenging Supervisor (Roster) Driver/Supervisor (Roster)
PS PH 6	: 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 - 41080 Field Supervisor (Scavenging) (Roster)
PS PH 7	: 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 Supervisor, Refuse Collection (Roster)
PS PH 8	: 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 - 54500 x 1450 - 55950 QB 57400 Health Inspector
PS PH 9	: Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 Senior Health Inspector

PUBLIC HEALTH DEPARTMENT (Contd.)

PS PH 10 : Rs 45930 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900

Principal Health Inspector

PS PH 11 : Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750

Chief Health Inspector

PART-TIME WORKERS

PS PH 12 : Rs 15140

Sanitary Attendant II (Part-time)

formerly drawing Salary Rs 4500 as at 01.07.03



1.11 THE DISTRICT COUNCIL OF RIVIERE DU REMPART

1.11.1 The District Council of Rivière du Rempart (DCRR) is a body corporate established under the laws of Mauritius. It is responsible for the administration of 19 villages falling under its jurisdiction. Its main purpose is to provide an efficient and effective service delivery and devise schemes/projects to meet customer expectation for continuous development in the region under its purview and for improvement of the quality of life of its inhabitants.

1.11.2 The Council aims at: identifying ways and means to increase its resources to achieve sustainable development goals; improving the work environment for attaining high standards in the delivery of services; exploring partnership avenues with various sectors for a common goal, that is, a prosperous future for the region; and developing the district as a region where there is a harmonious blend of ancestral heritage and modernity, among others.

1.11.3 The main services provided by the DCRR include scavenging, construction and maintenance services as well as improvement of public infrastructures. The Council is also actively involved in matters relating to licensing, regulation and control of the conduct of business activities encompassing control of bare lands to ensure that they are properly kept and maintained. In parallel, it also caters for the management and maintenance of assets handed over by any Ministry/Department and the organisation of leisure, welfare and cultural activities for the inhabitants.

1.11.4 Representations from Union and Management were mainly for the creation of grades or reintroduction of evanescent ones; restructuring of the IT Department; reviewing schemes of service; upgrading of salaries; and Conditions of Service. During consultations, they were informed that it was not appropriate to open some positions to officers of another cadre as it may cause prejudice to certain officers by lowering their promotional prospect in their respective field.

1.11.5 Union members were also advised to raise a few issues with their Management such as provision of an insurance policy and grant of proper protective equipment or uniform to Refuse Collectors, as these were the latter's prerogative.

Abolition of Grade

Recommendation 1

1.11.6 We recommend that the grade of Supervisor, Sewing Classes on a full-time basis be abolished.

ADMINISTRATION DEPARTMENT

SALARY SCHEDULE

RR AM 1 : **Rs 17975 x 175 - 18500 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30615**
General Worker

RR AM 2 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**
Library Auxiliary
formerly Library Attendant

RR AM 3 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280**
Office Auxiliary/Senior Office Auxiliary
formerly Attendant/Senior Attendant

RR AM 4 : **Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215**
Head Office Auxiliary
formerly Head Attendant

RR AM 5 : **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

RR AM 6 : **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**
Pre-Primary School Teacher

RR AM 7 : **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**
Word Processing Operator

RR AM 8 : **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**
Clerical Officer

RR AM 9 : **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 QB 47950 x 1050 - 49000**
Library Clerk/Senior Library Clerk

ADMINISTRATION DEPARTMENT (Contd.)

RR AM 10 : **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

RR AM 11 : **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 - 50100**
Committee Clerk

RR AM 12 : **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 - 49000 x 1100 - 54500 x 1450 - 55950**
Usher/Prosecutor/Senior Usher/Prosecutor

RR AM 13 : **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

RR AM 14 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Senior Committee Clerk

RR AM 15 : **Rs 32615 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400**
Office Management Assistant

RR AM 16 : **Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
Internal Audit Officer/Senior Internal Audit Officer
formerly Internal Control Officer/Senior Internal Control Officer

RR AM 17 : **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**
Human Resource Officer/Senior Human Resource Officer

RR AM 18 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
ICT Technician
formerly Assistant IT Officer

ADMINISTRATION DEPARTMENT (Contd.)

RR AM 19 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
Safety and Health Officer/Senior Safety and Health Officer

RR AM 20 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
Principal Internal Audit Officer
formerly Principal Internal Control Officer

RR AM 21 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050**
Office Superintendent

RR AM 22 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 69800**
Senior Human Resource Officer (Personal)

RR AM 23 : **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**
Local Disaster Management Coordinator

RR AM 24 : **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**
Assistant Chief Executive

RR AM 25 : **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**
Human Resource Management Officer

RR AM 26 : **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**
IT Analyst/Senior IT Analyst
formerly IT Officer/Systems Administrator

RR AM 27 : **Rs 77750 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**
Deputy Chief Executive

RR AM 28 : **Rs 138000**
Chief Executive

FINANCE DEPARTMENT**SALARY SCHEDULE**

RR FI 1 : **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**
Cashier

RR FI 2 : **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**
Assistant Financial Operations Officer
Assistant Procurement and Supply Officer

RR FI 3 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
Financial Operations Officer/Senior Financial Operations Officer
Procurement and Supply Officer/Senior Procurement and Supply Officer

RR FI 4 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
Principal Financial Operations Officer
Principal Procurement and Supply Officer

RR FI 5 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
Accountant/Senior Accountant

RR FI 6 : **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**
Principal Accountant

RR FI 7 : **Rs 89250 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**
Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT**SALARY SCHEDULE**

RR PI 1 : **Rs 24845 x 300 - 25445**
Trainee Inspector of Works (New Grade)

RR PI 2 : **Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365**
Lorry Attendant
formerly Lorry Loader (Personal)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

RR PI 3 : Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765
x 400 - 31765
 Handy Worker

RR PI 4 : Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765
x 425 - 32190
 Roadmender/Tarman (Personal)
 Tradesman's Assistant (Carpenter)
 Tradesman's Assistant (Electrician)
 Tradesman's Assistant (Mason)
 Tradesman's Assistant (Mechanic)
 Tradesman's Assistant (Welder)

RR PI 5 : Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765
x 425 - 32615
 Handy Worker (Special Class)

RR PI 6 : Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765
x 425 - 33040 x 560 - 33600
 Gardener
 Groundsman (Personal to officers in post as at 30.06.08)

RR PI 7 : Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765
x 425 - 33040 x 560 - 34720
 Plant and Equipment Operator

RR PI 8 : 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
 Automobile Electrician
 Carpenter
 Electrician
 Mason
 Mechanic
 Painter
 Panel Beater
 Plumber & Pipe Fitter
 Welder

RR PI 9 : 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
 Driver (Roster)

RR PI 10 : Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765
x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 41080
 Driver, Heavy Mechanical Unit (Personal)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

RR PI 11 : **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 - 42050**
 Driver, Heavy Mechanical Unit (Roster)

RR PI 12 : **Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930**
 Chief Electrician
 Foreman

RR PI 13 : **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**
 Assistant Inspector of Works (Personal)

RR PI 14 : **Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000**
 Supervisor (Lighting Section)
 Workshop Supervisor

RR PI 15 : **Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400**
 Inspector of Works

RR PI 16 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
 Senior Inspector of Works

RR PI 17 : **Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
 Chief Inspector of Works

RR PI 18 : **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**
 Land Surveyor

RR PI 19 : **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 - 77750**
 Civil Engineer

RR PI 20 : **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 - 102500**
 Head, Public Infrastructure Department

LAND USE AND PLANNING DEPARTMENT
SALARY SCHEDULE

RR LP 1	:	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 Assistant Building Inspector Planning and Development Assistant
RR LP 2	:	Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 Building Inspector
RR LP 3	:	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 Planning and Development Inspector
RR LP 4	:	Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Senior Building Inspector
RR LP 5	:	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 - 77750 Town Planner <i>formerly Planning and Development Officer</i>
RR LP 6	:	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 - 99750 Head, Land Use and Planning Department

WELFARE DEPARTMENT

SALARY SCHEDULE

RR WL 1 : **Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 QB 55950 x 1450 - 57400 Welfare Officer**

RR WL 2 : **Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400 QB 58850 x 1750 - 60600 Senior Welfare Officer**

WELFARE DEPARTMENT (Contd.)

RR WL 3 : **Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**

Principal Welfare Officer

RR WL 4 : **Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750**

Chief Welfare Officer

VILLAGE COUNCILS
PART-TIME WORKERS

RR VC 1 : **Rs 115 per hour**

Library Auxiliary
formerly Library Attendant

RR VC 2 : **Rs 12830**

Village Hall/Sub-Hall Attendant

RR VC 3 : **Rs 19400**

Village Hall and TV Attendant

PUBLIC HEALTH DEPARTMENT
SALARY SCHEDULE

RR PH 1 : **Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040**

Refuse Collector (Roster)

RR PH 2 : **Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**

Burial Ground Attendant (Roster)

RR PH 3 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600**

Chemical Sprayer Operator

RR PH 4 : **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**

Incinerator Operator

PUBLIC HEALTH DEPARTMENT (Contd.)

RR PH 5 : 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 - 41080
Field Supervisor (Scavenging) (Roster)

RR PH 6 : 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 - 54500 x 1450 - 55950 QB 57400
Health Inspector

RR PH 7 : Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350
Senior Health Inspector

RR PH 8 : Rs 45930 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900
Principal Health Inspector

RR PH 9 : Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750
Chief Health Inspector

PART-TIME WORKERS

RR PH 10 : Rs 15140
Sanitary Attendant II (Part-time)
formerly drawing salary Rs 4500 as at 01 July 2003



1. 12 THE DISTRICT COUNCIL OF SAVANNE

1.12.1 The District Council of Savanne is responsible for overseeing the administration of the 17 villages falling under its jurisdiction. To this effect, the Council offers a wide range of services to the residents through its various Departments, namely Public Infrastructure, Land Use and Planning, Welfare, and Public Health; whilst support services are provided by officers belonging to the Administrative and Finance Departments.

1.12.2 In the context of this review exercise, the main representations from the Unions pertain to the upgrading of salary and creation of posts. Management, on the other hand, stated that the existing organisation structure is appropriate and has, consequently, not made any submission thereto related. It has, however, urged for a review of the salary of the grade of Committee Clerk and provision of training to its employees.

1.12.3 During the consultative meetings, the parties concerned were apprised of issues that do not fall under the purview of the Bureau and were informed on the appropriate course of actions to be taken in such cases. Where requests could not be entertained, the parties were so informed and adequate explanations were also provided to justify our stand.

1.12.4 Overall, we consider the present setup to be adequate to enable the Council to meet its set objectives. Further, specific recommendation has been made regarding the remuneration of the grade of Sewing Teacher (Part-time) in the Chapter on Observations and General Provisions of this Volume while the grade of Supervisor, Sewing Classes is being abolished.

Abolition of Grade

Recommendation 1

1.12.5 **We recommend that the grades of Supervisor, Sewing Classes and Field Supervisor, Road Works (Personal) be abolished.**

ADMINISTRATION DEPARTMENT

SALARY SCHEDULE

SE AM 1 : Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040

Surveillant

ADMINISTRATION DEPARTMENT (Contd.)

SE AM 2 : **Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280**
 Office Auxiliary/Senior Office Auxiliary
formerly Attendant/Senior Attendant

SE AM 3 : **Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 38215**
 Head Office Auxiliary
formerly Head Attendant

SE AM 4 : **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

SE AM 5 : **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**
 Word Processing Operator

SE AM 6 : **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**
 Clerical Officer

SE AM 7 : **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**
 Senior Word Processing Operator

SE AM 8 : **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 QB 47950 x 1050 - 49000**
 Library Clerk/Senior Library Clerk

SE AM 9 : **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

SE AM 10 : **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 - 50100**
 Committee Clerk

ADMINISTRATION DEPARTMENT (Contd.)

SE AM 11 : **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 - 49000 x 1100 - 54500 x 1450 - 55950**
Usher/Prosecutor/Senior Usher/Prosecutor

SE AM 12 : **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

SE AM 13 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**
Senior Committee Clerk

SE AM 14 : **Rs 32615 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400**
Office Management Assistant

SE AM 15 : **Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850**
Internal Audit Officer/Senior Internal Audit Officer
formerly Internal Control Officer/Senior Internal Control Office

SE AM 16 : **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**
Human Resource Officer/Senior Human Resource Officer

SE AM 17 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
ICT Technician
formerly Assistant IT Officer
Library Officer

SE AM 18 : **Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
Safety and Health Officer/Senior Safety and Health Officer

SE AM 19 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200**
Principal Internal Audit Officer
formerly Principal Internal Control Officer

ADMINISTRATION DEPARTMENT (Contd.)

SE AM 20 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050**
Office Superintendent

SE AM 21 : **Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 69800**
Senior Human Resource Officer (Personal)

SE AM 22 : **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**
Local Disaster Management Coordinator

SE AM 23 : **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**
Assistant Chief Executive

SE AM 24 : **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**
Human Resource Management Officer

SE AM 25 : **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**
IT Analyst/Senior IT Analyst
formerly IT Officer/Systems Administrator

SE AM 26 : **Rs 47950 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**
Attorney

SE AM 27 : **Rs 77750 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000**
Deputy Chief Executive

SE AM 28 : **Rs 138000**
Chief Executive

FINANCE DEPARTMENT
SALARY SCHEDULE

SE FI 1	:	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 Cashier
SE FI 2	:	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 Assistant Financial Operations Officer Assistant Procurement and Supply Officer
SE FI 3	:	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 Financial Operations Officer/Senior Financial Operations Officer Procurement and Supply Officer/Senior Procurement and Supply Officer
SE FI 4	:	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200 Principal Financial Operations Officer Principal Procurement and Supply Officer
SE FI 5	:	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Accountant/Senior Accountant
SE FI 6	:	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 Principal Accountant
SE FI 7	:	Rs 89250 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000 Financial Controller

PUBLIC INFRASTRUCTURE DEPARTMENT
SALARY SCHEDULE

SE PI 1	:	Rs 24845 x 300 - 25445 Trainee Inspector of Works (New Grade)
SE PI 2	:	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31365 Lorry Attendant <i>formerly Lorry Loader (Personal)</i>

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

SE PI 3 : Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765
Handy Worker

SE PI 4 : Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765
x 425 - 32190
Assistant Mechanic
Tradesman's Assistant (Carpenter)
Tradesman's Assistant (Electrician)
Tradesman's Assistant (Mason)
Tradesman's Assistant (Mechanic)
Tradesman's Assistant (Plumber and Pipe Fitter)
Tradesman's Assistant (Welder)

SE PI 5 : Rs 22745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765
x 425 - 32615
Handy Worker (Special Class)

SE PI 6 : Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765
x 425 - 33040 x 560 - 33600
Gardener

SE PI 7 : Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765
x 425 - 33040 x 560 - 34720
Plant and Equipment Operator

SE PI 8 : Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765
x 425 - 33040 x 560 - 35840 x 725 - 37290
Driver (Personal)

SE PI 9 : 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
Automobile Electrician
Carpenter
Electrician
Mason
Mechanic
Painter
Plumber and Pipe Fitter
Welder

SE PI 10 : 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
Driver (Roster)

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

SE PI 11 : **Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 41080**
 Driver, Heavy Mechanical Unit (Personal)

SE PI 12 : **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 - 42050**
 Driver, Heavy Mechanical Unit (Roster)

SE PI 13 : **Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930**
 Chief Tradesman
 Chief Tradesman (Electrician)
 Foreman

SE PI 14 : **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**
 Assistant Inspector of Works (Personal)

SE PI 15 : **Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000**
 Supervisor (Lighting Section)
 Workshop Supervisor

SE PI 16 : **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

SE PI 17 : **Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400**
 Inspector of Works

SE PI 18 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
 Senior Inspector of Works

SE PI 19 : **Rs 43990 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900**
 Chief Inspector of Works

PUBLIC INFRASTRUCTURE DEPARTMENT (Contd.)

SE PI 20 : **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**
 Land Surveyor

SE PI 21 : **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 - 77750**
 Civil Engineer

SE PI 22 : **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 - 102500**
 Head, Public Infrastructure Department

LAND USE AND PLANNING DEPARTMENT
SALARY SCHEDULE

SE LP 1 : **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**
 Assistant Building Inspector
 Planning and Development Assistant

SE LP 2 : **Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400**
 Building Inspector

SE LP 3 : **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**
 Planning and Development Inspector

SE LP 4 : **Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**
 Senior Building Inspector

SE LP 5 : **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 - 77750**
 Town Planner
formerly Planning and Development Officer

SE LP 6 : **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 - 99750**
 Head, Land Use and Planning Department

WELFARE DEPARTMENT**SALARY SCHEDULE**

SE WL 1	:	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 - 42050 QB 43020 x 970 - 45930
		Infant School Teacher
SE WL 2	:	Rs 28545 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 QB 55950 x 1450 - 57400
		Welfare Officer
SE WL 3	:	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400 QB 58850 x 1750 - 60600
		Senior Welfare Officer
SE WL 4	:	Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900
		Principal Welfare Officer

VILLAGE COUNCILS**PART-TIME WORKERS**

SE VC 1	:	Rs 16740
		Sewing Teacher
SE VC 2	:	Rs 19400

Village Hall and TV Attendant

PUBLIC HEALTH DEPARTMENT**SALARY SCHEDULE**

SE PH 1	:	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765
		Lorry Loader (Personal)
SE PH 2	:	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040

Refuse Collector (Roster)

PUBLIC HEALTH DEPARTMENT (Contd.)

SE PH 3 : Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600
Burial Ground Attendant (Roster)

SE PH 4 : 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
Incinerator Operator

SE PH 5 : 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 - 41080
Field Supervisor (Scavenging) (Roster)

SE PH 6 : 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
Supervisor, Refuse Collection (Roster)

SE PH 7 : 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 - 54500 x 1450 - 55950 QB 57400
Health Inspector

SE PH 8 : Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350
Senior Health Inspector

SE PH 9 : Rs 45930 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900
Principal Health Inspector

SE PH 10 : Rs 57400 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 91750
Chief Health Inspector

